

**CITY OF HOLLYWOOD
INTEROFFICE MEMORANDUM**

TO: Mayor and Commissioners **DATE:** December 29, 2014

FROM: Jeffrey P. Sheffel, City Attorney

SUBJECT: Proposed Agreement with Wazir A. Ishmael, Ph.D. ("WAI") for Employment as City Manager

I have reviewed the above-captioned agreement for form and legality, and the general business terms and other significant provisions are as follows:

- 1) Department/Office involved – City Attorney's Office
- 2) Type of Agreement – Employment
- 3) Method of Procurement (RFP, bid, etc.) – N/A
- 4) Term of Contract
 - a) initial – Indefinite
 - b) renewals (if any) –
 - c) who exercises option to renew –
- 5) Contract Amount – Base salary in the amount of \$189,500/yr.; 457 Deferred Compensation in the maximum amount allowed by IRS regulations (currently about \$17,000 per yr.); provided, however, that WAI has the option to take the amount of the City's 457 Deferred Compensation obligation as a taxable cash payment.
- 6) Termination rights – WAI can terminate without cause by giving 45 days' notice. The City Commission can terminate without cause by paying 20 wks' severance; provided however, that the City need not pay severance if WAI is convicted of a felony or a crime involving moral turpitude.
- 7) Indemnity/Insurance Requirements – City will indemnify WAI unless a court holds that he committed a crime or fraud.
- 8) Scope of Services – WAI will serve as City Manager.
- 9) Other significant provisions – None.

cc: Wazir A. Ishmael, Ph.D, City Manager