

AGREEMENT NO. 2019-05

EMPLOYMENT CONTRACT BETWEEN

THAD SNELL

AND

FRANKLIN COUNTY

THIS AGREEMENT made and entered into this 20th day of May, 2019 between the County of Franklin, hereinafter referred to as the "COUNTY" and THAD SNELL hereinafter referred to as the "ANIMAL CONTROL SUPERVISOR" or "SNELL".

In consideration of the mutual promises contained herein, the COUNTY appoints and hires THAD SNELL to perform the duties of the Animal Control Supervisor for the COUNTY and to serve under the supervision and direction of the COUNTY BOARD and/or the FRANKLIN COUNTY SHERIFF.

I. TERM:

The COUNTY hereby appoints THAD SNELL as ANIMAL CONTROL SUPERVISOR for a period beginning May 21, 2019, to May 20, 2022 subject to the terms and conditions specified below:

- The first ninety (90) days shall be considered probationary in nature and either party may terminate this agreement without cause during that period.
- This contract can be extended for a period of at least one (1) year on the agreement of the COUNTY and SNELL with all of the forthcoming provisions remaining in effect.

II. SALARY:

It is understood and agreed that the ANIMAL CONTROL SUPERVISOR for the period of first day of employment through MAY 20, 2022 shall receive an annual salary of Fourty Two Thousand (\$42,000.00) payable per normal County payroll cycle payments. The

salary shall be subject to County non-union raises in each subsequent year until such date of termination or execution of a new contract.

III. DUTIES:

The ANIMAL CONTROL SUPERVISOR shall perform the duties of such position which are required by the job description, state and local laws, and directives of the Sheriff and County Board, as well as those duties consistent with custom and practice.

IV. MANNER OF PERFORMANCE:

The ANIMAL CONTROL SUPERVISOR agrees to perform, at all times faithfully, industriously, and in the best of his ability, experience, and talent, all of the duties that may be required of the ANIMAL CONTROL SUPERVISOR and under the direct supervision of the County Board and Sheriff.

V. EVALUATIONS:

The ANIMAL CONTROL SUPERVISOR will be evaluated annually by the County Board and/or the County Sheriff.

VI. EARLY TERMINATION:

This agreement may be terminated for any reason as follows:

- If the ANIMAL CONTROL SUPERVISOR desires to terminate this agreement, he may do so by providing the COUNTY with a written notice sixty (60) days prior to either the expiration of the initial term or expiration of any subsequent renewal term.
- If the COUNTY desires to terminate this agreement without cause, it may do so only by providing the ANIMAL CONTROL SUPERVISOR with written notice sixty (60) days prior to either the expiration of the initial term or the expiration of any subsequent renewal term.
- The COUNTY, ANIMAL CONTROL SUPERVISOR and Union expressly agree that in the event that SNELL no longer desires to remain in the position of ANIMAL CONTROL SUPERVISOR, that he shall be permitted to resume his

position within the Union at the same pay and seniority ranking as though he never left the Union, so long as the reason is not for disciplinary purposes.

VII. TERMINATION FOR JUST CAUSE:

The parties agree that the COUNTY may terminate this agreement at any time only for “just cause” which, in addition to any other normally understood meaning in employment contracts, shall include a violation of duties, law, policy, rule or ordinance or directive of the Sheriff or County Board. Termination for just cause shall require notification from the Board Chairman and/or the County Sheriff and shall not permit the ANIMAL CONTROL SUPERVISOR to re-enter the Union ranks within the COUNTY.

VIII. BENEFITS:

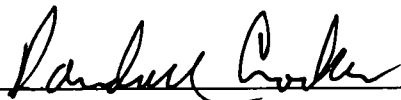
The following benefits and hours are subject to the same accrual, use, and restrictions specified by the FRANKLIN COUNTY personnel policies.

IX. RESIDENCY


It is required that the ANIMAL CONTROL SUPERVISOR permanently reside within Franklin County, Illinois.

IN WITNESS WHEREOF, THAD SNELL, and the authorized representative of the COUNTY have executed this Agreement on this 20th day of May, 2019.

**Randall Crocker,
BOARD CHAIRMAN**

BY:  _____

**Thad Snell
ANIMAL CONTROL SUPERVISOR**

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