

R - _____ - 2026 Exhibit A
Employment Agreement

THIS EMPLOYMENT AGREEMENT (the “Agreement”), made and entered into this ____ day of _____, 2026 (the “Effective Date”), by and between the TOWN OF MASON, TENNESSEE, a Tennessee municipal corporation, hereinafter called “EMPLOYER” or the “TOWN,” and TERRY LEGGETT, hereinafter called “EMPLOYEE,” both of whom understand as follows:

WITNESSETH:

WHEREAS, EMPLOYER desires to employ the services of EMPLOYEE as Town Administrator of the TOWN; and,

WHEREAS, on April 28, 2026, at a special called meeting of the Board of Mayor and Aldermen of the TOWN, hereinafter called the “BOARD,” the BOARD approved a charter amendment requiring the BOARD to appoint a Town Administrator; and,

WHEREAS, the Charter of the TOWN, as amended, provides that the Town Administrator shall be appointed by the BOARD, shall be an employee of the TOWN, shall serve at the will and pleasure of the BOARD, and shall be the chief administrative officer of the TOWN; and,

WHEREAS, EMPLOYEE desires to accept employment as Town Administrator of the TOWN, subject to the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

SECTION I. DUTIES

EMPLOYER hereby agrees to employ EMPLOYEE as Town Administrator of the TOWN, commencing on the Effective Date, to perform the functions and duties of the Town Administrator as specified by the Charter of the TOWN, applicable law, municipal ordinances, resolutions, policies, and such other legally permissible and proper duties and functions as the BOARD may from time-to-time assign.

EMPLOYEE shall serve as the chief administrative officer of the TOWN, shall report to the BOARD, and shall be responsible for the day-to-day operations of the TOWN, all in accordance with the Charter of the TOWN.

SECTION II. TERM OF EMPLOYMENT AND TERMINATION

EMPLOYEE shall be hired under this Agreement for a period of two (2) years however Employee is an employee at will and serves at the will and pleasure of the BOARD. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the BOARD to terminate

the services of EMPLOYEE at any time, with or without cause, by majority vote of the BOARD, provided Employee is compensated in accordance with the terms of this Agreement

Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of EMPLOYEE to resign at any time from his position with EMPLOYER. EMPLOYEE agrees to provide reasonable written notice of resignation to the BOARD when practicable.

SECTION III. TERMINATION AND SEVERANCE PAY

A. During the initial term of this Agreement, if EMPLOYEE is terminated for any reason other than:

- a. The conviction of a crime involving moral turpitude; or,
- b. For cause, cause being defined as those causes set forth in subsection C below,
- c. then, EMPLOYER agrees to pay EMPLOYEE twelve (12) full months' salary as outlined in Section IV of this Agreement and benefits as outlined in Sections V of this Agreement as severance pay after the date of termination, provided that EMPLOYEE signs and executes a release and settlement agreement, thereby releasing any and all claims that EMPLOYEE has or may have against the TOWN, now or in the future.

B. For purposes of this Agreement, cause shall mean actions conducted by the Town Administrator, or at the direction and supervision of the Town Administrator, that the Board determines to amount to incompetence, malfeasance, misfeasance, or neglect of duty.

C. In the event EMPLOYEE shall resign from his position as Town Administrator, he shall not be entitled to any severance compensation unless separately agreed to by the parties. Any accrued time shall be paid to EMPLOYEE as financial compensation at separation with the EMPLOYER's employee handbook.

SECTION IV. SALARY

EMPLOYER agrees to pay EMPLOYEE for his services rendered pursuant hereto based on a salary of One Thousand and No/100 Dollars (\$1,000.00), payable per week at the same time and in the same manner as other employees of the TOWN are paid, subject to applicable withholdings and deductions. Said salary shall be effective upon the Resolution the Board passed with respect to appointing the Town Administrator.

Salary to be renegotiated each year subject to approval by the BOARD and shall be subject to lawful appropriation in the adopted budget of the TOWN.

SECTION V. BENEFITS AND LEAVE

Except as otherwise provided in this Agreement, EMPLOYEE shall be considered a full-time employee and thus receive those employee benefits, if any, for which EMPLOYEE is eligible under the duly adopted personnel policies of the TOWN and applicable law. Including but not limited to TCRS retirement benefits.

EMPLOYEE shall receive two (2) weeks vacation, and five (5) sick days , holiday, and other leave policies applicable to employees of the TOWN, to the extent EMPLOYEE is eligible for such benefits under the duly adopted personnel policies of the TOWN.

SECTION VI. INDEMNIFICATION

To the extent permitted by applicable law, EMPLOYER shall defend, save harmless, and indemnify EMPLOYEE against any tort, professional liability claim, demand, or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring within the scope of EMPLOYEE's duties as Town Administrator.

EMPLOYER may fulfill this obligation by providing an appropriate insurance policy or policies.

SECTION VII. OTHER TERMS AND CONDITIONS OF EMPLOYMENT

The BOARD may fix such other terms and conditions of employment as it may determine from time to time relating to the performance of EMPLOYEE, provided such terms and conditions are not inconsistent with or in conflict with this Agreement, the Charter of the TOWN, applicable law, municipal ordinances, resolutions, or duly adopted personnel policies of the TOWN.

Town Administrator shall receive a vehicle to perform Town work. The Town Administrator's use of the Town vehicle shall require the Town Administrator to remain on call twenty-four (24) hours per day, seven (7) hours per week, for emergency purposes only.

All provisions of the Charter of the TOWN, applicable law, municipal ordinances, resolutions, and duly adopted personnel policies of the TOWN relating to employee benefits, working conditions, and standards of conduct shall apply to EMPLOYEE.

Not-with-standing any provision herein, policy or ordinance of the Town the parties hereby recognize that the services of the Employee shall vary in time and place of work. Employee is hereby expressly authorized to work remotely and set his own hours as he determines in his sole discretion.

SECTION VIII. GENERAL PROVISIONS

A. This Agreement shall constitute the entire agreement between the parties concerning EMPLOYEE's employment as Town Administrator.

B. This Agreement shall be binding upon and inure to the benefit of the parties and their respective successors and permitted assigns.

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

D. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.

SECTION IX. NOTICES

Notice pursuant to this Agreement shall be given by deposit in the custody of the United States Postal Service, postage prepaid, addressed as follows:

EMPLOYER:
Town of Mason, Tennessee
ATTN: Town Attorney
12157 Main Street
Mason, Tennessee 38049

EMPLOYEE:
Terry Leggett

Alternatively, notices required pursuant to this Agreement may be personally served in the same manner as is applicable to civil judicial practice. Notice shall be deemed given as of the date of personal service or as of the date of deposit of such written notice in the course of transmission in the United States Postal Service.

IN WITNESS WHEREOF, the TOWN has caused this Agreement to be signed and executed in its behalf by its authorized representative, and duly attested by the Town Recorder, and EMPLOYEE has signed and executed this Agreement, on the day and year first above written.

(Remainder of this page is left intentionally blank)

EMPLOYEE:

Terry Leggett

EMPLOYER:

TOWN OF MASON, TENNESSEE

Authorized Representative

ATTEST:

APPROVED AS TO FORM:

Town Recorder

Town Attorney