

TOWN MANAGER EMPLOYMENT AGREEMENT

THIS TOWN MANAGER EMPLOYMENT AGREEMENT (this “Agreement”) is made and entered into this 25th day of February, 2025, by and between the TOWN OF FRISCO, COLORADO, a home rule municipality, hereinafter called the "Town," and Thomas Fisher, hereinafter called "Manager."

RECITALS

WHEREAS, on or about August 9, 2022, the Town approved, and the Town and the Manager entered into, that certain Town Manager Employment Agreement (the “Original Agreement”) to engage the services of Manager as Town Manager of the Town of Frisco, Colorado as provided by the Frisco Charter; and

WHEREAS, on or about March 26, 2024, the Town and the Manager entered into that certain First Amendment to the Original Agreement (the “First Amendment”); and

WHEREAS, it is the desire of the Town and the Manager to amend and restate the terms and conditions of the Original Agreement and the First Amendment to provide certain benefits, establish certain conditions of employment and to set working conditions of Manager; and

NOW THEREFORE, the Town and the Manager agree that the Original Agreement and First Amendment are hereby terminated, and further agree as follows:

1.0 Employment and Duties.

1.1 Town hereby agrees to employ Manager, and Manager hereby accepts employment, as Town Manager of the Town of Frisco, to perform the functions and duties specified in the Charter of the Town of Frisco and to perform such other legal and proper duties and functions as the Town Council shall assign.

1.2 The parties agree that the terms of this Agreement do not supersede the provisions of the Home Rule Charter of the Town of Frisco, and to the extent they do conflict with the Home Rule Charter, the Home Rule Charter shall prevail. The parties also agree that to the extent this Agreement is in conflict with the provisions of the Frisco Town Code or Personnel Code, this Agreement shall prevail.

1.3. The Town Manager shall have the authority and responsibility to carry out the duties of the position as generally described in the Home Rule Charter of the Town of Frisco, Title VII, Town Administration. The Town Manager shall keep the Mayor and Town Council informed of proposed changes to organizational operations.

2.0 Termination of Employment Agreement and Term of this Agreement.

2.1 The term of this Agreement shall commence as of February 25, 2025, and shall continue for an indefinite period, Manager to hold office at the pleasure of a majority of the Town

Council, until this Agreement is terminated as provided herein or by mutual agreement of the parties.

2.2 Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the Town Council to terminate the services of Manager at any time and for any reason, subject only to the provisions set forth in § 3.0, paragraphs 3.1 and 3.3 of this Agreement.

2.4 Nothing in this Agreement shall prevent, limit or otherwise interfere with Manager's right to resign at any time, subject only to the provisions set forth in § 3.0, paragraph 3.4 of this Agreement.

3.0 Termination and Severance Pay.

3.1 If the Manager's employment is terminated by the Town Council within the first 365 days of the Manager's employment, and such termination is during such time as Manager is willing and able to perform the duties of the Town Manager, then in that event the Town agrees to continue payment of salary and all benefits hereunder and pursuant to the Personnel Code for a period of three (3) months from the effective date of termination. In the event that the Manager's employment is terminated by the Town Council after the Manager has been employed for 365 days, and such termination is during such time as Manager is willing and able to perform the duties of the Town Manager, then in that event the Town agrees to continue payment of salary and all benefits hereunder and pursuant to the Personnel Code for a period of one (1) year from the effective date of termination. Any provision of this paragraph 3.1 notwithstanding, in the event that Manager is terminated for Cause, the Town shall have no obligation for severance benefits or pay as described herein. As used herein, "Cause" shall mean (a) conduct by Manager that is fraudulent or dishonest, (b) Manager's conviction or no-contest plea of any felony or crime involving moral turpitude under any federal or state law, or (c) failure by Manager in any material way to fulfill or comply with his obligations under this Agreement.

3.2 Acceptance of severance pay and benefits as described in paragraph 3.1 by Manager shall constitute a release in full by Manager of any and all claims Manager may have against the Town Council of the Town of Frisco, the individual members of the Town Council of the Town of Frisco acting in their official capacity, and the Town of Frisco, as a result of the termination of his employment.

3.3 In the event the Town at any time during the employment term reduces the salary or other financial benefits of Manager in a greater percentage than an applicable across the board reduction for all employees of the Town, or in the event that the Town refuses, following written notice, to comply with any other provision benefiting Manager herein, or Manager resigns following a suggestion, whether formal or informal, by the Town Council that he resign, then, in that event, Manager may at his option, be deemed to be terminated without Cause as of the date of such reduction or event.

3.4 In the event Manager wishes to resign his position with the Town and remain in good standing, Manager shall give the Town 45 days written notice in advance, unless the parties otherwise agree.

3.5 In the event that Manager does not comply with the residency requirement as set forth in the Town Charter and § 14.0 of this Agreement, Manager shall be deemed to be terminated with Cause and the terms of § 14.0 and its paragraphs shall apply.

3.6 Manager's employment may be terminated sixty days after Manager becomes totally and permanently disabled. As used herein, "totally and permanently disabled" shall be defined as: (a) if Manager is receiving total permanent disability payments pursuant to any disability program under which she is covered, whether owned by the Town or otherwise; or (b) in the absence of such disability program, if (i) Manager's attending physician certifies that Manager is unable to perform her duties as set forth herein for the Town and that such condition is total and permanent; or (ii) in the event that Manager does not timely consult such attending physician and the Town reasonably believes Manager to be so disabled, the Town may obtain such examination from a properly qualified physician who shall conduct such examinations as are appropriate to determine whether or not Manager is so totally and permanently disabled. If Manager is terminated because he is totally and permanently disabled due to an event occurring within the scope of his employment, he shall be entitled to severance pay as provided in paragraph 3.1. If Manager is terminated because he is totally and permanently disabled due to an event occurring outside the scope of his employment, he shall receive no severance benefits or pay.

4.0 Salary.

4.1 Town agrees to pay Manager for his services rendered pursuant hereto an annual base salary of Two-Hundred and Twenty Three Thousand Eight-Hundred and Twenty Eight Dollars (\$223,828.00), payable in installments at the same time as other employees of the Town are paid.

4.2 An annual increase to the Manager's salary will be given in the amount of two percent (2%) following an annual review rating of satisfactory or greater within the Town's performance rating system, to be completed by the Town Council by the end of February each year starting with the 2025 review conducted on February 11, 2025.)

5.0 Full-time Employment and Hours of Work.

5.1 It is recognized and understood that Manager must devote additional time outside normal office hours to the business of the Town, and therefore Manager will be allowed to take compensatory time off as he shall deem appropriate provided, however, that such compensatory time shall not adversely affect Manager's job performance or Town activities. No monetary compensation shall be made to Manager for accrued and unused compensatory time.

5.2 Manager shall not engage in any non-Town employment activities for compensation without the express written consent of the Town Council. It is the intent of the parties that this Agreement is for full-time employment. Participation in professional organizations and voluntary programs are encouraged provided they are consistent with the responsibilities of the Town Manager for the Town.

6.0 Benefits.

6.1 Except as provided or specifically addressed in this Agreement, Manager shall receive the benefits granted all regular, full-time employees, subject to any limitations or restrictions thereon applicable to all regular, full-time employees, including by illustration only, health, dental, vision, long term disability and life insurance; retirement; sick leave; annual and holiday leave; and other group benefit programs extended to employees for their voluntary participation.

6.2 Manager shall accrue vacation time as if he had been employed by the Town for fourteen (14) years. Notwithstanding the foregoing, at no time shall the total combined annual vacation leave time to which Manager is entitled exceed the allowed maximum for such time set forth in the Town's Personnel Code.

6.3 The Manager may make contributions to his 457b account up to the limits allowed by law. The Town will match any such contributions, on a percentage of salary basis up to seven percent (7%), into the Manager's 401a account. In addition, the Town shall contribute an amount equal to seven percent (7%) of the Manager's salary into the Manager's 401a account in the first year following the execution of this Agreement, nine and one half percent (9.5%) in the second year following the execution of this Agreement, and ten percent (10%) in the third year following the execution of this Agreement, periodically as and when the Town's regular retirement account contributions are made. The vesting of the Town's contributions into the Manager's account is fully vested at the execution of this contract.

7.0 Automobile and Cellular Telephone.

The Town will provide a Town vehicle for the Manager, with take home privileges, for business use within or outside of Summit County, and for personal use only within the State of Colorado. The Town will impute, during the first year of this agreement, the amount of \$5,676 (\$218.30 per pay period) to Manager's compensation to account for the vehicle for income tax purposes. Thereafter, the Town will impute annual amounts equal to the fair value of the use of the vehicle to the Manager's compensation. In lieu of providing the Manager with a Town cell phone, the Town will reimburse the Manager for his personal cell phone use for Town business purposes in the amount of \$100.00 monthly.

8.0 Manager's Housing.

8.1 The parties recognize that housing costs in the Town of Frisco significantly exceed those in most other places in Colorado and the nation. Accordingly, the Town agrees that, during the term of this Agreement, it shall provide to the Manager, pursuant to the form of employee housing lease between the Town and the Manager, the residence located at 760 Pitkin Street, Frisco, Colorado,

free of charge for rent. Manager agrees that, during the term of this Agreement, he shall lease from the Town, pursuant to said housing lease, the residence located at 760 Pitkin Street, Frisco, Colorado, free of charge for rent. Any provision of the Town's standard form of housing lease notwithstanding, such lease shall terminate forty-five (45) days after the effective date of the Manager's separation from employment with the Town, whether that separation is the result of Manager's resignation, termination (with or without cause), or otherwise. Manager understands and agrees that the Town shall impute, during the term of this contract, the monthly amount of \$4,568 to Manager's compensation to account for the housing for income tax purposes.

9.0 Professional Development.

9.1 As limited by the budget and in the sole discretion of the Town Council from time to time, the Town agrees to pay registration, reasonable travel and subsistence expenses for Manager for professional official travel, meetings and occasions adequate to continue Manager's professional development and to attend necessary official and other functions for the Town, including, without limitation, the annual conference and annual membership dues of the International City Management Association, the Colorado Municipal League, the Colorado City and County Managers Association, and other national, regional, state and local government groups and committees of which Manager or the Town is member.

9.2 As limited by the budget and in the sole discretion of the Town Council from time to time, the Town agrees to pay for Manager's reasonable tuition, travel and subsistence for short courses, institutes and seminars that are necessary for Manager's professional development and which are in the best interests of the Town.

9.3 As limited by the budget and in the sole discretion of the Town Council from time to time, the Town agrees to pay Manager's reasonable professional dues and subscriptions that are necessary for his continuation and full participation in national, regional, state and local associations and organizations and that are necessary and desirable for his continued professional participation, growth and advancement and which are in the best interests of the Town.

10.0 Expenses.

Manager may be required as a condition of employment to incur reasonable and necessary expenses in connection with his duties hereunder. Manager shall be reimbursed by the Town in accordance with the Town's expense reimbursement policy.

11.0 Indemnification.

Town shall defend, save harmless, and indemnify Manager against any tort, professional liability claim, or demand or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Manager's duties as Town Manager; provided, however, that this indemnification shall not apply to intentional torts, including but not limited to matters such as assault. Town will compromise and settle any such claim or suit and pay the amount of any settlement or judgment rendered thereon.

12.0 Evaluation.

The Town Council shall, in accordance with the schedule set forth in section 4.2 above, review and evaluate the performance of Manager at least annually; beginning with a fourth annual evaluation in February of 2026, and thereafter in February of each year. Such review and evaluation shall be for the purpose of setting the Manager's annual work plan and evaluating Manager's performance and compensation. Such review and evaluation shall be in accordance with specific goals, criteria and performance objectives developed jointly by the Town Council and Manager, which they deem necessary to achieve the Town Council's policy objectives, and shall establish the relative priority among the various goals and objectives. These overall performance criteria may be added to or revised by the Town Council periodically, in consultation with Manager. The Town Council shall provide an opportunity for discussion of the results of the evaluation with Manager.

13.0 Other Terms and Conditions of Employment.

The Town Council, in consultation with Manager, may fix any such other terms and conditions of employment, as it may determine from time to time, relating to Manager's performance, provided such terms and conditions are not inconsistent with or in conflict with the provisions of this Agreement, the Town Charter or Code, or any other law.

14.0 Residency Requirement.

14.1 As set forth in § 7-1(b) of the Frisco Charter, and as a condition of continued employment with the Town of Frisco, Manager shall establish his permanent domicile and residency within the corporate limits of the Town of Frisco. "Permanent residency and domicile within the corporate limits of the Town of Frisco" shall mean that Manager maintains his personal and physical presence at a dwelling place within the Town of Frisco and intends that such dwelling place shall be his fixed and permanent home. The Town Council reserves the right to approve or disapprove a residence outside of the town limits but within a reasonable distance thereof. Any such approval of an alternative residence shall be by ordinance as required by Charter § 7-1(b).

14.2 In the event that Manager fails to establish and maintain his permanent domicile and residency as set forth herein, and throughout the term of this Agreement, then Manager shall be immediately terminated with Cause from employment with the Town and this Agreement shall be void. Notwithstanding any provision of this Agreement to the contrary, Manager shall not be entitled to and shall not receive from the Town any benefit of any kind or monetary payment of salary upon termination in accordance with this paragraph 14.2.

15.0 Compliance with Colorado Constitution Article X, Section 20.

It is the intent of the Town and Manager to comply with the provisions of Article X, Section 20 of the Constitution of the State of Colorado, including in particular subsection 4(b), as approved by the voters on November 3, 1992. Therefore, the parties agree that this Agreement is subject to an annual appropriation by the Town Council and that the failure to make such appropriation, unless

such action is the result of a prior termination for Cause pursuant to paragraph 3.1 hereof, will be deemed a termination without Cause. The parties further agree and acknowledge that the Town has established an adequate present cash reserve pledged irrevocably and held for future payments, if required, in an amount sufficient to pay any severance compensation required under paragraph 3.1 of this Agreement.

16.0 General Provisions.

16.1 The text herein shall constitute the entire agreement between the parties. This Agreement may be amended only in writing, executed and approved by both parties.

16.2 The rights and obligations of the Town under this Agreement shall inure to the benefit of and be binding upon the successors and assigns of the Town. Manager shall not assign or otherwise convey any of his rights and obligations hereunder without the express written permission of the Town, which permission may be withheld in the Town's sole and absolute discretion.

16.3 If any provision, or any portion thereof, contained in this Agreement is held to be unconstitutional, invalid, unenforceable or void, the remainder of this Agreement, or any portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect.

IN WITNESS WHEREOF the Town of Frisco, Colorado has caused this Agreement to be signed and executed on its behalf by its Mayor, and duly attested by its Town Clerk, and Manager has signed and executed this Agreement, both in duplicate, the date and year first above written.

TOWN OF FRISCO

Frederick J. Ihnken, Mayor

ATTEST:

Stacey Nell, Town Clerk

Thomas C. Fisher, Manager