

PASSED

IN THE BOARD OF COMMISSIONERS OF THE  
HOUSING AUTHORITY AND COMMUNITY SERVICES AGENCY  
OF LANE COUNTY, OREGON

ORDER NO.

00-3-8-1H

)In the Matter of Renewing the  
)Employment Contract with the Executive  
)Director of the Housing Authority and  
)Community Services Agency (HACSA)

WHEREAS, the HACSA Board of Commissioners has employed Chris Todis as Executive Director of the Housing Authority and Community Services Agency (HACSA), and

WHEREAS, the Board of Commissioners has evaluated Chris Todis and determined that he should remain as Executive Director; and

WHEREAS, the Board of Commissioners wishes to continue the relationship through a written contract,

NOW, THEREFORE IT IS HEREBY ORDERED that a one year contract be executed between the County and Chris Todis and it is further

ORDERED that the Chair of the Board is delegated authority to execute the <sup>attached</sup> contract on behalf of the County.

DATED this 8th day of March, 2000.



Chairperson, HACSA Board of Commissioners

APPROVED AS TO FORM

Date 2/29/00 Lane County

  
OFFICE OF LEGAL COUNSEL

In the Matter of Renewing the Employment Contract with the Executive Director of the Housing Authority and Community Services Agency (HACSA)

**Exhibit A.**

**Employment Agreement**

## EMPLOYMENT AGREEMENT

This Agreement is made by the following parties: the governing body of the Housing Authority and Community Services Agency (HACSA), hereinafter referred to as the (BOARD), and Chris Todis, hereinafter referred to as (TODIS).

### RECITALS

The BOARD and TODIS agree that TODIS shall be employed by the BOARD as the Executive Director of Housing Authority and Community Services Agency, subject to the terms and conditions stated herein.

### AGREEMENTS

The parties hereby agree to the following:


- A. Term of Agreement. Unless action is taken under paragraph G below, this agreement shall automatically renew for one year, each December 14<sup>th</sup>.
- B. Salary. Beginning December 14, 1999, BOARD shall pay TODIS at a monthly salary equal to his current salary \$6807.66 plus 3 percent for a total of \$7011.89.
- C. Fringe Benefits. For purposes of calculating all fringe benefit levels, TODIS' date of hire shall be considered to be August 6, 1979. The BOARD shall provide TODIS with the same fringe benefits received by other HACSA Exempt staff with the following addition:
  1. Use of Agency Vehicle. At TODIS' choice, BOARD shall provide him use of an Agency vehicle for Agency business or a monthly car allowance at the same amount as provided County officials.
- D. Performance Evaluation. The BOARD shall conduct a performance evaluation of TODIS in December of each year. The evaluation shall be conducted through a process and in a format agreed to by both parties.
- E. Merit Increase. Each year the BOARD agrees to consider a merit increase following TODIS' performance evaluation. The range for the merit increase shall be between 0 and 5 percent of gross salary and shall be given as the BOARD determines appropriate.
- F. Cost of Living Adjustment. Each year BOARD agrees to consider a cost of living adjustment at the same percent recommended for other Exempt staff.
- G. Termination. This agreement shall not be terminated, except under the following circumstances:
  1. Mutual written consent of the parties.

2. Written notice from one party to the other prior to November 1 of any year that the other party does not wish to renew the agreement. In that event, if the parties fail to execute a new written employment agreement by January 1 of the next year, employment shall continue upon the same terms and conditions set forth herein on a month-to-month basis, except that the severance pay, termination, and notice provisions set forth below (paragraphs G4 and G5) shall continue in full force and effect.
3. BOARD may terminate this agreement for just cause. TODIS may have the issue of whether just cause exists determined by arbitration pursuant to ORS 33.210 through 33.340. The arbitrator shall determine just cause consistent with generally accepted employment practices in the community. If just cause is found to exist, BOARD shall have no responsibility to pay TODIS any compensation after the termination date.
4. BOARD may terminate this agreement for no reason upon payment to TODIS of severance pay in an amount equal to six (6) months of his current gross salary, less statutory deductions. However, if BOARD had conducted a performance evaluation, which resulted in a rating of "needs improvement" or lower, then TODIS shall be entitled to only ninety (90) days' severance pay.
5. TODIS may terminate this agreement by giving BOARD sixty (60) days' written notice.

THIS AGREEMENT has been executed on the dates set forth below.

LANE COUNTY, OREGON

DATED: 3-8- 2000

  
\_\_\_\_\_  
Chairperson, Housing Authority and Community Services  
Agency (HACSA)

DATED: \_\_\_\_\_, 2000

\_\_\_\_\_  
Chris Todis