



## Greene County Board of Supervisors Employment Contract with the County Administrator


*Addendum to the July 9, 2013 employment contract entitled "Employment Agreement between the Board of Supervisors of the County of Greene, Virginia and John C. Barkley"*

It is hereby agreed upon that all matters pertaining to the employment of the Greene County Administrator are subject to the policies of the Greene County Personnel Policies Manual, originally adopted October 5, 2010, and as amended by the Board of Supervisors from time to time. Exceptions may be made by a majority vote of the Board of Supervisors in cases where the County Administrator's employment shall not be subject to the Greene County Personnel Policies Manual, in matters including, but not limited to, travel, County business related expenses, credit card use, training, compensation, and benefits. Any such exceptions considered by the Board of Supervisors must be approved prior to the occurrence of the expense, action or event, on a case by case basis.

A performance review will be conducted by the Board of Supervisors annually by December 31, with any corresponding salary adjustment to take effect July 1 of the next fiscal year. The County Administrator is employed at the will of the County Board of Supervisors and is not subject to the County's Grievance Policies.

  
\_\_\_\_\_  
Jim Frydl, Chairman, Board of Supervisors

10/14/14  
Date

  
\_\_\_\_\_  
John Barkley, County Administrator

10/14/14  
Date

# Employment Agreement

## Between the Board of Supervisors of the County of Greene, Virginia and John C. Barkley

This Agreement, made and entered into on July 8, by and between the Board of Supervisors of the County of Greene, Virginia ("Employer"), and John C. Barkley ("Employee"), hereby sets forth the terms and conditions for the employment of John C. Barkley as County Administrator of the County of Greene, Virginia.

### Section 1: Duties and Authority

Employer agrees to employ the Employee to perform the functions and duties specified in the position description, as amended from time to time, as well as those specified in the County of Greene, Virginia Charter and Code of Ordinances, and to perform other legally permissible and proper duties and functions.

### Section 2: Compensation

Employer agrees to pay Employee an annual base salary of \$105,000.00, payable in installments at the same time that the other management employees of the Employer are paid. This agreement shall be automatically amended to reflect any salary adjustments that are provided or required by the Employer's compensation policies, and additional consideration shall be given on an annual basis to increase compensation based on an annual performance evaluation.

### Section 3: Benefits

The Employer agrees to provide for health, hospitalization, surgical, vision, dental and comprehensive medical insurance for the Employee and his/her dependents equal to that which is provided to all other employees of the Employer.

### Section 4: Leave

Upon commencing employment, the Employee shall begin to accrue leave equal to the annual accrual provided to all other employees.

### Section 5: Travel

The Employer agrees to either provide a vehicle to the Employee or to reimburse the Employee, during the term of this Agreement and in addition to other salary and benefits herein provided, for approved travel using the prevailing mileage rate as approved, and amended from time to time, by the Employer.

### Section 6: Retirement

The Employer agrees to enroll the Employee into the applicable retirement system and to make all the appropriate contributions on the Employee's behalf.

**Section 7: Term**

This agreement shall remain in full force in effect from July 8, 2013 until terminated by the Employer or Employee.

**Section 8: Termination and Severance**

The employee will serve as an "at will" employee and termination of service is at the discretion of the Board. The term shall include a twelve (12) month probationary period wherein the Employer may terminate the Employee with no provision of compensation upon termination. After such twelve (12) month probationary period, the Employee shall be compensated three (3) months salary if terminated by the Employer without cause, where cause is defined as an act or omission committed by Employee that is contrary to the County's conduct standards as outlined in the Greene County Virginia Personnel Policies Manual.

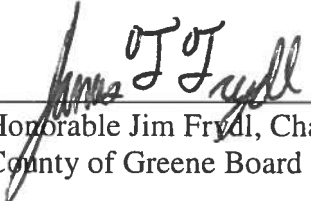
**Section 9: Moving and Relocation Expenses**

Employer agrees to provide the Employee \$2,000.00 upfront for costs associated with the transitional period and/or relocation within the corporate boundaries of the local government.

**Section 10: Criminal Background Check**


Employment is contingent upon the outcome of a criminal background check.

**COUNTY OF GREENE, VIRGINIA**

  
\_\_\_\_\_  
Honorable Jim Frydl, Chairman  
County of Greene Board of Supervisors

7/9/13  
\_\_\_\_\_  
Date

**EMPLOYEE**

  
\_\_\_\_\_  
John C. Barkley

7/9/13  
\_\_\_\_\_  
Date