

**EMPLOYMENT AGREEMENT FOR  
ACTING METRO ATTORNEY**

This Employment Agreement for Nathan A. S. Sykes as Acting Metro Attorney ("Agreement") is entered into by and between Metro, a metropolitan service district organized under the laws of the State of Oregon and the 1992 Metro Charter (herein referred to as "Metro") and Nathan A. S. Sykes (herein referred to as "Mr. Sykes").

**RECITALS**

- A. Due to a vacancy in the position of Metro Attorney, Metro requires the services of an Acting Metro Attorney.
- B. Mr. Sykes currently serves Metro as the Deputy Metro Attorney and has been an attorney in the office of Metro Attorney since 2006.
- C. On August 2, 2018, in accordance with the Metro Charter and the Metro Code, the Metro Council confirmed via Resolution No. 18-4903 the Metro Council President's appointment of Mr. Sykes to serve as Metro's Acting Metro Attorney until that position is no longer vacant. The Metro Council finds that Mr. Sykes has the legal ability and qualifications to serve Metro as the Metro Attorney as provided for in the Metro Charter and the Metro Code.
- D. Mr. Sykes has stated his agreement to accept the position of Acting Metro Attorney, and Mr. Sykes intends to take a temporary leave of absence from his position as Deputy Metro Attorney to accept the position as Acting Metro Attorney. The parties intend that Mr. Sykes will return to the position of Deputy Metro Attorney unless appointed to the Metro Attorney position or after the Metro Attorney position is no longer vacant or if this Agreement is otherwise terminated.
- E. This Agreement shall be effective August 4, 2018, and shall be referred to as the "Acting Metro Attorney Employment Agreement."

**NOW, THEREFORE, IN CONSIDERATION** of the compensation to be paid by Metro to Mr. Sykes as specified in this Agreement, and in consideration of the mutual promises contained in this Agreement, the parties hereby agree as follows:

- 1. Engagement. Metro hereby employs and Mr. Sykes hereby accepts employment from Metro for the position and duties of Acting Metro Attorney.
- 2. Term of Agreement. Mr. Sykes' employment as Acting Metro Attorney under this Agreement shall begin on August 4, 2018, and shall continue until terminated as provided herein.
- 3. Services. Mr. Sykes shall faithfully, industriously and to the best of his ability provide his services as Acting Metro Attorney, and shall have all powers and perform all duties as may be required of him by the Metro Charter, the Metro Code, and the Metro Council.
- 4. Termination. The Metro Code provides that the Metro Attorney serves at the pleasure of the Metro Council and is subject to removal by the Metro Council President with the concurrence of the Metro Council by resolution. This Agreement shall terminate on the earliest of the following occurrences:

- (a) On the first regularly scheduled day of work that the position of Metro Attorney is no longer vacant.
- (b) 72 hours after the Metro Council concurs by resolution a written notice of termination by the Metro Council President.

Upon termination, unless Mr. Sykes is appointed the Metro Attorney, Mr. Sykes shall resume his position as Deputy Metro Attorney.

5. Compensation.

- A. Salary. As compensation for Mr. Sykes services, Metro shall pay Mr. Sykes a sum that will be negotiated between the Metro Council President and Mr. Sykes, payable in the same frequency and manner as other Metro employees. Mr. Sykes' performance and salary shall be reviewed annually by Metro as provided below. Any salary increases shall be based on Metro's annual evaluation of Mr. Sykes' performance, availability of funding, and on Metro's assessment of inflation and a survey of annual salaries paid to comparable positions in the Metro region. The compensation paid to Mr. Sykes shall be subject to customary withholding taxes and other taxes as required with respect to compensation paid by Metro to an employee.
- B. Benefits. Mr. Sykes shall receive all normal and regular benefits accruing to Metro non- represented employees as provided in the Metro Code. Mr. Sykes' leave of absence as Deputy Metro Attorney and term of service as Acting Metro Attorney shall not constitute a break in service for insurance or any other purposes.

6. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Oregon.

IT IS SO AGREED:

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Nathan A. S. Sykes

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Tom Hughes  
Metro Council President

APPROVED AS TO FORM:

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Joyce Wan  
Senior Assistant Metro  
Attorney