

EMPLOYMENT AGREEMENT for CITY CHIEF FINANCIAL OFFICER of THE CITY OF HAWK COVE, TEXAS, BETWEEN the CITY of HAWK COVE, TEXAS and KAREN FRONTERHOUSE

This Agreement ("Agreement") entered into on the 25th day of May, 2023 by and between the City of Hawk Cove, Texas, a municipal corporation ("City"), by unanimous vote of all five (5) voting members of the City of Hawk Cove City Council ("Council"), and Karen Fronterhouse ("Employee").

WITNESSETH:

WHEREAS the City desires to continue to employ the services of Employee as an officer of the City in the position and performing the duties of City Chief Financial Officer of the City of Hawk Cove, Texas ("Chief Financial Officer"); and

WHEREAS Employee is willing to continue and perform the duties of Chief Financial Officer;

NOW, THEREFORE, for mutual consideration, the parties agree as follows:

1. COUNCIL ACTION REQUIREMENTS

1.1 All actions taken by or on behalf of City by Council on, or relating to, this Agreement and/or Employee's position of Chief Financial Officer shall be by unanimous vote of all five (5) voting members of the Council sitting in a properly noticed Regular or Special Session.

2. DUTIES

2.1 Upon the Council's vote accepting this Agreement, this Agreement supersedes and replaces all previous employment agreements ("Employment Agreement/s") between the City and Employee for the position of Chief Financial Officer.

2.2 The City agrees to continue to employ Employee as Chief Financial Officer for the period from the date of this Agreement until the anniversary of this Agreement in the year 2033 or any extension of this Agreement, to perform the legally permissible and proper duties and functions of Chief Financial Officer.

2.3 The legally permissible and proper duties and functions of Chief Financial Officer are guided by: the past and current actions, responsibilities and course of dealing of the Chief Financial Officer; presently-applicable City ordinances, resolutions and policies; applicable provisions in the Texas Constitution; Texas Government Code; Texas Local Government Code; Texas Occupations Code; Texas Administrative Code; and any and all applicable United States Constitution and validly enacted statutes, codes and laws. Employee agrees to act during Employee's employment in accordance with these guidelines.

3. TERM

3.1 Employee agrees to remain Chief Financial Officer during the term of this Agreement and any extensions of this Agreement. Employee may accept other additional or other employment or become Employment Agreement for City Chief Financial Officer of the City of Hawk Cove, Texas, between the City of Hawk Cove, Texas and Karen Fronterhouse