



**AGENDA
CITY OF HARRISONVILLE
BOARD OF ALDERMEN
SPECIAL MEETING
CITY HALL
DECEMBER 19, 2016
6:00 PM**

- 1. Call to Order & Pledge of Allegiance**
- 2. Roll Call**
 - A. Roll Call**
- 3. Adjourn to Executive Session -- Legal or Privileged Communications (RSMo 610.021 (1); Personnel (RSMo 610.021 (3))**
- 4. Agenda Item**
 - A. Council Bill 086: An Ordinance of the Board of Aldermen to Authorize the Mayor to Execute an Employment Agreement for a City Administrator for the City of Harrisonville, Missouri**
- 5. Adjourn From Regular Session**

This meeting is open to the public.

Posted on City Hall Bulletin Board this 15th day of December 2016.

Kim Hubbard, City Clerk



STAFF REPORT

TO: Board of Aldermen
FROM: Sheryl Stanley, Deputy City Clerk
DATE: December 14, 2016
SUBJECT: City Administrator Employment

Type of Item: *Appointment*

The ordinance and the employment agreement with Mr. Welch are attached.

Council Bill No. 086**Ordinance No.****An Ordinance of the Board of Aldermen to Authorize the Mayor to Execute an Employment Agreement for a City Administrator for the City of Harrisonville, Missouri**

WHEREAS, the Board of Aldermen wishes to appoint Happy Gene Welch as City Administrator of the City of Harrisonville;

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF HARRISONVILLE, MISSOURI, AS FOLLOWS:

Section 1: That Happy Gene Welch is hereby appointed the City Administrator for the City of Harrisonville, Missouri.

Section 2: That the Mayor of the City of Harrisonville is hereby authorized and directed to execute the "Employment Agreement", with Happy Gene Welch, which is attached to this ordinance, for employment of Happy Gene Welch as City Administrator for the City of Harrisonville.

Section 3: That this ordinance shall be in effect immediately upon its passage and approval.

Vote taken as follows:

AYES:

NAYS:

ABSENT:

ABSTAIN:

Read one time by title only on December 19, 2016 and read a second time by title only on December 19, 2016 and approved by the Board of Aldermen of the City of Harrisonville, Missouri, this 19th day of December 2016.

Brian Hasek, Mayor and Ex-Officio
Chairman of the Board of Aldermen

ATTEST:

Sheryl Stanley, Deputy City Clerk

APPROVED by the Mayor this 19th day of December 2016

City of Harrisonville, Missouri
City Administrator Employment Agreement
Happy Eugene Welch

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City Administrator Employment Agreement Happy Eugene Welch

THIS EMPLOYMENT AGREEMENT dated as of this 19th day of December, 2016, (this “Agreement”) by and between **Happy Eugene Welch**, an individual who currently resides at 227 N. Ninth Street, Festus, Missouri 63028 (hereinafter called “**Administrator**”) also sometimes referred to as (“Employee”), and the **City of Harrisonville, Missouri**, a municipal corporation of the State of Missouri (“**City**”) with its principal office located at 300 Pearl Street, Harrisonville, Missouri 64701 also sometimes referred to as (“Employer”).

WITNESSETH:

WHEREAS, the Code of Ordinances (“**Code**”) of the **City**, provide for the appointment of a City Administrator for the **City** (“**City Administrator**”) by the Mayor of the **City** with the approval of a majority of the Board of Aldermen and compensation established by ordinance; and

WHEREAS, to fulfill the requirements of the **Code**, the compensation and conditions of employment for the **City Administrator** Happy Eugene Welch have been set forth in this agreement between the **City** and the **Administrator**; and

WHEREAS, **City** proposes to hire **Administrator** as its **City Administrator**.

NOW THEREFORE, IT IS AGREED that **City** hereby employs **Administrator** and **Administrator** hereby accepts employment upon the terms and conditions hereinafter set forth:

1. Appointment.

Administrator is hereby appointed and employed as the **City Administrator** of the **City** for a term which shall coincide with the term of this Agreement, subject to all conditions herein and all applicable laws of the State of Missouri and the **City**. **Administrator** is hereby vested with the authority applicable to the position of **City Administrator** and the **Administrator** hereby assumes the duties, responsibilities and obligations of that office, as set forth in the **Code**, and in the applicable policies and resolutions of the **City** adopted thereunder. Such employment is an at will relationship between the parties and nothing herein is intended to change that employment relationship.

2. Term.

The term (the “Initial Term”) of this Agreement commences on the Employment Date, as defined in Section 3. below, and shall end on December 31, 2019, unless otherwise sooner terminated in accordance with the terms set forth herein. Thereafter, this Agreement will be deemed to automatically renew for successive one year terms, each ending on the 31st day of December, upon approval by the Board of Aldermen of the **City's** Annual Budget for such

applicable year which includes an appropriation for payment under the terms of this Agreement. If the Agreement is not automatically renewed as provided above this Agreement will be deemed terminated by the **City** and the **Administrator** shall be entitled to the severance pay to the extent set forth in Section 10. below.

3. Employment and Duties; Performance.

The appointment of the **Administrator** and the conditions of this contract shall become effective at 12:01 A.M. **January 23, 2017**, or such other date as may be agreed to in writing by both parties hereto (the "Employment Date"), and shall end on **December 31, 2019**, unless the contract and appointment shall terminate sooner as provided herein by the Board of Aldermen pursuant to the **Code** or this Agreement. **Administrator** agrees to his full time performance of his duties as City Administrator and to the performance of such other duties as are assigned to him/her from time to time by the Mayor and Board of Aldermen, which shall include, but not be limited to, attendance at regularly scheduled Board Meetings, unless excused by the Mayor. **Administrator** shall hold no other employment, nor shall he hold, either directly or indirectly, any investment in any firm, corporation or legal entity in violation of the Ethics Code of the **City**.

3.1. Other Terms and Conditions of Employment.

The Mayor and Board of Aldermen shall fix any such other terms and conditions of employment, as they may determine from time to time, relating to the performance of the **Administrator**, provided such terms and conditions are not inconsistent with or in conflict with the provisions of this Agreement, with the **City's Code**, or any other law.

3.2. Code, Policies, Rules, and Regulations.

All provisions of the **Code**, Personnel Policy and rules and regulations of the **City** relating to vacation and sick leave, retirement and pension system contributions, holidays, other fringe benefits, and working conditions as they now exist or hereafter may be amended, also shall apply to the **City Administrator** as they would to other employees of the **City**, unless otherwise provided for herein.

4. Relocation Expenses.

The **Administrator** agrees to establish residence within the corporate boundaries of the **City** within six (6) months of the Employment Date. **City** shall pay directly for the reasonable expenses relating to moving the **Administrator**, his family and personal property from his current home to Harrisonville, Missouri. Reasonable moving expenses include but are not limited to: packing, transporting, storage costs (up to a maximum of thirty (30) days), unpacking, and insurance charges. The **Administrator** agrees to secure at least three (3) bids from reputable moving companies for such services and shall use the lowest responsible bidder,

5. Performance Evaluation.

5.1. Annual and Initial Review.

The Mayor and Board of Aldermen shall review and evaluate the performance of the **City Administrator** at least annually beginning on the first anniversary of the Employment Date (the "Review"). In addition, an initial review of the performance of the **City Administrator** may take place within fifteen (15) days after the **City Administrator's** first six (6) months of employment. All reviews and evaluations shall be in accordance with specific criteria developed by the **City** and may include criteria suggested by the **City Administrator**. Further, the Mayor shall provide **City Administrator** with a summary written statement of the findings of the Mayor and Board after each review and evaluation and shall provide an adequate opportunity for **City Administrator** to discuss his evaluation with the Mayor and Board.

Such Review shall include a numerical rating by the Mayor and each member of the Board of Alderman using a scale of 1 to 4, with 1 being high, and 2 meaning "Meets Expectations". The Mayor shall average the Review numerical grades to create an average grade (the "Grade") that will be provided to **Administrator**.

5.2. Define Goals Annually.

Annually, the Mayor and Board of Aldermen with the assistance of the **City Administrator** 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's** policy objectives, and may establish a relative priority among those various goals and objectives. Said goals and objectives shall be reduced to writing, and shall generally be attainable within the time limitations as specified, and within the annual operating and capital budgets, and appropriations provided.

5.3. ICMA Code.

In effecting the provisions of this Section, the Mayor and Board, and **Administrator** mutually agree to abide by the provisions of applicable law, and **Administrator** agrees to abide by and honor, along with the Mayor and Board's acknowledgement, the International City Management Association's (ICMA) code of Ethics and the ICMA Declaration of Ideals incorporated herein by reference.

6. Base Compensation and Benefits.

6.1. Salary.

For all services rendered by **Administrator** under this Agreement, **City** shall pay **Administrator** a 2017 base annual salary of \$110,000.00 per annum, **adjusted for the actual agreed start date of Administrator**. If, after the annual Review for the year 2017 of **Administrator** as described in Section 5., **Administrator** receives at least a Grade of 2, the **Administrator's** annual salary for 2018 shall be \$112,500. If, after the annual Review for the year 2018 of **Administrator** as described in Section 5., **Administrator** receives at least a Grade of 2, the **Administrator's** annual salary for 2019 shall be \$115,000. **Administrator's** annual salary, if his employment is

renewed or continued beyond December 31, 2019 will be negotiated between **City** and **Administrator**. Said annual salary shall be paid in biweekly installments payable on regular City paydays, or at such intervals or dates as all other City employees may be paid from the **Employment Date**

6.2. Disability, Health and Life Insurance.

As of the **Employment Date**, the **City** agrees to put into force insurance policies for life, dental, vision, disability, sickness, major medical and dependent's group insurance covering **Administrator** and his dependents, which policies are the same as offered to other general employees of the **City**. Regardless of future policy amendments, the **City** agrees to continue payment of 100% of premium for these benefits for **Administrator** and his dependents.

6.3. Vehicle Allowance.

The **City** shall provide a monthly vehicle allowance to **Administrator** in the amount of \$400.00 (\$4,800.00 per annum) for his use of a personal vehicle for **City** business. In such instances where travel on official business exceeds one hundred fifty (150) miles in radius, the **Administrator** shall be eligible for mileage reimbursement at the rate specified in the Internal Revenue Code of the United States.

6.4. Vacation.

Employee's vacation time for 2017 shall include standard Employer holidays, and the **Administrator** shall receive twenty (20) days of vacation leave per year of service, which vacation is deemed to accrue at five (5) days per month of service, up to a maximum of twenty (20) days, under this Agreement. Beginning in 2018, and thereafter, **Administrator** shall receive, in addition to standard Employee holidays, twenty (20) days of vacation leave per year of service, as follows: 1) be credited with 5 days of vacation immediately beginning each January 1, and, 2) thereafter accrue vacation days at the rate of five (5) days per month of service, up to a maximum of twenty (20) days, under this Agreement.

Provided however, the exact time of vacation in any year of service shall be approved by Employer depending on the necessity for the services of Employee, and such vacation days shall not accrue or carry-over after December 31 of each year of service.

6.5. Expense Reimbursement.

The **City** recognizes that certain expenses of a non-personal and generally job-affiliated nature are incurred by **City Administrator**, and hereby agrees to pay said general expenses, including but not limited to **City Administrator's** expenses for the purchase and use of a cellular phone. These expenses are to be reviewed and approved by the Mayor prior to payment in accordance with established policy.

6.6. Bonding.

The **City** shall bear the full cost of any fidelity or other bonds required of **City Administrator** under any law or ordinance.

7. Professional Development & Civic Membership.

In addition to Base Competition and Benefits the **City Administrator** shall have the following professional related benefits:

7.1. Professional Development.

The **City** hereby agrees to budget for and to pay the travel and subsistence expenses of the **City Administrator** for professional and official travel, meetings and occasions adequate to continue the professional development of the **City Administrator** and to adequately pursue necessary official and other functions for the **City**, including but not limited to the Annual Conference of the ICMA, the Missouri Municipal League, the Missouri City Management Association, and such other national, state, regional, and local governmental groups and committees thereof which **City Administrator** serves as a member. **City Administrator** shall provide a listing of said organizations to the Mayor, prior to attendance and shall report any additions and/or deletions to this listing as they might arise. Membership in any such organization is subject to approval of the Mayor and Board of Alderman.

7.2. Dues and Subscriptions.

The **City** agrees to budget and to pay for the professional dues and subscriptions of **City Administrator** necessary for his continuation and full participation in national, state, regional, and local associations and organizations necessary and desirable for his continued professional participation, growth, and advancement, and for the good of the **City**.

Dues for organizational memberships include the ICMA, and the Missouri City Management Association. Subscriptions include the ICMA Publication *Public Management*, the State Municipal League's *Missouri Municipal Review* and/or other publications necessary for participation in said groups.

8. Retirement.

In addition to the **City's** agreement to pay the normal LAGERS pension payments for and on behalf of **City Administrator**, the **City** agrees to execute all necessary agreements provided by ICMA Retirement Corporation ("ICMA-RC") or other Section 457 deferred compensation plan for **City Administrator's** participation in said supplementary retirement plan and to pay an amount equal to two percent (2%) of **City Administrator's** base salary, in equal proportionate amount each pay period, into the ICMA-RC or other plan for and on behalf of **City Administrator**. The **City** agrees to transfer ownership of such qualified deferred compensation plan to a succeeding employer upon **City Administrator's** resignation or discharge.

9. Indemnification.

City shall indemnify **City Administrator** to the fullest extent allowed by law for actions taken within the scope of this Agreement and **City Administrator's** official duties and shall

provide public officials liability and errors and omissions insurance coverage as required by law and to the same extent as provided for other **City** officials or employees.

10. Involuntary Termination and Severance.

The **City** may terminate this Agreement and terminate the employment of **Administrator** for any reason and at any time as provided for and subject to the procedures and additional actions authorized or required in the **Code**.

10.1. Involuntary Termination For Other Than Cause, Disability, or Death.

If the **City** terminates this Agreement for any reason other than for Cause, Disability or death (as defined herein), **Administrator** shall receive severance pay of four (4) months annual salary plus four (4) months of Benefits (“Severance”), and reimbursable but unpaid expenses up to the date of termination, as described herein. For the purposes of this Section, such Benefits shall mean and include all of the insurance and retirement benefits described in Sections 6.2. and 8. herein. The cost of the insurance benefits shall be paid by the **City** at a rate not to exceed the actual cost to the **City** prior to the termination; provided, however any insurance rate increases implemented on the **City's** group plans will also be absorbed by the **City**. Compensation included in the Severance Pay shall be calculated at the rate of pay in effect on the date of termination and shall be paid in biweekly installments payable on regular **City** paydays, or at such intervals or dates as all other **City** employees may be paid, subject to appropriate tax withholdings. Irrespective of any other statement, right or term contained herein, said Severance shall be the only remedy or benefit available to **Administrator** upon his Involuntary Termination.

10.2. Termination For Cause or Disability.

If the **City** terminates the **Administrator's** employment hereunder for Cause (as defined herein), or because of Disability (as defined herein), or if **Administrator** voluntarily terminates this employment hereunder prior to the expiration of the term of this Agreement, the Employee shall receive no further payments except for (a) any accrued but unpaid base salary up to the date of termination, and (b) reimbursable but unpaid expenses up to the date of termination, which amounts shall be paid within 30 days after the date of termination, and **City Administrator** will have no further right to Severance.

10.3. Death During Employment.

If **Administrator** dies during any term of his employment hereunder, and subject to any order of any court, the **City** shall pay to the estate of **Administrator** (a) any accrued but unpaid base salary which would otherwise be payable to **Administrator** up to and including the end of the month in which his death occurs, and (b) any additional unpaid benefits then ordinarily paid by the **City** to its employees generally at or after death by reason of death.

10.4. Federal and State Laws.

Nothing in this Agreement shall be interpreted to be a waiver of any relevant Family Medical Leave Act, Workers Compensation or similar rights or benefits which **Administrator** may have under federal or state law, if any.

11. Voluntary Termination.

The **City Administrator** may terminate the **Agreement** for any reason upon thirty (30) days' written notice as set forth herein, and shall be entitled to payment by the **City** of any accrued vacation (for such calendar year) or other accrued paid days, provided such notice has been given. No Severance payments or benefits shall be paid if termination is initiated by the **City Administrator**; provided, however, that the parties may mutually agree to severance payments and benefits as set forth above as part of a negotiated resignation.

12. Definitions.

The following definitions shall apply to this Agreement:

12.1. “Accrued Vacation” For the purposes of Involuntary Termination, accrued but unused vacation is deemed to accrue at five (5) days per month of service, up to a maximum of twenty (20) days each calendar year, except that no additional vacation shall accrue after Employer’s notice of termination hereunder, and vacation days shall not accrue or carry-over after December 31 of each year of service. If Employee has taken vacation in excess of that accrued, any excess will be deducted from any severance pay otherwise due.

12.2. “City” – For purposes of this Agreement, City means the **City of Harrisonville, Missouri**, a municipal corporation of the State of Missouri.

12.3. “**Employee Disability**” – For purposes of this Agreement, Disability means Employee’s inability to perform work-related duties because of a physical or mental impairment. In the event of disagreement as to the disability of the Employee, there shall be a conclusive presumption of disability where payments have been made to the Employee for a period of three (3) months by an insurer under a disability insurance policy, Employee is declared incapacitated or disabled by Employee’s primary physician who has examined or treated Employee within the prior three (3) months, or Employee is declared incapacitated or disabled by any court of competent jurisdiction.

12.4. Involuntary Termination for “**Cause**” For purposes of Involuntary Termination, “Cause” shall be defined as: a) conviction of a felony, any other crime involving dishonesty or any crime involving moral turpitude; b) failure to perform reasonably assigned lawful duties when such duties are consistent with this Agreement; c) material breach of ethics; d) material dishonesty relating to the business and affairs of the **City**; e) willful misconduct or gross negligence in performing duties, responsibilities and obligations of his office under this Agreement; f) unauthorized disclosure of confidential information; g) material conflict of interest that prevents Employee from performing his duties under this Agreement; h) substantial or material failure or refusal to perform or comply with Employee policies; i) material breach of this Agreement by the Employee; or j) has violated the terms of the City Code, Personnel Policy or the International City Management Association's (ICMA) code of Ethics and the ICMA Declaration of Ideals.

13. Confidentiality.

City Administrator understands and agrees that confidentiality is paramount to preserving certain legal rights, privileges and non-public information of the **City**. Therefore, **City Administrator** explicitly agrees that he shall not discuss, disclose or reveal attorney-client communications, any information discussed or distributed in any Closed Sessions of the Board of Alderman, and any non-public **City** information permitted under the law with anyone outside the Mayor and members of the Board of Alderman, except as authorized by the Mayor or a majority of the Board of Alderman.

14. Company Rules.

Administrator shall comply with all of the **City's** rules, regulations, policies and practices as may be designated by the **City**, Mayor or Board of Alderman from time to time in their discretion.

15. No Conflicting Obligations.

Administrator hereby represents that he is not bound by any agreements that would hinder his being employed with the **City**. **Administrator** further represents that his employment with the **City** does not violate any agreement with any prior employers or any other governmental entity, person or business. **Administrator** agrees to indemnify the **City**, including, without limitation, any attorneys' fees, damages, costs, expenses or other liabilities incurred by the **City** in the event of a breach of this covenant, or with respect to action instituted by any current or previous employer claiming that **Administrator's** employment with **City** violates a previous agreement, or that **Administrator** has a conflicting obligation or duty. This indemnity shall survive termination of this Agreement.

16. Notice.

Any notice, demand, statement, request or consent made hereunder shall be in writing and shall be deemed to be received by the addressee on the first business day after such notice is tendered to a nationally recognized overnight delivery service or on the third day following the day such notice is deposited with the United States Postal Service first class certified mail, return receipt requested, in either instance, addressed to the address, as set forth below, of the party to whom such notice is to be given, or to such other address as either party shall in like manner designate in writing. Alternatively, notices required pursuant to this Agreement may be personally served in the same manner as is applicable to civil judicial practice, and such personal Notice shall be deemed given as the date of personal service. The addresses of the parties hereto are as follows:

City: City of Harrisonville
Attn. Mayor
300 East Pearl Street
Harrisonville, MO 64701

With a Copy to: John H. Fairfield, City Attorney
 Fairfield Law Office
 1600 Genessee, Suite 623
 Kansas City, MO 64102

Employee: Happy Eugene Welch
 227 N. Ninth Street
 Festus, MO 63028

17. Miscellaneous.

17.1. Waiver.

Except as otherwise expressly provided herein, the failure of either party at any time to require performance by the other party of any provision hereof shall in no way affect the right to require full performance at any time thereafter, nor shall the waiver by either party of a breach of any provision hereof be taken or held to be a waiver of any succeeding breach of such provision or as a waiver of the provision itself.

17.2. Invalidity or Severability.

If any one or more of the provisions of this Agreement, or the applicability of any such provision to a specific situation, shall be held invalid or unenforceable, such provision shall be modified to the minimum extent necessary to make it or its application valid and enforceable, and the validity and enforceability of all other provisions of this Agreement and all other applications of any such provision shall not be affected thereby.

17.3. Survival.

In the event of the termination of this Agreement for any reason whatsoever, all liabilities and obligations accrued prior to termination shall survive such termination.

17.4. Attorney's Fees.

If it shall be necessary for either Employer or Employee to file suit to enforce its rights pursuant to this Agreement because of the default of the other party, the prevailing party shall be reimbursed by the other party for its reasonable attorney's fees and costs.

17.5. Rights and Remedies Non-Exclusive.

Except as provided otherwise herein, no right or remedy conferred upon or reserved to any party in this Agreement is intended to be exclusive of any rights or remedies, and each and every right and remedy shall be cumulative and shall be in addition to every right and remedy given now or hereafter existing at law or in equity.

17.6. Governing Law; Venue

The laws of the State of Missouri shall govern the validity, enforcement, and interpretation of this Agreement. Any dispute or cause of action under this Agreement shall be resolved in a court of competent subject matter jurisdiction in Cass County, Missouri.

17.7. Headings; Construction.

The headings that have been used throughout this Agreement have been inserted for convenience of reference only and do not constitute matter to be construed in interpreting this Agreement. Words of any gender used in this Agreement shall be held and construed to include any other gender and words in the singular number shall be held to include the plural, and vice versa, unless the context requires otherwise. The words “herein,” “hereof,” “hereunder” and other similar compounds of the word “here” when used in this Agreement shall refer to the entire Agreement and not to any particular provision or section. If the last day of any time period stated herein shall fall on a Saturday, Sunday or legal holiday, then the duration of such time period shall be extended so that it shall end at 5:00 p.m. on the next succeeding day which is not a Saturday, Sunday or legal holiday.

17.8. Cooperate to Accomplish Purpose:

The parties hereto shall cooperate to accomplish the intended purpose of this Agreement, including but not limited to, the signing and endorsement of any document or writing of any type whatsoever necessary to accomplish the intended purpose of this Agreement.

17.9. Modification.

No part of this Agreement may be amended or modified, unless such amendment is set forth in writing, duly signed by Employee and an authorized officer of the Employer.

17.10. Assignment.

This Agreement may not be assigned by either party without the prior written consent of the other party hereto.

17.11. Counterparts.

To facilitate execution, this Agreement may be executed in as many counterparts as may be convenient or required. It shall not be necessary that the signature or acknowledgment of, or on behalf of, each party, or that the signature of all persons required to bind any party, or the acknowledgment of such party, appear on each counterpart. All counterparts shall collectively constitute a single instrument. It shall not be necessary in making proof of this Agreement to produce or account for more than a single counterpart containing the respective signatures of, or on behalf of, and the respective acknowledgments of, each of the parties hereto. Any signature or acknowledgment page to any counterpart may be detached from such counterpart without impairing the legal effect of the signatures or acknowledgments thereon and thereafter attached to another counterpart identical thereto except having attached to it additional signature or acknowledgment pages.

17.12. Time is of the Essence.

Time is of the essence of this Agreement, including the performance of each of the terms, conditions and provisions hereof.

17.13. Entirety.

This Agreement embodies the final, entire agreement of Employee and Employer with respect to their obligations hereunder and supersedes any and all prior commitments, agreements, representations, and understandings, whether written or oral, relating to the subject matter hereof. This Agreement is intended by Employee and Employer as a final and complete expression of the terms of this Agreement, and no course of dealing between Employee and Employer, no course of performance, no trade practices, and no evidence of prior, contemporaneous or subsequent oral agreements or discussions or other extrinsic evidence of any nature shall be used to contradict, vary, supplement or modify any term of this Agreement.

IN WITNESS WHEREOF, the City of Harrisonville has caused this Agreement to be signed and executed in its behalf by its Mayor, and duly attested by its City Clerk, and City Administrator/Employee has signed and executed this Agreement, both in duplicate, the day and year first above written.

City of Harrisonville, a municipal
corporation of the State of Missouri

City Administrator/Employee:
Happy Eugene Welch, an individual

By: **Brian Hasek, Mayor**

By: **Happy Eugene Welch**

Date: _____

Date: _____

ATTEST:
City of Harrisonville City Clerk

By: **Sheryl Stanley, Deputy City
Clerk**

Date: _____

Attachment: Welch Employment Agreement (2411 : City Administrator Employment)