

**EMPLOYMENT AGREEMENT FOR INSPECTOR GENERAL**

THIS EMPLOYMENT AGREEMENT FOR INSPECTOR GENERAL (“Employment Agreement”) is executed and made effective this \_\_\_\_ day of \_\_\_\_\_, 2022 (“Effective Date”), by and 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**

**WHEREAS**, the Inspector General Selection and Retention Committee established pursuant to Section 602.305, Ordinance Code, selected Employee at its February 28, 2022, meeting to serve in the appointed official position as the City’s Inspector General; and

**WHEREAS**, the parties desire to enter into this Employment Agreement subject to the employment terms contained herein.

**WITNESSETH:**

**NOW THEREFORE**, for an in consideration of the mutual promises each to flow to the other, the parties do mutually 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 become 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 \$200,000.00. Employee will receive a \$15,000.00 increase in annual salary upon obtaining the Inspector General Certification in Section 3 below. Employee will receive any salary adjustments in the same percentage as provided to other City appointed employees as determined by the Jacksonville City Council (the “City Council”) during its annual budget process.
- 3. Inspector General Certification.** Pursuant to the Ordinance, Employee shall obtain the Inspector General Certification within twenty-four (24) months of Employee’s appointment by the City Council.
- 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 polices 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 position. The Employee shall be appointed and exempt from civil service.
- 7. Council Approval.** Pursuant to the Ordinance, Employee acknowledges that this Employment Agreement is contingent upon the approval and confirmation of Employee's appointment by the City Council.
- 8. Term; Renewal and Termination; Complaints; and Discipline.** This Employment Agreement shall have the term, and 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 IG 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 Employment 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

Employment Agreement may be executed by facsimile and counterpart signatures, the facsimile and counterparts which when taken together shall be deemed to constitute one original.

IN WITNESS, whereof the parties have executed this Employment Agreement on the date set forth above.

[remainder of this page intentionally left blank]

**CITY:**

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

By: \_\_\_\_\_  
Lenny Curry, Mayor

Attest: \_\_\_\_\_  
Corporation Secretary

Dated: \_\_\_\_\_

Form Approved:

By: \_\_\_\_\_  
Office of General Counsel

**INSPECTOR GENERAL:**  
By: Matthew J. Lascel  
Matthew Lascel, an individual

Dated: MARCH 7, 2022