



# Baldwin County Commission

## Legislation Text

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**File #:** 21-0365, **Version:** 1

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**Meeting Type:** BCC Regular Meeting  
**Meeting Date:** 1/19/2021  
**Item Status:** New  
**From:** Wayne Dyess, County Administrator  
**Submitted by:** Anu Gary, Administrative Services Manager

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### **ITEM TITLE**

Appointed Contract Employees - Building Official - Considerations Related to Employment Contract

### **STAFF RECOMMENDATION**

Related to the Employment Contracts between the Baldwin County Commission and the Appointed Contract Employees, authorize and approve the execution of the First Amendment to Employment Contract between the Baldwin County Commission and Eddie D. Harper applicable to the position of Building Official, which increases the annual compensation to \$95,000.00.

This First Amendment will be effective on January 19, 2021.

### **BACKGROUND INFORMATION**

**Previous Commission action/date:** November 19, 2019, BCC Regular Meeting

#### **Background:**

November 19, 2019, BCC Regular Meeting - Related to the Employment Contracts between the Baldwin County Commission and the Appointed Contract Employees, authorize and approve the execution of an Employment Contract between the Baldwin County Commission and Eddie D. Harper applicable to the position of Building Official at an annual compensation of \$93,600.00. This contract will be effective on December 2, 2019.

During the January 5, 2021, BCC Special Work Session (Appointed Contract Employees Annual Performance Evaluations), staff was directed to bring forward an agenda item to the January 19, 2021, regular meeting to amend the contract for Mr. Harper to increase his annual salary to \$95,000.00 with an effective date of January 19, 2021.

### **CONSIDERATIONS BEFORE THE BALDWIN COUNTY COMMISSION:**

The "First Amendment to Employment Contract" provides language to amend two (2) Articles of the original Employment Contract: Article VII - Compensation (This Article references the compensation

applicable to the Appointed Contract Employee which is increased from the present compensation.) and Article IX - Termination (This Article references the severance pay applicable to the Appointed Contract Employee which is increased from the present severance.)

Any and all contract provisions may be revised, changed and determined by the Baldwin County Commission exclusively.

### **FINANCIAL IMPACT**

**Total cost of recommendation:** \$95,000.00 annually plus benefits.

**Budget line item(s) to be used:** 52710 salaries/fringe

**If this is not a budgeted expenditure, does the recommendation create a need for funding?**  
N/A

### **LEGAL IMPACT**

**Is legal review necessary for this staff recommendation and related documents?**  
N/A

**Reviewed/approved by:** The contract template has been previously reviewed and approved with other 2019 contract employee contracts.

**Additional comments:** N/A

### **ADVERTISING REQUIREMENTS**

**Is advertising required for this recommendation?** N/A

**If the proof of publication affidavit is not attached, list the reason:** N/A

### **FOLLOW UP IMPLEMENTATION**

**For time-sensitive follow up, select deadline date for follow up:** N/A

**Individual(s) responsible for follow up:** N/A

**Action required (list contact persons/addresses if documents are to be mailed or emailed):**  
Administration:

Ensure full execution of employment contract as soon as approved.

Provide a copy of the fully executed contract to the employee, original to Deidra Hanak, Personnel Director.

Upload contract to BCAP and Contracts Online.

Update Contract Employees List with contract approval dates and relevant info.

**Additional instructions/notes:** N/A