




ORANGE COUNTY MAYOR

TERESA JACOBS

P.O. Box 1393, 201 SOUTH ROSALIND AVENUE, ORLANDO, FL 32802-1393
PHONE: 407-836-7370 • FAX: 407-836-7360 • Mayor@ocfl.net

March 12, 2018

To: Board of County Commissioners
From: Mayor Teresa Jacobs 
Subject: County Administrator and County Attorney
Proposed Amendment to Employment Agreements
Consent Agenda Item for March 20, 2018

I am pleased to recommend for approval an amendment extending the employment agreements of Ajit Lalchandani as county administrator and Jeffrey Newton as county attorney by approximately 60 days. The term of their current agreement ends on December 4, 2018, which is the date the new mayor takes office. I believe it is important both agreements be extended to provide a reasonable time period for an orderly transition as the new mayor assembles a team of senior management to serve Orange County.

The proposed amendment to the Orange County administrator and county attorney employment agreements extend Mr. Lalchandani and Mr. Newton's term of employment from December 4, 2018 to January 31, 2019. All other terms and conditions of Mr. Lalchandani and Mr. Newton's employment agreements will remain unchanged. Attached for your review and approval is the proposed amendment to their employment agreements.

Mr. Lalchandani and Mr. Newton have indicated their agreement with the terms of the proposed amendment.

ACTION REQUESTED: Board approval of amendment to county administrator and county attorney employment agreements to extend the term from December 4, 2018 to January 31, 2019.

Attachments

**AMENDMENT TO
ORANGE COUNTY ADMINISTRATOR
EMPLOYMENT AGREEMENT**

This is an Amendment to the Orange County Administrator Employment Agreement ("Amendment") made and entered into by and between **Orange County, Florida**, a charter county and political subdivision of the State of Florida ("County"), and **Ajit Lalchandani**, ("County Administrator").

WITNESSETH:

WHEREAS, Ajit Lalchandani has faithfully performed the duties of Orange County Administrator since his appointment to that position on February 7, 1999, and has demonstrated through his years of service as an Orange County employee, as well as through his professional education, experience, and job performance, the level of professional and administrative competency desired by the County in its position of County Administrator;

WHEREAS, the County is desirous of continuing the employment of Mr. Lalchandani as its County Administrator under the terms and conditions, and with the compensation and benefits, as are set forth in the employment contract approved by the Board of County Commissioners on January 9, 2007 ("Agreement"), as amended on January 4, 2011, and again on December 16, 2014; and

WHEREAS, Mr. Lalchandani has indicated his willingness to continue to accept the responsibilities and render specific performance to the County as the County Administrator.

NOW, THEREFORE, in consideration of the mutual covenants and promises which the parties set forth in the Agreement, as previously amended, and herein, the County and Mr. Lalchandani agree to further amend the Agreement as follows:

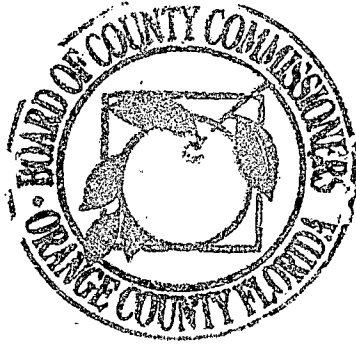
Section 1. Amendments to Paragraph 2 of Agreement.

Paragraph 2 ("Term") of the Agreement, as amended on December 16, 2014, is amended again to read as follows:


2. *Term.* The term of this Agreement, as amended, shall begin December 16, 2014, and shall continue until ~~December 4, 2018~~ January 31, 2019, unless terminated earlier, or unless the County Administrator is not reappointed by the County Mayor and confirmed by the Board of County Commissioners each year as required by the Orange County Charter, all as provided as below.

Section 2. Other Terms and Conditions of Employment Agreement. Except as revised pursuant to Section 1 of this Amendment, the terms and conditions of the Agreement, as previously amended, shall remain unchanged and in full force and effect, and this Amendment shall be deemed effective March 20, 2018.

IN WITNESS WHEREOF, the parties have made and executed this Amendment to the Employment Agreement on the dates indicated below.

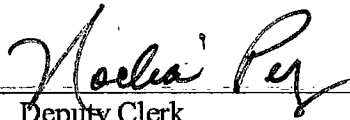


ORANGE COUNTY, FLORIDA
By: **Board of County Commissioners**

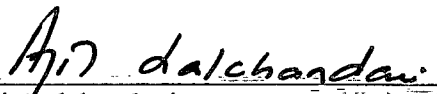
By: 
Teresa Jacobs
Orange County Mayor

Date: March 20, 2018

ATTEST: Phil Diamond, CPA, County Comptroller
As Clerk of the Board of County Commissioners

By: 
for Deputy Clerk

COUNTY ADMINISTRATOR


Ajit Lalchandani

Date: March 20¹³, 2018

**AMENDMENT TO THE ORANGE COUNTY ATTORNEY
EMPLOYMENT AGREEMENT**

This is an Amendment to the Orange County Attorney Employment Agreement ("Amendment") made and entered into by and between **Orange County, Florida**, a charter county and a political subdivision of the State of Florida, hereafter referred to as "County," and **Jeffrey J. Newton**, hereafter referred to as "Mr. Newton."

WITNESSETH:

WHEREAS, Jeffrey J. Newton has demonstrated through his experience and expertise in the practice of law the level of professional and administrative competency desired by the County in its County Attorney;

WHEREAS, Mr. Newton has served the County as its County Attorney pursuant to the Employment Agreement approved by the Board of County Commissioners on January 11, 2011 ("Agreement"), as amended on December 16, 2014;

WHEREAS, the County is desirous of continuing to employ Mr. Newton as its County Attorney on the terms and conditions, and with the compensation and benefits, as are set forth in Agreement, as amended by this Amendment; and

WHEREAS, Mr. Newton has indicated his willingness to continue to serve as the County Attorney.

NOW, THEREFORE, in consideration of the mutual covenants and promises set forth in the Agreement and this Amendment, the County and Mr. Newton agree to amend the Agreement as follows:

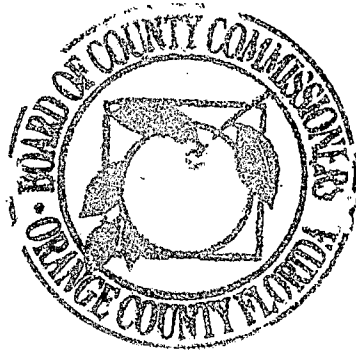
Section 1. Amendments to Paragraph 2 of Agreement.

A. Paragraph 2 ("Term") of the Agreement, as amended on December 16, 2014, is amended again to read as follows:

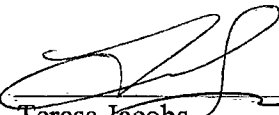
2. **Term.** The term of this Agreement, as amended, shall commence on December 16, 2014, and shall end on ~~December 4, 2018, January 31, 2019~~, unless terminated earlier, or unless Mr. Newton is not reappointed by the County Mayor and confirmed by the Board of County Commissioners each year as required by the Orange County Charter, all as provided below.

Section 2. Other Terms and Conditions of Employment Agreement. Except as revised pursuant to Section 1 of this Amendment, the terms and conditions of the Employment Agreement shall remain unchanged and in full force and effect, and this Amendment shall be deemed effective March 20, 2018.

IN WITNESS WHEREOF, the parties have made and executed this Amendment to the Agreement on the respective dates under each signature.

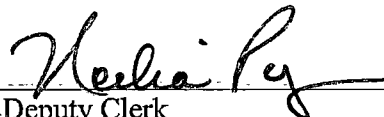


ORANGE COUNTY, FLORIDA
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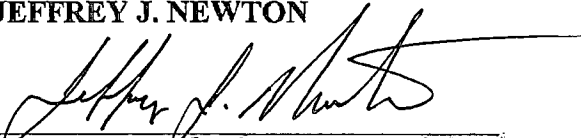
By: 
Teresa Jacobs
Orange County Mayor

Date: March 20, 2018

ATTEST: Phil Diamond, CPA, County Comptroller
As Clerk of the Board of County Commissioners

By: 
for Deputy Clerk

Date: MAR 20 2018

JEFFREY J. NEWTON

Jeffrey J. Newton

Date: March ¹³ 20, 2018