

EMPLOYMENT AGREEMENT

THIS AGREEMENT, made and entered into this 10th day of August, 2015, by and between the City of Orlando, a Florida municipal corporation, hereinafter referred to as "the City", and **Tiffany Lumpkin**, hereinafter referred to as "Contractor."

WITNESSETH:

WHEREAS, the City is desirous of retaining the services of a **Youth Intervention/Prevention Coordinator**, the position being on a full time basis for a definite length of time with duties, responsibilities and qualifications as defined in "Exhibit A" attached; and

WHEREAS, Contractor wishes to obtain employment with the City to perform the duties and responsibilities of **Youth Intervention/Prevention Coordinator** for a definite length of time by contract.

NOW, THEREFORE, in consideration of these premises and of good and sufficient consideration, the parties do hereby covenant and agree to the following:

1. The City hereby agrees to employ Contractor and Contractor agrees to be employed by the City as a **Youth Intervention/Prevention Coordinator**, to perform the duties and responsibilities as set forth in "Exhibit A," attached hereto, for a period to commence on or about the 10th day of August, 2015 and terminate on the 30th day of September, 2016; however, this Agreement may be terminated earlier, as provided below.

2. The parties agree that the duties of the Contractor may be changed from time to time by the mutual consent of the City and the Contractor. Notwithstanding any change, the employment of the Contractor shall be construed as continuing under this Agreement as modified.

3. In consideration for the services provided by the Contractor, the Contractor shall be paid by the City a salary of \$56,014.40 per year payable on a bi-weekly basis. This sum may be supplemented in further years during the term of this Agreement by increases as provided for in City policy. Contractor will not be entitled to any overtime wage payments.

4. The Contractor agrees to devote her entire productive time, ability and attention to the business of the City during the term of this contract. The Contractor shall not directly or indirectly render any services of a business, commercial or professional nature to any other person or organization, whether for compensation or otherwise, without the prior written consent of the City.

5. The Contractor shall be entitled to all City benefits otherwise provided to Administrative/Professional level employees as outlined in City Policy and Procedure 808.9.

6. The Contractor agrees to abide by and comply with all state and federal statutes, City ordinances and rules, regulations, policies and procedures of the City during the term of her employment.

7. If Contractor breaches any of the terms of this Agreement or fails to fully perform her duties and responsibilities, she may be subject to immediate disciplinary action by the City up to and including termination of her employment. Such discipline shall be in addition to, and shall not prejudice, any other remedy to which the City may be entitled either at law, in equity, or under this Agreement.

8. In addition to the provisions for termination as set forth in paragraph 7 of this Agreement, this Agreement may be terminated by either party upon thirty (30) days written notice.

9. In the event of the termination of this Agreement prior to the completion of the term of employment specified in Paragraph One (1), the Contractor shall be entitled to the compensation earned through to the time of termination, computed pro rata. Contractor shall be entitled to no further compensation as of the date of termination.

10. This Agreement contains all terms and conditions agreed upon by the parties and supersedes all prior other Agreements between the parties. No other agreement, oral or otherwise, regarding the subject matter of this Contract shall be deemed to exist or to bind either of the parties hereto.

11. The validity, interpretation, construction and effect of this Agreement shall be in accordance with and governed by the laws of the State of Florida, only. Should any litigation occur as a result of or in conjunction with this Agreement, any such disputes shall be litigated in Orange County, Florida. In the event any provision hereof is determined to be unenforceable or invalid, such unenforceability or invalidity shall not affect the remaining provisions of this Agreement, which shall remain in full force and effect. To that extent, this Agreement is deemed severable.

IN WITNESS WHEREOF, the undersigned have executed this Agreement the day and year first above written.

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CITY OF ORLANDO:

Mayor/Pro Tem

ATTEST:

Celeste T. Brown, City Clerk

APPROVED AS TO FORM AND LEGALITY
For the use and reliance of the City of Orlando,
Florida, only

_____, 2015

Chief Assistant City Attorney
Orlando, Florida

WITNESSES:

Print Name: _____

Print Name: _____

CONTRACTOR:

Tiffany Lumpkin

EXHIBIT A: Job Description

JOB DESCRIPTION: YOUTH INTERVENTION/PREV. COOR - CONT

BENEFIT GROUP: CM

JOB CODE: XARM1

PAY GRADE: NB112

NATURE OF WORK:

Under general direction, develops and coordinates comprehensive intervention programs, services, and resources to serve at-risk youths and young adults to prevent dropping out of school or becoming involved in criminal activity; performs case management or coordination of the delivery of services including education enhancement, work preparedness; performs intervention and prevention as appropriate; trains and leads individuals and groups; conducts community outreach; performs other related duties as assigned.

EXAMPLES OF WORK PERFORMED:

NOTE: THE LISTED DUTIES ARE ONLY ILLUSTRATIVE AND ARE NOT INTENDED TO DESCRIBE EVERY FUNCTION THAT MAY BE PERFORMED BY THIS JOB CLASS. THE OMISSION OF SPECIFIC STATEMENTS DOES NOT PRECLUDE MANAGEMENT FROM ASSIGNING SPECIFIC DUTIES NOT LISTED IF SUCH DUTIES ARE A LOGICAL ASSIGNMENT TO THE POSITION.

- Performs assessment and refers at-risk youth to appropriate services, programs, activities, or organizations to prevent dropping out of school or becoming involved in criminal activity.
- Conducts community outreach in targeted neighborhood to identify, engage, and inform teachers, parents, residents, and volunteers to develop and enhance education/prevention/intervention strategies and services and to increase participation.
- Provides leadership a, training, and support to educational professionals, police, parents, and others community groups to ensure the provision of education and intervention services/resources to at-risk youth and young adults.
- Researches and analyzes community needs for the purpose of developing appropriate programs as needed to ensure successful intervention.
- Maintains close contact with referred at-risk youth and young adults; performs assessment and case management.
- Makes presentations to community groups a, collaborates with professionals and service delivery organizations, and conducts workshops to train and create opportunities for parents/guardians and others about intervention and prevention of at-risk behavior and use of successful methods and techniques.
- Prepares a accurate reports and documents, maintains records, and makes appropriate recommendations.
- May oversee s and train staff and volunteers assigned to intervention/prevention and outreach program