

STATE OF ALABAMA)

COUNTY OF BALDWIN)

EMPLOYMENT CONTRACT

THIS EMPLOYMENT CONTRACT (hereafter the "Employment Contract") is made by and between the Baldwin County Legislative Delegation, composed of the duly elected members of the Alabama House of Representatives and Alabama State Senate who represent Baldwin County, Alabama, in the Legislature of Alabama (hereafter the "Baldwin County Legislative Delegation"), and **GUY L. BUSBY** (hereafter the "Contract Employee"), wherein the Contract Employee agrees to provide and the Baldwin County Legislative Delegation agrees to accept, in consideration of the mutual covenants contained herein, the terms and services specified within this Employment Contract.

FURTHERMORE, THIS EMPLOYMENT CONTRACT has been approved by the Baldwin County Commission, the governing body of Baldwin County, Alabama, and a political subdivision of the State of Alabama (hereafter the "Baldwin County Commission").

WITNESSETH:

WHEREAS, personnel for the Baldwin County Legislative Delegation are governed in accordance with Section 45-2-190 of the Code of Alabama (1975) which provides as follows:

There is hereby established the Baldwin County Legislative Office. The County Commission of Baldwin County shall provide office space, office furniture, office equipment, telephone service, and accommodation for the members of the legislative delegation from the county. The personnel for the legislative delegation office shall be selected by the members of the legislative delegation. The personnel may or may not be considered county employees for the purposes of being eligible to participate in and be eligible for benefits available to county employees. The county commission or members of the legislative delegation may contract for services or employment with such personnel. The personnel shall serve at the pleasure of the legislative delegation. The amount of compensation for each of the assistants shall be fixed by the members of the legislative delegation and such compensation and benefits shall be paid by the county from the special fund established in Section 45-2-220.05.

WHEREAS, as provided at Section 45-2-190 of the Code of Alabama (1975), the amount of compensation for each of the assistants (i.e. personnel) shall be fixed by the members of the Baldwin County Legislative Delegation, and such compensation and benefits shall be paid by the Baldwin County Commission from the special fund established in Section 45-2-220.05 of the Code of Alabama (1975), which Section 45-2-220.05 of the Code of Alabama (1975) provides as follows:

(a) In Baldwin County, there is levied an additional recording fee of three dollars (\$3), and the Baldwin County Commission may impose, by resolution of the county commission, an additional recording fee not to exceed two dollars (\$2), which shall be

charged and collected on each instrument, unless the instrument is otherwise exempt from all fees filed for record in the office of the judge of probate. The office of the judge of probate shall not receive an instrument, unless the instrument is otherwise exempt from the payment of a filing fee, for filing unless the filing fee required by this part is paid. The fees required by this part shall be in addition to all other fees provided by law.

(b) One dollar (\$1) from each three dollar (\$3) additional recording fee collected shall be deposited by the county commission in a special fund established in a bank located in Baldwin County to be used for the purpose of establishing, operating, and maintaining the county legislative delegation office. Disbursements from the fund shall be made by the county commission only upon direction of a majority of the members of the county legislative delegation who reside in Baldwin County. Any unexpended balance in the fund at the end of the county fiscal year shall remain in the fund and shall not revert to any other state or local fund. Starting with the 2000 fiscal year budget, the county commission may make such appropriations as it deems necessary from time to time from the county general fund to the special fund for the county legislative delegation office.

(c) Fees collected under this part shall be audited by the Examiners of Public Accounts.

WHEREAS, in accordance with Section 45-2-190 of the Code of Alabama (1975), the Baldwin County Legislative Delegation has selected to employ the Contract Employee as **Legislative Delegation Constituent Services Director**; and

WHEREAS, the Contract Employee is willing to accept said position pursuant to the terms set forth herein; and

WHEREAS, the Baldwin County Legislative Delegation has requested that the Contract Employee be treated by the Baldwin County Commission as a County employee for the purpose of receiving certain benefits provided to County employees.

NOW, THEREFORE, for and in consideration of the mutual covenants and conditions contained herein, the sufficiency of which are hereby acknowledged, the Baldwin County Legislative Delegation, the Contract Employee and the Baldwin County Commission agree as follows:

Article I.

RECITALS

The above recitals and statements are incorporated as part of this Employment Contract, as if fully set forth herein.

Article II.

DEFINITIONS

With Cause: A reason exists, which may or may not be made public at the sole discretion of the Baldwin County Legislative Delegation in accordance with applicable state law.

Without Cause: At the sole discretion of the Baldwin County Legislative Delegation and without the need for a reason.

Severance Pay: Also known as separation pay; money (apart from back wages or salary) paid by Baldwin County, Alabama, only from the special fund established in Section 45-2-220.05 of the Code of Alabama (1975) to the dismissed Contract Employee in accordance with the terms of this Employment Contract.

Article III.

TERM(S) AND PERIOD OF EMPLOYMENT

The Baldwin County Legislative Delegation selects the Contract Employee, and the Contract Employee hereby accepts employment with the Baldwin County Legislative Delegation as **Legislative Delegation Constituent Services Director**, which shall be classified as a salaried exempt position provided with benefits only as set forth herein, with absolutely no rights existing under the personnel merit system of Baldwin County, Alabama. The Contract Employee is employed solely at the pleasure of the Baldwin County Legislative Delegation and may be dismissed, with or without cause, as determined exclusively by and in the sole discretion of the Baldwin County Legislative Delegation pursuant to this Employment Contract.

The Contract Employee shall continue and/or commence performance of said public duties, as written herein and as directed, upon the effective date of this Employment Contract, and the Contract Employee shall complete the adequate performance of the public duties and provisions noted herein on a continuing and ongoing basis to the exclusive satisfaction of the Baldwin County Legislative Delegation.

Article IV.

PERIOD OF PERFORMANCE

The effective date of this Employment Contract shall be February 3, 2015. This Employment Contract shall continue in full force and effect through and including February 2, 2018 unless otherwise terminated as set forth herein.

Article V.

SCOPE OF SERVICES/ DUTIES

The Contract Employee is employed as **Legislative Delegation Constituent Services Director**. The Contract Employee will perform all duties of said position as are more particularly set forth in, BUT

SHALL NOT BE LIMITED TO, the written job description (see **Exhibit "A"**) of said position and such other additional tasks and functions as are incidental thereto as determined by the Baldwin County Legislative Delegation. The aforementioned job description shall be attached hereto and included as though fully set forth herein. The Baldwin County Legislative Delegation shall have the right to request the Baldwin County Commission to amend said job description from time to time, in its sole discretion, thereby reducing or increasing the duties, tasks or functions of the Contract Employee.

As stated above, the Contract Employee shall be classified as a salaried exempt position provided with benefits only as set forth herein, with absolutely no rights existing under the personnel merit system of Baldwin County, Alabama. The Baldwin County Legislative Delegation, or its designee, shall have supervisory control over the Contract Employee, and the duties of the Contract Employee may be changed from time to time in the sole direction of the Baldwin County Legislative Delegation. Notwithstanding any such change, the employment of the Contract Employee shall be construed as continuing under this Employment Contract as so modified.

The Contract Employee shall devote his/her time, full ability, and attention to the business of the Baldwin County Legislative Delegation without interruption during the term of this Employment Contract. The Contract Employee 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 Baldwin County Legislative Delegation.

Article VI.

STANDARD OF PERFORMANCE

The Contract Employee shall perform all such services in the manner and according to the standards observed by an able employee of the same skill and level of competence in the field within which said Contract Employee is engaged. All services and products of whatsoever nature, which the Contract Employee delivers to the Baldwin County Legislative Delegation pursuant to this Employment Contract, shall be performed and prepared in a first class and workmanlike manner and shall conform to the standards of quality normally observed by a person performing services or work in the Contract Employee's profession.

Article VII.

COMPENSATION

The Contract Employee shall be paid for his/her performance under this Employment Contract based upon an annual rate of salary of Fifty-Four Thousand Dollars (\$54,000.00). Said salary shall be due and payable bi-weekly and to coincide with the payment of the salary and/or payroll of other employees of Baldwin County, Alabama.

In considering any compensation increases or decreases, the Baldwin County Legislative Delegation may take into consideration any number of factors or matters, INCLUDING, BUT NOT LIMITED TO, the performance of the Contract Employee, the resources of the special fund established in

Section 45-2-220.05 of the Code of Alabama (1975) and any other information deemed to be necessary as determined solely by the Baldwin County Legislative Delegation.

Article VIII.

BENEFITS

In addition to the compensation hereinabove set forth, the Contract Employee shall receive benefits only as follows:

The Contract Employee shall be eligible to participate in any available health insurance coverage, life insurance coverage, or disability insurance coverage provided to County Employees by the Baldwin County Commission, subject to the terms and conditions of such insurance coverage, if any.

The Contract Employee shall enjoy leave accrual on the same terms and conditions as are provided for other County employees and in accordance with the Baldwin County Commission Personnel Handbook.

Notwithstanding any statement contained in this Employment Contract, nothing herein shall be construed or interpreted as affording the Contract Employee any other rights existing under the personnel merit system of Baldwin County, Alabama, including, but not limited to, the Baldwin County Commission Personnel Handbook. The Contract Employee only enjoys benefits as they are granted under this Employment Contract.

The Contract Employee shall be required to contribute to the Retirement System of Alabama as provided for by Section 36-27-1, et seq., Code of Alabama (1975).

The Contract Employee shall not receive longevity pay, cost of living adjustments or any other pay increases, unless specifically authorized by the Baldwin County Legislative Delegation.

Article IX.

TERMINATION

It is understood that the Contract Employee works at the sole discretion and the sole pleasure of the Baldwin County Legislative Delegation, regardless of the capacity of public service. Nothing contained in this Employment Contract shall in any way prevent, limit or restrict the right of the Baldwin County Legislative Delegation to cancel, terminate or not renew this Employment Contract and to discontinue the services of the Contract Employee at any time, with or without cause, as those terms are herein defined.

In the event that the Contract Employee is terminated without cause, the Baldwin County Legislative Delegation shall instruct the Baldwin County Commission to pay, from the special fund established in Section 45-2-220.05 of the Code of Alabama (1975), to the Contract Employee severance pay in an amount equal to one-twelfth (1/12th) of the Contract Employee's annual gross salary, with the

exclusion of benefits, as specifically stated herein, i.e. Four Thousand, Five Hundred Dollars (\$4,500.00). In the event that the Contract Employee is terminated with cause, interpreted and as determined solely by the Baldwin County Legislative Delegation, he/she shall forfeit any and all rights to severance pay and shall not be entitled to receive the same unless formally authorized by the Baldwin County Legislative Delegation. In the event the Baldwin County Legislative Delegation elects to cancel or not renew the Employment Contract at the end of the term, with or without cause, or the term of the Employment Contract expires, the Contract Employee shall not be entitled to severance pay pursuant to this Employment Agreement.

Regardless of whether the Contract Employee is terminated with or without cause, upon termination, he/she shall be entitled to the benefits to which any other salaried-exempt employee of the Baldwin County Commission would be entitled upon separation, if authorized pursuant to this Employment Contract. Any severance pay and/or other payments due for accumulated leave time, as determined and calculated by the Baldwin County Commission, shall be paid in a lump sum to the Contract Employee within one month of his/her official termination date.

The Contract Employee may cancel or terminate this Employment Contract at any time by giving two (2) weeks written notice of such cancellation or termination, and upon such cancellation or termination, said Contract Employee shall be entitled to the benefits to which any other salaried-exempt employee of the Baldwin County Commission would be entitled upon separation, if authorized pursuant to this Employment Contract. However, said Contract Employee shall not be entitled to receive any severance pay pursuant to this Employment Contract. Any other payments due for accumulated leave time, and as determined and calculated by the Baldwin County Commission, shall be paid in a lump sum to the Contract Employee within one month of his/her official termination date.

Article X.

CONTRACT EMPLOYEE EVALUATION

The Baldwin County Legislative Delegation, by and through a majority of the members of the Baldwin County Legislative Delegation who reside in Baldwin County, Alabama, shall prepare and review with the Contract Employee an annual written evaluation of performance. Said annual written evaluation, among other considerations, may be used by the Baldwin County Legislative Delegation in determining the job performance of the Contract Employee; however, said written annual evaluation shall in no way affect or limit the Baldwin County Legislative Delegation's authority to terminate the Contract Employee with or without cause or at will.

The Contract Employee shall at all times adhere to the applicable Drug Free Workplace Policy and compliance with Alabama's ethics laws as conditions of employment.

Article XI.

DISPUTES

In the event that a dispute should arise regarding any and all matters resulting from or dealing with this Employment Contract, and should such dispute result in litigation, it is agreed that the prevailing party shall be entitled to recover all reasonable costs incurred, including staff time, court costs, attorney's fees and other claim-related expenses.

Article XII.

REMEDIES NOT EXCLUSIVE

No remedy herein conferred upon or reserved to the Baldwin County Legislative Delegation and/or the Baldwin County Commission is intended to be exclusive of any other remedy or remedies, and the Baldwin County Legislative Delegation and/or Baldwin County Commission retain each and every such remedy, now or hereafter existing, at law or in equity or otherwise.

Article XIII.

SEVERABILITY

If any one or more of the provisions contained herein shall for any reason be held to be invalid, illegal or unenforceable in any respect, then such provision or provisions shall be deemed severable from the remaining provisions hereof, and such invalidity, illegality or unenforceability shall not affect any other remaining provisions hereof. This Employment Contract shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein.

Article XIV.

ASSIGNMENT

The Contract Employee shall not assign any of his/her rights nor transfer any of his/her obligations under this Employment Contract without the prior written consent of the Baldwin County Legislative Delegation and the Baldwin County Commission, and any attempt to so assign or so transfer without such consent shall be void, without legal effect and shall constitute grounds for cancellation or termination of the Contract Employee and this Employment Contract.

Article XV.

NO WAIVER OF DEFAULT

No delay or omission of the Baldwin County Legislative Delegation and/or the Baldwin County Commission to exercise any right or power arising upon the occurrence of any event of default shall impair any such right or power or shall be construed to be a waiver of any such default or an acquiescence therein; and every power and remedy given by this Employment Contract to the Baldwin County Legislative Delegation and/or the Baldwin County Commission shall be exercised from time to

time and as often as may be deemed expedient in the sole discretion of the Baldwin County Legislative Delegation and/or the Baldwin County Commission.

Article XVI.

ENTIRE CONTRACT AND AMENDMENT

In conjunction with the matters considered herein, this Employment Contract contains the entire understanding and agreement of the Parties, and there have been no promises, representations, agreements, warranties or undertakings by any of the Parties, either oral or written, of any character or nature hereafter binding except as set forth herein. In addition, this Employment Contract supersedes and replaces all previous employment contracts or agreements between the parties. This Employment Contract may be altered, amended or modified only by an instrument in writing, executed by the Parties to this Employment Contract and by no other means. Each Party waives their future right to claim, contest or assert that this Employment Contract was modified, canceled, superseded, or changed by any oral agreements, course of conduct, waiver or estoppels.

Article XVII.

COMPLIANCE WITH THE LAW

The Contract Employee shall at all times remain in compliance with all applicable Baldwin County, State, Federal and local statutes, ordinances, rules and regulations now in force or which may hereafter be in force with regard to this Employment Contract and the services or work performed hereunder.

Article XVIII.

ALABAMA LAW

The laws of the State of Alabama shall govern this Employment Contract. Any litigation regarding this Employment Contract or its contents shall be filed, if in state court, in the County of Baldwin or, if in a federal court, the United States District Court for the Southern District of Alabama, Southern Division.

Article XIX.

AUTHORITY

All parties to this Employment Contract warrant and represent that they have the power and the authority to enter into this Employment Contract in the names, titles and capacities herein stated and on behalf of any entities, persons, or firms represented or purported to be represented by such entity (ies), person(s), or firm(s), and that all formal requirements necessary or required by any state and/or federal law in order to enter into this Employment Contract have been fully complied with. Furthermore, by entering into this Employment Contract, the Contract Employee hereby warrants that

the Contract Employee shall not have breached the terms or conditions of any other contract or agreement to which the Contract Employee is obligated.

Article XX.

NOTICES

Any notices to be given under this Employment Contract by either Party to the other may be effected either by personal delivery in writing or by registered or certified United States Mail with postage prepaid and return receipt requested. Notices delivered personally shall be deemed communicated as of the actual receipt.

Article XXI.

CAPTIONS

The captions used in connection with the sections of this Employment Contract are for convenience only and shall not be deemed or construed to limit the meaning of the language contained in this Employment Contract, or be used in interpreting the meanings and provisions of this Employment Contract.

Article XXII.

RULE OF CONSTRUCTION

The Parties hereto acknowledge that each Party and its counsel have had the opportunity to review and revise this Employment Contract and that the normal rule of construction to the effect that any ambiguities are to be resolved against a drafting party shall not be employed in the interpretation of this Employment Contract or any amendments hereto.

Article XXIII.

AUTHORIZATION OF PAYMENT FROM THE SPECIAL FUND

Pursuant to Section 45-2-220.05 (b) of the Code of Alabama (1975), the Baldwin County Legislative Delegation hereby authorizes disbursements from the special fund to be made by the Baldwin County Commission to the County general fund for the purpose of paying the salary, benefits, and any other expenses incurred by the Baldwin County Commission in the employment of the County Employee pursuant to this Employment Contract. The parties hereto acknowledge and agree that the Baldwin County Commission shall not be responsible for any expenses incurred pursuant to this Employment Contract, which shall be the responsibility and obligation of the Baldwin County Legislative Delegation, and the Baldwin County Commission shall be paid or reimbursed from the special fund for all expenses incurred pursuant to this Employment Contract. In the event the Baldwin County Legislative Delegation fails to disburse such funds or otherwise pay all expenses incurred by the Baldwin County Commission pursuant to this Employment Contract, this Employment Contract shall be terminated, and the parties shall have no further rights, duties or obligations hereunder. In that event,

the Baldwin County Legislative Delegation shall make all payments to the appropriate parties for salaries, benefits, obligations or other expenses incurred pursuant to this Employment Contract through and including the date of such termination.

Article XXIV.

COUNTERPARTS

This Employment Contract may be executed in one or more counterparts, and all such executed counterparts shall constitute the same contract. It shall be necessary to account for only one (1) such counterpart in proving this Employment Contract.

THIS IS INTENDED TO BE A LEGALLY BINDING EMPLOYMENT CONTRACT. IF YOU DO NOT UNDERSTAND THE LEGAL EFFECT OF ANY PART OF THIS CONTRACT, SEEK LEGAL ADVICE BEFORE SIGNING.

BALDWIN COUNTY LEGISLATIVE DELEGATION

By: *Tripp Pittman* *2/20/15*
SENATOR TRIP PITTMAN Date

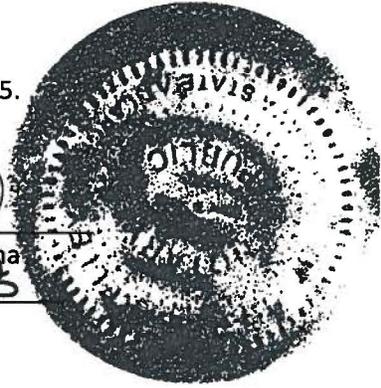
STATE OF ALABAMA

COUNTY OF BALDWIN

I, *Barbara B. Kelley*, a Notary Public, in and for said County in said State, hereby certify that TRIP PITTMAN, whose name as Senator and a member of the Baldwin County Legislative Delegation, is signed to the foregoing instrument and who is known to me, acknowledged before me on this day that, being informed of the contents of the instrument, he, as such officer and with full authority, executed the same voluntarily for and as the act of said Baldwin County Legislative Delegation.

Given under my hand and seal this *20th* day of *February*, 2015.

Barbara B. Kelley
Notary Public, Baldwin County, Alabama
My Commission Expires: *6-17-15*



BALDWIN COUNTY LEGISLATIVE DELEGATION

By: [Signature] 7/27/15
Date

SENATOR GREG ALBRITTON

Date

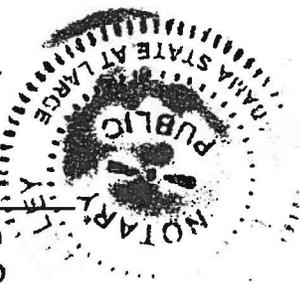
STATE OF ALABAMA

COUNTY OF BALDWIN

I, Barbara B. Kelley, a Notary Public, in and for said County in said State, hereby certify that GREG ALBRITTON, whose name as Senator and a member of the Baldwin County Legislative Delegation, is signed to the foregoing instrument and who is known to me, acknowledged before me on this day that, being informed of the contents of the instrument, he, as such officer and with full authority, executed the same voluntarily for and as the act of said Baldwin County Legislative Delegation.

Given under my hand and seal this 20th day of February, 2015.

Barbara B. Kelley
Notary Public, Baldwin County, Alabama
My Commission Expires: 6-17-15



BALDWIN COUNTY LEGISLATIVE DELEGATION

By: Stephen McMillan, 2/3/15

REP. STEPHEN MCMILLAN Date

STATE OF ALABAMA

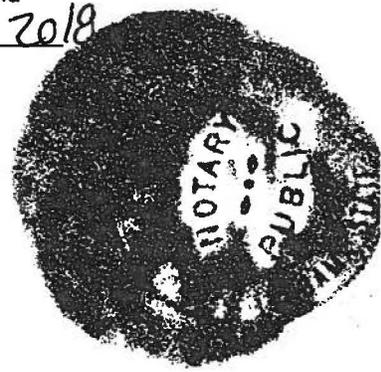
COUNTY OF BALDWIN

I, Jennifer Hutto, a Notary Public, in and for said County in said State, hereby certify that STEPHEN MCMILLAN, whose name as Representative and a member of the Baldwin County Legislative Delegation, is signed to the foregoing instrument and who is known to me, acknowledged before me on this day that, being informed of the contents of the instrument, he, as such officer and with full authority, executed the same voluntarily for and as the act of said Baldwin County Legislative Delegation.

Given under my hand and seal this 3rd day of February, 2015.

Jennifer Hutto
Notary Public, Baldwin County, Alabama
My Commission Expires: March 4, 2018

JENNIFER HUTTO
Notary Public, Alabama State At Large
My Commission Expires March 4, 2018



BALDWIN COUNTY LEGISLATIVE DELEGATION

By: *Harry Shiver*
REP. HARRY SHIVER Date

STATE OF ALABAMA

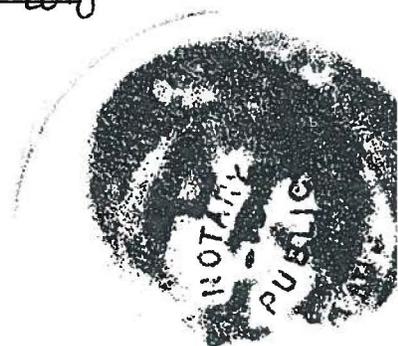
COUNTY OF BALDWIN

I, *Jennifer Hutto*, a Notary Public, in and for said County in said State, hereby certify that HARRY SHIVER, whose name as Representative and a member of the Baldwin County Legislative Delegation, is signed to the foregoing instrument and who is known to me, acknowledged before me on this day that, being informed of the contents of the instrument, he, as such officer and with full authority, executed the same voluntarily for and as the act of said Baldwin County Legislative Delegation.

Given under my hand and seal this *3rd* day of *February*, 2015.

Jennifer Hutto
Notary Public, Baldwin County, Alabama
My Commission Expires: *March 4, 2018*

JENNIFER HUTTO
Notary Public, Alabama State At Large
My Commission Expires March 4, 2018



BALDWIN COUNTY LEGISLATIVE DELEGATION

By: Rep. Randy Davis 2-5-15
REP. RANDY DAVIS Date

STATE OF ALABAMA

COUNTY OF BALDWIN

I, Keri Green, a Notary Public, in and for said County in said State, hereby certify that RANDY DAVIS, whose name as Representative and a member of the Baldwin County Legislative Delegation, is signed to the foregoing instrument and who is known to me, acknowledged before me on this day that, being informed of the contents of the instrument, he, as such officer and with full authority, executed the same voluntarily for and as the act of said Baldwin County Legislative Delegation.

Given under my hand and seal this 5th day of February 2015.

Keri Green
Notary Public, Baldwin County, Alabama
My Commission Expires: _____ My Commission Expires 11/23/2015



BALDWIN COUNTY LEGISLATIVE DELEGATION

By: Alan Baker, 2-19-2015

REP. ALAN BAKER

Date

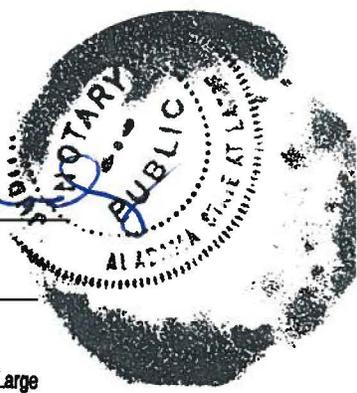
STATE OF ALABAMA

COUNTY OF BALDWIN

I, Judith M. Hornady, a Notary Public, in and for said County in said State, hereby certify that ALAN BAKER, whose name as Representative and a member of the Baldwin County Legislative Delegation, is signed to the foregoing instrument and who is known to me, acknowledged before me on this day that, being informed of the contents of the instrument, he, as such officer and with full authority, executed the same voluntarily for and as the act of said Baldwin County Legislative Delegation.

Given under my hand and seal this 19th day of Feb., 2015.

Judith M. Hornady
Notary Public, Baldwin County, Alabama
My Commission Expires: _____



Notary Public - Alabama State At Large
My Commission Expires
February 4, 2018
Bonded Thru Notary Public Underwriters

BALDWIN COUNTY LEGISLATIVE DELEGATION

By: Thomas Jackson 02-05-15
REP. THOMAS JACKSON Date

STATE OF ALABAMA

COUNTY OF BALDWIN

I, Keri Green, a Notary Public, in and for said County in said State, hereby certify that THOMAS JACKSON, whose name as Representative and a member of the Baldwin County Legislative Delegation, is signed to the foregoing instrument and who is known to me, acknowledged before me on this the day that, being informed of the contents of the instrument, he, as such officer and with full authority, executed the same voluntarily for and as the act of said Baldwin County Legislative Delegation.

Given under my hand and seal this 5th day of February, 2015.

Keri Green

Notary Public, Baldwin County, Alabama

My Commission Expires: My Commission Expires 11/23/2015



GUY L. BUSBY
(CONTRACT EMPLOYEE)

[Signature] / 2-5-15

GUY L. BUSBY

Date

STATE OF ALABAMA

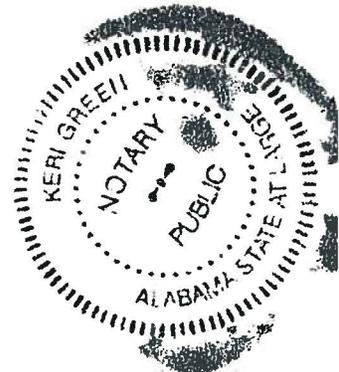
COUNTY OF BALDWIN

I, Keri Green, a Notary Public, in and for said County, in said State, hereby certify that GUY L. BUSBY, whose name is signed to the foregoing instrument and who is known to me, acknowledged before me on this date, being informed of the contents of the instrument, he executed the same voluntarily on the day the same bears date.

Given under my hand and seal this the 5th day of February, 2015.

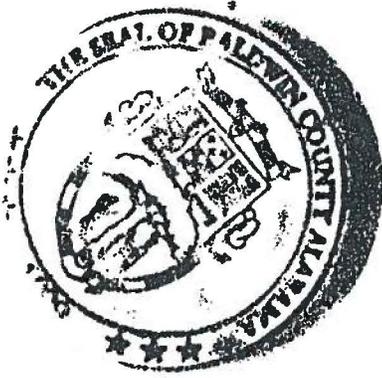
[Signature]
Notary Public: Baldwin County Alabama
My Commission Expires: _____

My Commission Expires 11/23/2015



EMPLOYMENT CONTRACT APPROVED BY:

BALDWIN COUNTY COMMISSION



By: Charles F. Gruber / 5-12-15

CHARLES F. GRUBER Date
As Its: Chairman

ATTEST:

By: Ronald J. Cink / 5-12-15

RONALD J. CINK Date
As Its: Interim County Administrator

STATE OF ALABAMA

COUNTY OF BALDWIN

I, Monica E. Taylor, a Notary Public, in and for said County in said State, hereby certify that CHARLES F. GRUBER, whose name as Chairman, and RONALD J. CINK, whose name as Interim County Administrator of the BALDWIN COUNTY COMMISSION, a county commission and political subdivision of the State of Alabama, are signed to the foregoing instrument and who are known to me, acknowledged before me on this day that, being informed of the contents of the instrument, they, as such officers and with full authority, executed the same voluntarily for and as the act of said county commission.

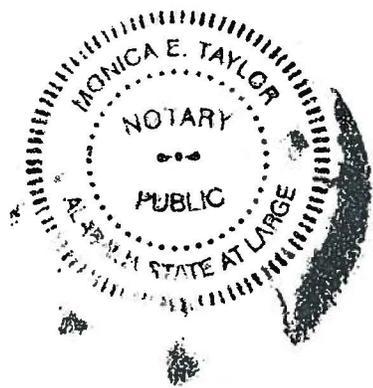
Given under my hand and seal this 6th day of May, 2015.

Monica E. Taylor

Notary Public, Baldwin County, Alabama

My Commission Expires:

My Commission Expires 09/05/2016



POSITION DESCRIPTION

Title: Baldwin Legislative Delegation Constituent Services Director

Department: Legislative Delegation Constituent Services Office

Job Analysis: February 1, 2011; January 8, 2014, February 3, 2015

Note: Statements included in this description are intended to reflect in general the duties and responsibilities of this classification and are not to be interpreted as being all inclusive. The employee may be assigned other duties that are not specifically included.

Relationships

Reports to: Legislative Delegation

Subordinate Staff: Legislative Assistants

Other Contacts: Elected Officials, employees of state agencies, employees of the Commission office, County Departmental Directors, employees of municipalities, area business leaders

External Contacts: General Public, others as assigned

Status: Contractual/Exempt

Job Summary

Performs work of unusual difficulty to assist individual legislators with assignments as directed. In the absence of legislators, serves in a liaison capacity at regular meetings, special meetings, emergency meetings, work sessions or division (“team”) meetings of the county governing body, city councils, or as assigned.

Predominate duties entail the compilation of research, as directed by respective legislators; retains a strong ability to handle multiple assignments with efficiency and professionalism; responsible for reviewing and analyzing proposed, new or revised state and federal legislation to determine the possible impacts on the county and municipalities; monitors legislation during sessions of the Legislature of Alabama; arranges for and prepares the agenda for local Legislative Delegation meetings; responsible for public notices, and their distribution, as directed by respective legislators; responsible for preparation of various legal advertisements / newspaper advertisements as assigned; responsible for reviewing documents / resolutions / instruments as requested by the respective legislators; responsible for maintaining and overseeing departmental budget; responsible for writing speeches for legislators to present before various groups; responsible for other duties as directed by respective legislators.

Job Domains

A. Research

1. Provides research in a myriad of topics / issues for Legislative Delegation and Commissioners as requested.
2. Reviews documents / resolutions / instruments as requested by respective legislators.

B. Legislative

1. Reviews and analyzes proposed, new or revised state and federal legislation to determine the possible impacts on the county and municipalities.
2. Researches and prepares bills to be introduced in the Legislature of Alabama by respective legislators upon request.
3. Assists constituents with legislative research.
4. Monitors legislation during sessions of the Legislature of Alabama.

C. Constituent Services

1. Responsible for research and communication to constituents concerning problems experienced with governmental entities and agencies or as otherwise directed.

D. Other

1. Responsible for the preparation of various legal advertisements / newspaper advertisements as assigned.
2. Prepares annual budget / maintains / oversees budget process throughout fiscal year.
3. Authorized to approve spending of funds up to \$500 for the general operation of the Legislative Delegation Office.
4. Arranges for and prepares the agenda for local Legislative Delegation meetings.
5. Responsible for other duties as directed by the Delegation or respective legislators.

Knowledge, Skills and Abilities

1. Knowledge of basic accounting and budgeting.
2. Retains strong ability to handle multiple assignments and have a strong affinity to be multitasked.
3. Possesses a strong ability to analytically think and reason.
4. A good working knowledge of general office practices and procedures.
5. Familiar with computers and software.
6. Possesses the skill/ability to communicate effectively with Legislators, office staff and general public.
7. Possesses the skill/ability to read and comprehend printed reports.
8. Knowledge of filing procedures.
9. Knowledge of office machinery operations.

10. Possesses the skill/ability to establish and maintain effective working relationships with legislators, commissioners, mayors, office staff, coworkers and general public.
11. Knowledge of research procedures and the ability to communicate and document findings and provide reports.