

# AGENDA ITEM REPORT

**DATE OF MEETING:**

December 12, 2016

**ITEM:**

Ordinance Authorizing the Mayor to Execute an Employment Agreement/Contract with Mr. Kevin Edmond for the Position of Fire Chief

**STRATEGIC PLAN GOAL:**

Goal #2: "Safest City"

**BACKGROUND:**

The City has offered an employment agreement to Mr. Kevin Edmond for the position of Fire Chief. This offer comes at the conclusion of an executive search conducted by the Illinois Fire Chief's Association (IFCA). This search and evaluation process was intricate and collaborative, encompassing interviews with stakeholders, the conducting of an Assessment Center, and interviews with the top three (3) applicants. At the conclusion of this process Mr. Edmond was identified as the top and preferred applicant unanimously by the selection committee.

Lowenbaum Law aided in the drafting of the employment agreement/contract. The contract for employment includes the following key points for reference:

1. The start date is established at January 17, 2017;
2. The term of the contract is for 3 years, which at its conclusion the Mr. Edmond shall serve as an "at will" employee;
3. The salary is established at \$100,000, which is less than the \$102,020 budgeted for 2017;
4. Should the contract be terminated, severance is established at six (6) months compensation, or the balance of the contract, whichever is less. Past contracts have obligated the City for a complete payout of the remaining contract;
5. Mr. Edmond will be relocating from Mentor, OH and will be required to establish residency in Collinsville within 12 months of his start date (before January 17, 2018);
6. Moving expenses are provided and are capped at \$9,000. This amount is fair as Mentor, OH is approximately 570 miles from Collinsville and when considering past compensation practices for moving expenses of \$5,000 from Affton, MO in 2012 this is fair to both Mr. Edmond and the City. Should the contract be terminated then these expenses are required to be paid back to the City on a pro-rata basis. The City has historically included moving expenses absent any repayment provision should the contract be terminated; and
7. The contract requires compliance with two (2) separate codes of ethics; The Fire Fighters Code of Ethics, adopted by the National Society of Executive Fire Officers; and The Code of Ethics for Fire Chiefs, adopted by the Illinois Fire Chief's Association (IFCA). This represents the first time a contract other than the City Managers has referenced a code of ethics.

**RECOMMENDATION:**

The City Manager recommends the City Council adopt the ordinance thereby authorizing the Mayor to execute the employment agreement/contract with Mr. Kevin Edmond for the position of Fire Chief.

**ITEM SUBMITTED BY:**

Mitchell E. Bair, AICP, City Manager

**ATTACHMENTS:**

Ordinance

Employment Agreement/Contract