

EMPLOYMENT AGREEMENT FOR INSPECTOR GENERAL

This Employment Agreement for Inspector General is dated _____, 2026 (insert here the date the last party signs), and is between the CITY OF JACKSONVILLE, a consolidated municipal corporation and county political subdivision of the State of Florida (“City”) and MATTHEW LASCELL, an individual (“Employee”).

RECITALS

The Inspector General Selection and Retention Committee established pursuant to Section 602.305, Ordinance Code, voted to renew the contract of the Inspector General at its September 10, 2025 meeting; and

The parties desire to enter into this agreement subject to the employment terms contained herein.

The parties therefore agree as follows:

- 1. Employment, Position, and Duties.** Employee hereby accepts the employment as the Inspector General of the City of Jacksonville pursuant to the terms set forth in Chapter 602, Part III, of the Ordinance Code (the “Ordinance”). Employee agrees to serve in this position and to perform diligently and to the best of Employee’s abilities the duties and services required by such a position as determined by the Ordinance and the Inspector General Selection and Retention Committee. Employee will remain familiar with the unique obligations and parameters of the State of Florida’s public records and sunshine act laws, in order that the Office of Inspector General maintain its records in compliance with such laws.
- 2. Compensation.** Employee’s annual salary will be \$251,622.96. Employee will receive any salary adjustments in the same percentage as provided other City appointed employees as determined by the Mayor during the annual budget process.
- 3. Inspector General Certification.** Pursuant to the Ordinance, Employee shall maintain the Inspector General Certification.
- 4. Duties and Functions.** The Employee shall have the functions, authority and powers set forth in the City of Jacksonville Charter, the Ordinance and any amendments thereto.
- 5. Compliance with All City Policies, Directives, and Accreditation Requirements.** Employee shall comply with all current City policies and directives, as well as all City policies and directives that are revised or established after the date of this agreement. This includes all City of Jacksonville Employee Services' directives, unless there is a more stringent internal Inspector General policy in place on the relevant subject matter. Employee shall also comply with all requirements necessary to maintain the Office of Inspector General's accreditation with the Commission for Florida Law Enforcement Accreditation, Inc.
- 6. Employment Benefits.** City shall provide Employee with all benefits accruing to City employees under the Appointed Officials and Employees Salary and Employment Plan for the

City, as now existing or may be amended, that are provided to employees in similar positions. The Employee shall be appointed and exempt from civil service.

7. **Council Approval.** Employee acknowledges that this agreement is contingent upon the approval and confirmation of Employee's appointment by the Jacksonville City Council.
8. **Term; Renewal and Termination; Complaints; and Discipline.** The term of this agreement shall be four years and commence on March 21, 2026 or the date of this agreement, whichever is later. This agreement may be renewed and terminated, as set forth in Section 602.305, Ordinance Code. If a complaint is made against Employee, that if substantiated could lead to Employee's removal pursuant to Section 602.305(d), the Inspector General Selection and Retention Committee will refer the complaint to the Office of General Counsel for investigation. Employee agrees to fully cooperate in any such investigation. If deemed necessary, the Inspector General Selection and Retention Committee may place Employee on paid or unpaid leave, pursuant to City directives, and may relieve Employee of his duties, authority, and power as Inspector General during any such investigation. Additionally, if deemed necessary, the Chairperson of the Inspector General Selection and Retention Committee has the authority to take emergency action and relieve Employee of his duties, authority, and power as Inspector General, subject to ratification by a majority of the Inspector General Selection and Retention Committee at its next properly noticed public meeting. The Inspector General Selection and Retention Committee may also take necessary disciplinary action against Employee if appropriate.
9. **Confidentiality.** Employee agrees and acknowledges that, in the course of Employee's employment as the Inspector General, Employee may learn sensitive personal or financial information about the City, its agents, departments, employees and contractors thereof. Employee agrees that Employee will not, during or after Employee's employment as the Inspector General, disclose any confidential information obtained by virtue of Employee's employment, except in performance of Employee's duties as Inspector General.
10. **Governing Laws.** This agreement shall be governed by the laws of the state of Florida.
11. **Entire Agreement and Counterparts.** The text of this document constitutes the entire agreement between the parties and may only be modified in writing by the parties. This agreement may be executed by facsimile and counterpart signatures, the facsimile and counterparts which when taken together shall be deemed to constitute one original.

[remainder of this page intentionally left blank]

The date of this agreement will be the date this agreement is signed by the last party to sign it (as indicated by the date specified for the party's signature).

Each party is signing this agreement on the date stated under that party's signature.

CITY OF JACKSONVILLE, a
consolidated municipal corporation and
county political subdivision of the State of
Florida

By: _____
Donna Deegan, Mayor

Attest: _____
Corporation Secretary

Dated: _____

MATTHEW LASCELL, an individual

By: _____
Matthew Lascell

Dated: _____

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From Approved Only:

Office of General Counsel