

This agreement entered into on September 15, 2003 by and between the director and the board of commissioners.

Paul Sammartano
Commissioner

Joseph Cash
Director, Joseph Cash

Witness: Margaret J. Davis

EMPLOYMENT & BENEFIT AGREEMENT

Employment Agreement between the East Flagler Mosquito Control District Board of Commissioners (Board) and Joseph Cash (Director). The intent of this agreement is to provide the director with a measure of employment security and to introduce provisions for the director's severance compensation should the director's employment be terminated by the Board while he is still willing and able to serve as the director. The Board agrees to employ the director on the following terms and conditions.

Term of Employment shall be year to year beginning October 1st and ending September 30th, and the contract shall automatically renew annually provided the Board has not indicated otherwise.

Should the Board, for any reason, come to the decision that the director's employment should be terminated, the board will provide the director with a severance allowance, beginning on the final work day, equal to 180 days pay less taxes and social security. The director will provide the district with at least 180 days notice prior to leaving district employment.

The director's duties include all aspects of management and operations including planning, evaluating and supervising operations, and developing and implementing a budget, hiring personnel, and all other tasks related to the accomplishment of goals set forth by the Board.

The Board agrees to continue to provide the director's family health insurance.

The Board agrees to continue to provide the director a district vehicle

The Board agrees to provide an annual salary supplement equivalent to 8% of the director's annual gross pay on the October date that employee cost of living increases take effect, and the supplement will be calculated based on any new pay adjustment that may have been authorized by the board at that time.

The director will accumulate annual and sick leave as generally described in the district's employee handbook. The director will earn annual leave at a rate of 20 hours per month and sick leave at the rate of 8 hours per month. The district shall compensate the director for all unused leave upon termination as provided in the handbook.

The Board agrees to reimburse the director's travel and expenses and any reimbursement thereof shall be in accordance with Florida law and district policy.

If, for any reason, any portion of this agreement is invalidated, all other provisions of this agreement shall remain in effect.

This agreement, and the described provisions and obligations, shall continue and be binding upon the current district board and future elected boards. Notwithstanding, however, that any elected board, current or future, may terminate the director's employment as provided in paragraph 4 of this agreement.