

**City of Granbury
City Manager Agreement**

THE STATE OF TEXAS §
 § KNOW ALL MEN BY THESE PRESENTS:
COUNTY OF HOOD §

THIS CITY MANAGER AGREEMENT (“Agreement”) is made and entered into effective the 19th day of March, 2019, by and between the City of Granbury, Texas, a Texas municipal corporation (the “City”) and Christopher Coffman, CPM (“the “Manager”).

W I T N E S S E T H:

WHEREAS, the City Council of the City (the “Council”) and the Manager believe that an employment agreement negotiated between the Council, on behalf of the City, and the Manager can be mutually beneficial to the City, the Manager, and the community they serve;

WHEREAS, when appropriately structured, the Council and the Manager believe an employment agreement can strengthen the Council-Manager relationship by enhancing the excellence and continuity of the management of the City for the benefit of its citizens;

WHEREAS, the Council, on behalf of the City, desires to employ the services of the Manager, as the city manager of the City ("City Manager"), pursuant to the terms, conditions and provisions of this Agreement;

WHEREAS, the Manager has agreed to accept employment as the City Manager, subject to the terms, conditions and provisions of this Agreement.

NOW, THEREFORE, the City and the Manager, for and in consideration of the terms, conditions and provisions hereinafter established have agreed, and do hereby agree as follows:

I. Term

1.1 **TERM.** The term of this Agreement shall be for an initial term of three (3) year beginning on February 1, 2019 (the “Commencement Date”) and ending on January 31, 2022, provided however, that the term of this Agreement shall be subject to earlier termination by Unilateral Severance (as defined and set forth in Section 6.4 below) at the pleasure of the Council. Furthermore, should the Council fail to take action regarding the term of this Agreement ninety (90) days prior to the expiration of the first year of the initial term of this Agreement (or any subsequent term), this Agreement shall automatically renew for an additional one (1) year term.

1.2 **EXTENSION.** The City may, by action of the Council, and with the consent and approval of the Manager, extend the term of this Agreement.

II. Employment

2.1 **CHIEF EXECUTIVE OFFICER.** The Manager is the chief executive officer of the City and shall faithfully perform the duties of the City Manager as prescribed in the job description, as set forth in the City Charter, and City ordinances and, as may be lawfully assigned by the Council (collectively the "City Manager's Duties"). Further, the Manager shall comply with (collectively "Applicable Laws and Authorities"): state and federal law; the City's Charter; all City policies, rules, regulations and ordinances as they exist or may hereinafter be amended; and, all lawful Council directives. All duties assigned to the Manager by the Council shall be appropriate to and consistent with the professional role and responsibility of the City Manager position.

2.2 **DUTIES.** The Council does hereby employ Manager as City Manager to perform the City Manager's Duties in accordance with and pursuant to all Applicable Laws and Authorities and each of the following duties to the full extent not prohibited by or in material conflict with any existing provisions of the City's Charter or Applicable Laws and Authorities. Some duties may be designated to appropriate staff:

- a. Employ, on behalf of the City, all other employees of the City except for the City Secretary, City Attorney and Municipal Judge.
- b. Direct, assign, reassign and evaluate all of the employees of the City that report to the City Manager.
- c. Organize, reorganize and arrange the staff of the City.
- d. Develop and establish internal regulations, rules, and procedures which the Manager deems necessary for the efficient and effective operation of the City.
- e. Accept all resignations of employees of the City, except for those employees that report directly to the Council whose and resignation must be accepted by the Council.

The Manager shall perform the City Manager's Duties with reasonable care, diligence, skill and expertise.

2.3 **REASSIGNMENT.** The Manager cannot be reassigned from the position of City Manager to another position without the Manager's prior express written consent.

2.4 **COUNCIL MEETINGS.** Except to the extent prohibited by or in material conflict with Applicable Laws and Authorities, the Manager or the Manager's designee shall attend, and shall be permitted to attend, all meetings of the Council, both public and closed, with the exception of those closed meetings devoted to the consideration of any action or lack of action on this Agreement, or any amendment thereto, the Manager's evaluation, or for purposes of resolving conflicts between individual Council members.

2.5 CRITICISMS, COMPLAINTS, AND SUGGESTIONS. The Council, individually and collectively, shall refer in a timely manner all substantive criticisms, complaints, and suggestions called to the Council's attention to the Manager for study and/or appropriate action, and the Manager shall refer the matter(s) to the appropriate City employee or shall investigate such matter(s) and inform the Council of the results of such efforts.

2.6 INDEMNIFICATION. To the extent it may be permitted to do by applicable law, including, but not limited to Texas Civil Practice & Remedies Code Chapter 102, the City does hereby agree to defend, hold harmless, and indemnify Manager from any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees incurred in any legal proceedings brought against Manager in the Manager's individual or official capacity as an employee and as City Manager, providing the incident(s), which is (are) the basis of any such demand, claim, suits, actions, judgments, expenses and attorneys' fees, arose or does arise in the future from an act or omission of Manager, as an employee of the City, acting within the course and scope of the Manager's employment with the City; excluding, however, any such demand, claim, suits, actions, judgments, expenses and attorneys' fees for those claims or any causes of action where it is determined that the Manager committed official misconduct, or committed a willful or wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith; and excluding any costs, fees, expenses or damages that would be recoverable or payable under an insurance contract, held either by the City or by the Manager. The selection of the Manager's legal counsel shall be with the mutual agreement of the Manager and the City if such legal counsel is not also City's legal counsel. A legal defense may be provided through insurance coverage, in which case the Manager's right to agree to legal counsel provided for him will depend on the terms of the applicable insurance contract. To the extent this Paragraph 2.6 exceeds the authority provided and limitations imposed by Texas Civil Practice & Remedies Code, Chapter 102, it shall be construed and modified accordingly. The provisions of this Paragraph 2.6 shall survive the termination, expiration or other end of this Agreement and/or the Manager's employment with the City.

2.7 APPROPRIATION. The Council has appropriated, set aside and encumbered, and does hereby appropriate, set aside, and encumber, available and otherwise unappropriated funds of the City in an amount sufficient to fund and pay all financial obligations of the City pursuant to this Agreement.

2.8 HOURS OF WORK. The Manager acknowledges the proper performance of the City Manager's Duties require the Manager to generally observe normal business hours and will also often require the performance of necessary services outside of normal business hours. This is an exempt position. The Manager agrees to devote such additional time as is necessary for the full and proper performance of the City Manager's Duties and that the compensation herein provided includes compensation for the performance of all such services. However, the City intends that reasonable time off be permitted the Manager, such as is customary for exempt employees so long as the time off does not interfere with the normal conduct of the office of the City Manager. The Manager will devote full time and effort to the performance of the City Manager's Duties, and shall remain in the exclusive employ of the City during the term of this Agreement; provided

that, with the prior consent of the Council, the Manager may accept outside professional employment which does not interfere with the Manager performing the City Manager's Duties hereunder. The term "outside professional employment" means professional services provided to third parties for which the Manager is compensated and which are performed on the Manager's time off.

2.9 RELOCATION TO CITY. Pursuant to Section 5.01 of the City's Home Rule Charter, the Manager shall relocate to a residence within the corporate boundaries of the City within a period of ninety (90) days. This has been completed and Manager is a current city residence.

2.10 WEAPONS. The Manager is exempt from the provisions of Section 24 of the City's *Personnel Policy Manual* which prohibits the possession of weapons on City property and is authorized to possess such weapon on the premises.

III. COMPENSATION

3.1 SALARY. The City shall provide the Manager with an annual salary in the sum of One Hundred Sixty Nine Thousand Four Hundred and Thirty Eight Dollars (\$169,438.88) beginning on the Term date of February 1, 2019. This annual salary rate shall be paid to the Manager in equal installments on the schedule as other City employees and shall be paid net of any applicable withholding or deductions required by the Applicable Laws and Authorities.

Furthermore; Salary shall be increased annually as provided below:

- **February 1, 2020 base salary to increase 4% to \$176,216.44**
- **February 1, 2021 base salary to increase 4% to \$183,265.09**

3.2 COMPENSATION AND SALARY ADJUSTMENTS. At any time during the term of this Agreement, the Council may, in its discretion, review and adjust the compensation and salary of the Manager, but in no event shall the Manager be paid less than the salary set forth in Paragraph 3.1 of this Agreement, except by mutual agreement of the two parties. Such adjustments, if any, shall be made pursuant to lawful Council resolutions. In such event, the parties agree to provide their best efforts and reasonable cooperation to execute a new agreement incorporating the adjusted salary.

3.3 PAID LEAVES – VACATION, SICK/PERSONAL AND HOLIDAY. The Manager may take, at the Manager's choice, the number of hours of vacation to be earned and accrued at a rate of four weeks of annual vacation per calendar year, the leave to be in a single period or at different times. The vacation leave taken by the Manager will be taken at such time or times as will least interfere with the performance of the City Manager's Duties. The Manager is hereby granted the same sick/personal leave benefits as authorized by Council policies for administrative employees. The Manager shall observe the same legal holidays as provided by the City for its administrative employees.

3.4 BENEFITS - GENERAL. Unless expressly provided otherwise in this Agreement, in addition to those benefits specifically set forth herein, the Manager shall be entitled to the same benefits that are enjoyed by any other administrative employees of the City pursuant to all Applicable Laws and Authorities.

3.5 **VEHICLE ALLOWANCE.** As an additional benefit, the Manager shall be entitled to a vehicle allowance in the amount of One Thousand Dollars and No Cents (\$1,000.00) to be paid monthly.

3.6 **CELLULAR TELEPHONE, TABLET COMPUTER, AND LAPTOP.** As an additional benefit, the City shall provide the Manager with a cellular telephone and a tablet computer both of which shall be compatible with City's existing cellular service contract.

3.7 **INSURANCE – HEALTH.** The City agrees to pay the premiums for health, hospitalization and comprehensive medical insurance for the Manager pursuant to the group health care plan provided by the City for its administrative employees.

3.8 **Section reserved.**

3.9 **RETIREMENT BENEFIT.** The City agrees to enroll the Manager into the applicable state or local retirement system, currently TMRS, and to make at least the same level of contributions for the Manager or on the Manager's behalf as the City does for its other administrative employees consistent with all Applicable Laws and Authorities. TMRS requires a mandatory employee contribution of 7% of the employee's gross salary. Payment, and subsequent collection of City matching contributions, are subject to TMRS regulations; currently the City provides a 2:1 match. The Manager shall be entitled to receive the benefit of the City's matching funds in the same ratio as all other employees and as determined by the City Council.

3.10 **EXPENSES.** The City shall pay or reimburse the Manager for reasonable expenses incurred by the Manager in the continuing performance of the Manager's duties under this Agreement. The City agrees to pay the actual and incidental costs incurred by the Manager for travel outside of Hood County. Such actual or incidental costs may include, but are not limited to, gasoline, hotels and accommodations, meals, rental car, and other expenses incurred in the performance of the business of the City. For any travel that requires an overnight stay, the Manager shall comply with all procedures and documentation requirements in accordance with Applicable Laws and Authorities.

3.11 **BONDS.** The City shall bear the full cost of any fidelity or other bonds required of the Manager under any law or ordinance.

3.12 **CIVIC ACTIVITIES.** The Manager is encouraged to participate in community and civic organizations and activities. The cost of such activities shall be borne by the City.

IV. PROFESSIONAL GROWTH

4.1 **PROFESSIONAL DUES AND SUBSCRIPTIONS.** The City agrees to budget for and to pay for professional dues and subscriptions of the Manager necessary for continuation and full participation in national, state, regional, and local associations and organizations as necessary and/or desirable for the good of the City through the

Manager's continued professional participation, growth and advancement.

4.2 **PROFESSIONAL DEVELOPMENT TRAVEL.** The City agrees to budget for and to pay for travel and subsistence expenses of the Manager for professional and official travel and meetings to adequately continue the professional development of the Manager and to pursue necessary official functions for the City, including but not limited to the ICMA Annual Conference, the Texas Municipal League, the Texas City Management Association, and such other national, regional, state and local governmental groups and committees in which the Manager is a member.

4.3 **PROFESSIONAL CONTINUING EDUCATION.** The City also agrees to budget for and to pay for travel and subsistence expenses of Manager for short courses, institutes, and seminars that are necessary and/or desirable for the good of the City through the Manager's professional development.

V. PERFORMANCE EVALUATION

5.1 **EVALUATION PROCESS.** The Council shall review the Manager's job performance at least once annually with the first review being in October 2015, and subsequent annual reviews to occur during the month of February each year thereafter unless the parties agree otherwise. The annual performance reviews and evaluations shall be in writing and in accordance with criteria and format developed jointly by the Council and the Manager. The Council shall provide the Manager a reasonable and adequate opportunity to discuss with the Council and/or respond to the Manager's evaluation.

5.2 **CONFIDENTIALITY.** Unless the Manager expressly requests otherwise in writing, except to the extent prohibited by or in material conflict with Applicable Laws and Authorities, the evaluation of the Manager shall at all times be conducted in closed session of the Council and shall be considered confidential to the maximum and full extent permitted by law. Nothing herein shall prohibit the Council or the Manager from sharing the content of the Manager's evaluation with their respective legal counsel.

5.3 **MODIFICATION OF EVALUATION PROCESS.** In the event the Council determines that the evaluation instrument, format and/or procedure are to be modified by the Council, and such modifications would require new or different performance expectations, then the Manager shall be provided a reasonable period of time to demonstrate such expected performance before being evaluated.

VI. TERMINATION

6.1 **TERMINATION EVENTS.** This Agreement shall terminate upon any of the following:

- a. Mutual agreement of the Council and Manager in writing and signed by them;
- b. Retirement or death of the Manager;

- c. Termination of Manager's Employment for "good cause" (as defined in Paragraph 6.2 below), or;
- d. Expiration of the term of this Agreement;
- e. Voluntary Resignation of the Manager.

6.2 **"GOOD CAUSE"**. For purposes of this Agreement the term "good cause" is defined as follows:

- (a) Any willful, knowing, grossly negligent, or negligent breach, disregard or habitual neglect of any provision of this Agreement, or any willful, knowing, grossly negligent, or negligent breach, disregard or habitual neglect of any duty or obligation required to be performed by City Manager under this Agreement or under the Charter and ordinances of the City and/or the laws of the United States or the State of Texas.
- (b) Any misconduct of the City Manager involving an act of moral turpitude, criminal illegality (excepting minor traffic violations), or habitual violations of the traffic laws, whether or not related to City Manager's official duties hereunder.
- (c) Any willful, knowing, grossly negligent, or negligent misapplication or misuse, direct or indirect, by City Manager of public or other funds or other property, real, personal, or mixed, owned by or entrusted to the City, any agency or corporation thereof, or the City Manager in his official capacity.

6.3 **UNILATERAL SEVERANCE**. With the exception of the termination events specified above in Paragraph 6.1, the Council may end the employment relationship and terminate this Agreement, at the pleasure of the Council, whether with or without good cause, upon written notice to the Manager as specified below and payment to the Manager of the Severance Amount (as defined below) and the Current Obligations (as defined below) (together the "Unilateral Severance"). If the Council determines that it desires a Unilateral Severance it shall provide written notice to the Manager at least thirty (30) days in advance of the effective date of such termination, which specifies: (a) the Council has voted to pursue a Unilateral Severance pursuant to this Paragraph 6.3 of the Agreement, (b) the effective date of the Unilateral Severance ("Severance Effective Date"), and (c) the City's commitment to pay the Severance Amount (including a specific line item breakdown of the items that constitute the total Severance Amount), and the Current Obligations. On or before the Severance Effective Date, the Manager may by written notice to the City direct that the Severance Amount be paid and payable in a manner directed by the Manager, provided that the total Severance Amount must be paid and payable on or before the first anniversary of the Severance Effective Date and there shall be no limitations on the City making all deductions and withholdings required by law.

The "Severance Amount" means the total amount of: (a) an amount equal to the

value of twelve (12) months of the Manager's then current salary to serve as the primary basis for the Manager's severance pay, plus (b) the value of any eligible accrued but unused vacation and sick/personal leave days, computed on an hourly basis determined by dividing the Manager's current annual salary by 2080 hours. Payment of vacation time is subject to section 14.11 of the City's *Personnel Policy Manual* and is limited to one year of the Manager's entitlement under this section. Payment of sick days is subject to provisions contained in the City's *Personnel Policy Manual*, section 14.12 and 16.12. Sick pay is only paid if the Manager retires under TMRS guidelines or provisions to the maximum allowed under City policy.

The "Current Obligations" includes all salary and benefits, including benefits outlined in 3.7 and 3.9 above, under this Agreement payable or otherwise owing by City to Manager up to a date through and including the first anniversary of the Severance Effective Date.

Conditioned upon the City fulfilling its obligations to pay the Severance Amount and the Current Obligations, upon a Unilateral Severance, the Manager waives and releases the Manager's rights to continued employment with the City and the parties waive and release the right to an arbitration hearing on the issue of good cause. In the event of a Unilateral Severance, the parties agree not to make disparaging comments or statements about each other.

VII. GENERAL PROVISIONS

7.1 COMPLETE AGREEMENT. This Agreement sets forth and establishes the entire understanding between the City and the Manager relating to the employment of the Manager by the City. Any prior discussions or representations by or between the parties are merged into and rendered null and void by this Agreement. The parties by mutual written signed agreement may amend any provision of this Agreement during the term of this Agreement; such amendments shall be incorporated and made a part of this Agreement.

7.2 PROVISIONS OF CHARTER TO CONTROL. Pursuant to Section 5.05 of the Granbury Home Rule Charter, neither the council nor any of its members shall direct or request the appointment of any person to or his removal from office by the Manager or by any of his subordinates. However, the Council, while in session, may consult and advise the Manager, make inquiry regarding the appointments or removals and may express their opinion in regard thereto. In regard to administrative and executive duties under the Manager, the Council and its members shall deal solely through the Manager and neither the Council nor any member thereof shall give orders to any subordinate of the Manager, either privately or publicly. Willful violation of the foregoing provisions of the Charter by any member of the Council shall constitute official misconduct, and such misconduct shall be addressed in the manner prescribed in Section 2.05. (Section 5.05 amended by Resolution 11-12 adopted on May 19, 2011 at an election held on May 14, 2011).

7.3 BINDING EFFECT. This Agreement shall be binding on the City and the Manager as well as their heirs, assigns, executors, personal representatives and successors in interest.

7.4 **SAVINGS CLAUSE.** If any term or provision of this Agreement, as applied to any party or to any circumstance, is declared by a court of competent jurisdiction hereof to be illegal, unenforceable or void in any situation and in any jurisdiction, such determination shall not affect the validity or enforceability of the remaining terms and provisions hereof or the validity or enforceability of the offending provision in any other situation or in any other jurisdiction. The parties agree that the court or arbitrator making such determination shall have the power to reduce the scope, duration, area or applicability of the term or provision, to delete specific words or phrases or to replace any illegal, unenforceable or void term or provision with a term or provision that is valid and enforceable and that comes closest to expressing the intention of the invalid or unenforceable term or provision.

7.5 **CONFLICTS.** In the event of any conflict between the terms, conditions and provisions of this Agreement and the Applicable Laws and Authorities, then, unless otherwise prohibited by law, the terms of this Agreement shall take precedence over the contrary provisions of the Applicable Laws and Authorities during the term of this Agreement.

7.6 **CONTROLLING LAW.** This Agreement shall be governed by and construed and enforced in accordance with the laws of the State of Texas and shall be performable in Hood County, Texas, unless otherwise provided by law.

Executed this the 19th day of March, 2019.

CITY OF GRANBURY, TEXAS

By: 

Hon. Nin Hulett
Mayor

WITNESS

By: 

Carla Walker
City Secretary

CITY MANAGER:



Christopher Coffman, CPM