



December 4, 2019

Antonio Gilliam
[REDACTED]
[REDACTED]

RE: Addendum – Chief of Police

Dear Chief Gilliam:

This letter confirms my offer of employment to you as the Police Chief for the City of Tallahassee. This offer is conditional upon successful completion of the finalist background inquiry and the finalization of an employment agreement that will outline the terms and conditions of employment.

The position of Police Chief is an executive management position, reporting and accountable to the Deputy City Manager. A list of the benefits provided to executive management employees is enclosed and the major terms of this agreement are outlined below for your official acceptance:

- **Starting Date:** Your employment with the City of Tallahassee is effective January 6, 2020. The initial term of your employment shall be for an initial period from effective date through October 2026.
- **Leave Accrual:** Your accrued vacation leave balance will be pre-loaded with 344 hours of vacation and available for your use, subject to City policy. Your accrued sick leave balance will be pre-loaded with 1,200 hours and available for your use. After 2 years, you will be eligible per policy for the City's catastrophic leave of 1,200 hours and your sick leave balance will be reduced by the pre-loaded amount. Upon separation with the City, any pre-loaded vacation and/or sick leave balance will not be eligible for the City's pay-out provisions as outlined under policy. Subsequent to your effective date, your leave accrual and payout provisions will be consistent with policy.
- **Base Salary and Cash Supplements:** Your starting annual base salary is \$180,000. In addition to your salary, you are provided an executive cash supplement of \$4,630 and a benefit supplement ('flex bucks') in the amount of \$1,968.20. You are also provided with an automobile benefit that allows you the use of a city vehicle, including commuting privileges, for conducting City business. All allowances are contingent upon continued funding by the City Commission.

CITY HALL
300 South Adams Street
Tallahassee, FL 32301-1731
850-891-0000
TDD: 711 • Talgov.com

JOHN E. DAILEY
Mayor

REESE GOAD
City Manager

DIANNE WILLIAMS-COX
Mayor Pro Tem

CASSANDRA K. JACKSON
City Attorney

ELAINE W. BRYANT
Commissioner

JAMES O. COOKE, IV
City Treasurer-Clerk

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Commissioner

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City Auditor

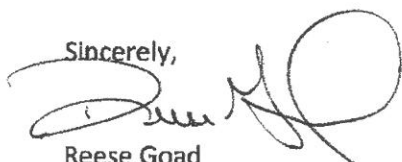
JEREMY MATLOW
Commissioner

Gilliam; page 2; December 4, 2019

- Authority and Organizational Structure: As discussed, as Police Chief, you will have the authority to implement organizational structure for the department based on prior discussions with the City Manager and Deputy City Manager.
- Pension and Deferred Compensation Program: You will contribute the required amount (currently 13.69%, tax deferred) of base pay into the police defined benefit plan and the City contributes remaining funds to keep the pension plan actuarially sound. Participation in the plan is mandatory and retirement. The City does not participate in Social Security. For more information on the City's pension benefits, please visit the City's retirement website www.talgov.com/employment/retirement-active.aspx and refer to information listed under "Police Officers".
- Severance Pay: Within the initial contract term, severance shall be paid except when the termination of employment is for non- performance of duties, engaging in criminal activity and/or ethical misconduct, or failure to maintain appropriate law enforcement certification(s) necessary to perform in the position of Police Chief for the City of Tallahassee.
- Relocation Expenses: In accordance with City policy, you will be reimbursed for reasonable cost of transporting normal personal property to Tallahassee. As called for in the City's procurement policies, three quotes are required for such reimbursement. In recognition of your family circumstances and in lieu of reimbursement for expenses related to acquiring local housing, you will be provided with temporary housing reimbursement for up to six (6) months upon receipt of monthly invoices at a cost not expected to be beyond \$2,100 per month.

Please indicate your acceptance of these terms no later than December 4 by signing and returning a copy of this letter to me. Should you have any questions regarding this offer, please contact me at 850-891-8321. I look forward to working with you.

Sincerely,



Reese Goad
City Manager

I hereby accept the terms of employment as Chief of Police with the City of Tallahassee as set forth in this letter dated December 4, 2019.


Name

12.4.19
Date