

EMPLOYMENT AGREEMENT

This Agreement is entered into as of the 27 day of August, 2019, by and between Jackson County, Missouri, herein after referred to as "the County," and Lindsey Haldiman, D.O., herein after referred to as "Haldiman."

WITNESSETH:

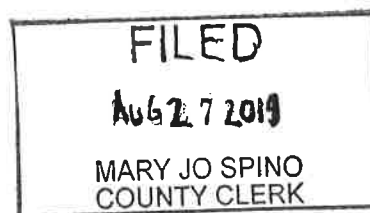
WHEREAS, the County, through the County Executive, is desirous of continuing the services of Lindsey Haldiman, D.O., to serve as the County's Chief Deputy Medical Examiner; and,

WHEREAS, Haldiman is well-qualified for this position and is desirous of undertaking the professional duties of said position;

NOW THEREFORE, in consideration of the mutual covenants and agreements herein contained, it is agreed by and between the parties as follows:

I. Term.

The County hereby engages the services of Lindsey Haldiman, D.O., to serve as Chief Deputy Medical Examiner, for a term commencing on the date this contract is executed, and terminating on December 31, 2022. After the initial term, Haldiman's employment will continue, month to month, until terminated by written notice at least thirty (30) days prior to the termination date designated in the written notice. This Agreement may be renewed by mutual agreement of the parties, upon such terms as the parties may agree.



II. Employment.

For all purposes, County shall treat Haldiman as an officer and employee of the County and shall pay the employer's share of social security contributions and make appropriate deductions from the biweekly payments required under paragraph III(A) hereof for federal, state, and local taxes, and any other applicable taxes, fees, and assessments, as well as for any benefits which the County offers to its employees, in which Haldiman elects to participate. Haldiman's employment with the County shall be governed by Missouri law and the Jackson County Charter, Code, and Personnel Rules, unless otherwise specifically provided herein.

III. Compensation.

A. For the entire term of this Agreement, Haldiman shall be paid for her services the base sum of \$250,000.00 annually, payable bi-weekly. In the event that the County grants a cost-of-living increase to all or nearly all of its employees, Haldiman shall be entitled to receive that cost-of-living increase as well. In the event that the County creates a "merit pool" for employee merit salary increases, Haldiman shall be entitled to receive a merit increase no greater than the average increase for employees within the pool, up to the limit of the salary range established by County ordinance for the Chief Deputy Medical Examiner position. The County Executive shall have discretion to increase Haldiman's salary in any manner consistent with the County's code and personnel rules and procedures.

B. Without regard to the length of Haldiman's actual employment with the County, Haldiman shall earn vacation leave authorized under the County's Personnel

Rules at the rate of four weeks (20 days) per year. Haldiman's accrual and use of vacation leave shall otherwise be governed by said Personnel Rules.

C. The County shall provide Haldiman a cellular telephone for business use. Alternatively, Haldiman shall be entitled to an allowance of \$55.00 monthly for her business use of her personal cellular telephone.

IV. Duties.

Haldiman shall perform all duties and exercise all responsibilities set out by the Missouri Constitution and Laws and Jackson County Charter, Code, and Personnel Rules for the position of Chief Deputy Medical Examiner. A copy of the current job description for this position is attached hereto as Exhibit A.

V. Termination.

This Agreement may be terminated by either Haldiman or County as follows:

A. Upon Haldiman's termination of the Agreement through a written resignation, upon the death of Haldiman, or upon a finding of a permanent disability of Haldiman, no severance shall be due.

B. The County may terminate the Agreement without cause. In that event, the County shall pay Haldiman a severance allowance equal to three (3) months' salary, payable within 15 days of the date of termination.

C. The County may terminate the Agreement for cause. If Haldiman is terminated for cause, the severance payment outlined in subparagraph B above shall not be paid to Haldiman. "Cause" in this Agreement means:

- I. An intentional act of fraud, embezzlement, theft or any other material violation of law that occurs during or in the course of Haldiman's employment with the County;
- II. Intentional damage to County's assets;
- III. Intentional disclosure of County's confidential information contrary to the County's policies;
- IV. Breach of Haldiman's obligations under this Agreement;
- V. Intentional engagement in any competitive activity which would constitute a breach of Haldiman's duty of loyalty or of Haldiman's obligations under this Agreement;
- VI. Intentional breach of any of County's policies;
- VII. The willful and continued failure to substantially perform Haldiman's duties for County (other than as a result of incapacity due to physical or mental illness);
- VIII. Willful conduct by Haldiman that is demonstrably and materially injurious to the County, monetarily or otherwise;
- IX. Suspension or revocation of any professional licensing required to act as a medical professional and/or medical examiner.

For purposes of this paragraph, an act, or a failure to act shall not be deemed willful or intentional, as those terms are used herein, unless the act is done, or omitted to be done, by Haldiman, in bad faith or without a reasonable belief that Haldiman's action or omission was in the best interest of County. Failure to meet performance standards or objectives, by itself, does not constitute "Cause." "Cause" also includes any of the above grounds for dismissal regardless of whether the County learns of it before or after terminating Haldiman's employment: In no event shall any severance be due if Haldiman is continued to be employed as Chief Deputy Medical Examiner after December 31, 2022, unless provided for in a Successor Employment Agreement.

D. In the event of termination of the Agreement, Haldiman shall be paid any compensation and benefits which would be due a County employee terminated under similar circumstances, pursuant to the Jackson County Personnel Rules.

VI. Construction.

This Agreement shall be construed under the laws of the State of Missouri.

VII. Severability, Waiver, and Modification.

The invalidity or inability to enforce any provision hereof shall in no way affect the validity or enforceability of any other provision. Failure to insist upon strict compliance with any terms, covenants or conditions of this Agreement shall not be deemed a waiver of such, nor shall any waiver or relinquishment of such right or power at any time be taken to be a waiver of any other breach of this Agreement. Further, any waiver, alteration, or modification of any of the provisions of this Agreement, or cancellation or replacement of this Agreement, shall not be valid unless in writing and signed by the parties.

VIII. Annual Appropriation.

Funds necessary to meet any and all financial obligations incurred by the County herein after calendar year 2019 are subject to appropriation in the County's 2020 and future years' annual budgets.

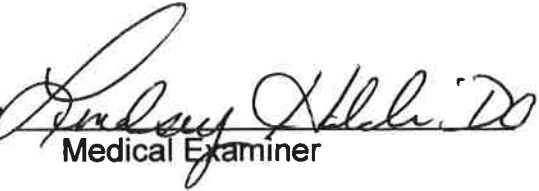
IX. Incorporation.

This Agreement incorporates the entire understanding of the parties.

JACKSON COUNTY, MO

LINDSEY HALDIMAN, D.O.

By 
Frank White, Jr.
County Executive

By 
Lindsey Haldiman, D.O.
Medical Examiner

APPROVED AS TO FORM:

ATTEST:

By 
Bryan O. Covinsky
County Counselor


Mary Jo Spino
Clerk of the Legislature

REVENUE CERTIFICATE

Funds sufficient for this expenditure in calendar year 2019 are included in the County's annual budget. Funds for future years are subject to appropriation in the County's 2020 and future years' annual budgets.

8-23-2019
Date


Director of Finance and Purchasing
