CITY MANAGER SERVICE AGREEMENT

THIS AGREEMENT, made and entered into by and between the City of Twin Falls, Idaho, a municipal corporation (hereinafter "Employer"), and Travis Rothweiler (hereinafter "Employee"), both of who understand as follows:

WHEREAS, Employer desires to employ the services of Travis Rothweiler as City Manager, of the City of Twin Falls, as provided by State and City Code, and;

WHEREAS, it is the desire of the governing body, hereinafter called, "City Council" to provide certain benefits, establish certain conditions of employment and to set working conditions of said Employee, and;

WHEREAS, it is the desire of the Employer and the Employee to formally establish terms and conditions of employment.

NOW, THEREFORE, in consideration of these promises and covenants contained hereafter as follows:

SECTION 1. DUTIES

Employer hereby agrees to employ the Employee as City Manager of the Employer to perform the functions and duties specified for that office by the Idaho Statutes, Twin Falls Municipal Code, and the Employee position description, and to perform other legally permissible and proper duties and functions as the City Council shall assign from time to time.

SECTION 2. TERM

The term of this Agreement shall begin October 1, 2024, and end on September 30, 2025, and shall automatically renew annually, unless Employer notifies the Employee in writing at least sixty (60) days prior to the end of each fiscal year that it has elected not to renew the Agreement, subject to the provisions of Section 10, Paragraph A, of this agreement.

Employer and Employee shall review the terms of this Agreement on or before the five-year anniversary of this Agreement, and every five years thereafter. Any changes or amendments to this Agreement shall be in writing and signed by the parties.

Nothing in this agreement shall prevent, limit or otherwise interfere with the right of the City Council to terminate the services of Employee at any time, subject only to provisions set forth in Section 10 of this agreement.

Nothing in this agreement shall prevent, limit, or otherwise interfere with the right of the Employee to resign at any time from his position with Employer, subject only to the provisions set forth in Section 10 of this agreement.

SECTION 3. SALARY

Employer agrees to pay Employee an annual base salary of $239,560 and $22,600 into an IRS qualified deferred compensation plan of the Employee's choosing, payable in twenty-six (26) bi-weekly installments.

This agreement shall be automatically amended to reflect any salary and compensation adjustments that are provided or required by the Employer's compensation policies, or as may otherwise be approved by the City Council during the budget process.

SECTION 4. PAID TIME OFF

The Employer agrees to provide vacation and sick leave in accordance with the current Employee Handbook, which establishes general terms and conditions of employment for City Employees, or as it may be amended from time to time. In addition, the Employer will provide an additional forty hours (40) of personal leave, also known as executive leave, to be placed in a separate bank on January 1st of each year. These hours will have no compensatory value and will not affect other leave bank accruals. Any of these additional hours remaining on December 31st shall be forfeited.

Any vacation use in excess of five (5) working days shall receive prior approval from the Mayor at least 2 weeks in advance, excluding emergency situations.

SECTION 5. HEALTH INSURANCE

Employer agrees to pay the premiums thereon equal to that which is provided to all other Employees of the Employer.

SECTION 6. DUES AND SUBSCRIPTIONS

Employer agrees to budget and to pay for what are reasonable professional dues, publications and subscriptions of Employee necessary for his continuation and full participation in national, regional, state and local associations and organizations necessary and desirable for his continued professional growth and advancement.

SECTION 7. PROFESSIONAL DEVELOPMENT

Employer agrees to budget for and to pay the mutually agreed upon travel and expenses of Employee for professional meetings, travel and occasions adequate to continued professional development of Employee and adequately pursue necessary official and other functions of the Employer, including but not limited to the annual conference of the International City/County Management Association Conference and the Association of Idaho Cities. Employee shall submit proposed expenses prior to adoption of the ensuring budget for the City Council.

SECTION 8. OTHER TERMS AND CONDITIONS OF EMPLOYMENT
The City Council, in consultation with the City Manager, may fix any such other terms and conditions of employment, as it may determine from time to time.

All provisions of Twin Falls Municipal Code and Personnel Rules and Regulations of the Employer related to vacation, sick leave, retirement, holidays, and other fringe benefits and working conditions as they now exist or hereafter may be amended, also shall apply to Employee as they would to other Employees of the Employer, unless amended or altered by this agreement.

All rules of conduct for the Employer are incorporated into this agreement by reference and Employee agrees to conform his conduct to such provisions.

SECTION 9. PERFORMANCE EVALUATION

The City Council shall review and evaluate the performance of the Employee annually. Annually, the City Council and Employee shall define such goals and performance objectives which they determine necessary for the proper operation of the City, and in the attainment of the City Council's policy objectives and shall further establish a relative priority among those goals and objectives, said goals and objectives to be reduced to writing. They shall generally be attainable within the time limitations as specified and the annual budget, capital budget and appropriations provided.

SECTION 10. TERMINATION

A. Employee serves at the pleasure of the City Council and may be terminated without cause at any time for any reason, or for no reason. If the Employee is terminated without cause, the Employer shall provide a severance payment equal to twelve (12) months total compensation package, which is defined as the Employee's rate of pay, deferred compensation package, other compensable pay or benefits extended the Employer, and Employer offered insurances. The severance payment shall be in bi-weekly installments in accordance with the Employer's compensation cycles after the City Council votes to terminate without cause. If Employer terminates the employment of Employee without cause, Employee does hereby agree that in consideration for the same Employee does thereafter release, acquit, indemnify and forever discharge Employer and its elected officials, appointed officials, representatives, agents, Employees, agents, and insurers, of and from any and all claims, demands, actions and causes of action, judgments, costs, attorney fees, damages, both known and unknown, of which the undersigned has or may hereafter have, on account of, or in any way arising out of the termination of Employee's employment, except as to the claim for severance payment as provided for in this subparagraph.

B. If the Employee is terminated for cause, no severance shall be paid. All accrued vacation time the Employee has available shall be paid in a lump sum, no more than (10) working days after the City Council votes to terminate for cause.

C. In the event Employee voluntarily resigns his position with Employer before expiration of the aforesaid term of his employment, then Employee shall give Employer thirty (30) days' notice in advance, no severance shall be paid if the Employee resigns unless agreed to by the Employer.

D. For the purpose of this agreement, termination shall occur when:

1. By majority vote of the City Council at an open meeting conducted in conformance with the Idaho Open Meeting Law or,

2. Discontinuance of the Council-Manager Plan form of government as set forth in Idaho Code Title 50, Chapter 8.

SECTION 11. NOTICES

Notices pursuant to this Agreement shall be given via certified mail to:

(1) Employer — City of Twin Falls
203 Main Street East
P.O. Box 1907
Twin Falls, ID 83303-1907

(2) Employee: — Travis Rothweiler
(home address and electronic address on file)

Notices may be mailed or provided by personal service. Personal service shall be effectuated by providing Notice 1) directly to the Employee or 2) to the Employer by delivering the Notice to the City Clerk. Notice shall be deemed as given as of the date of personal service or as of the date of deposit of such written notice in the course of transmission in the United States Postal Service.

SECTION 14. GENERAL PROVISIONS

The text herein shall constitute the entire agreement between parties. No change to this Agreement shall be effective unless in writing and signed by the parties.
This Agreement shall be binding upon and inure to the benefit of the heirs at law and executors of the Employee.

If any provision or any portion thereof, contained in this Agreement is held unconstitutional, invalid or unenforceable, the remainder of this Agreement, or portions thereof, shall be deemed servable, shall not be affected and shall remain in full force and effect.

IN WITNESS WHEREOF: The City of Twin Falls has caused this Agreement to be signed an executed on its behalf by its Mayor and duly attested by its City Clerk, the Employee has signed an executed this Agreement, both in duplicate, the day and year above written and as amended this 9th day of December shall replace and supersede all prior agreement(s).

Mayor
City of Twin Falls

Employee

ATTEST:

Deputy City Clerk