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## PRESENTER INTRODUCTIONS:

**Karen Daly**, ICMA Mountain Plains Regional Director

**Amber Blake**, CDOT Director of Transit and Rail

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## ICMA MODEL EMPLOYMENT AGREEMENT

- Member – Led Task Force
- 2020 Updated Version
- ICMA Member Premium Content



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## WHAT'S IN IT AND WHY IS IT IMPORTANT?

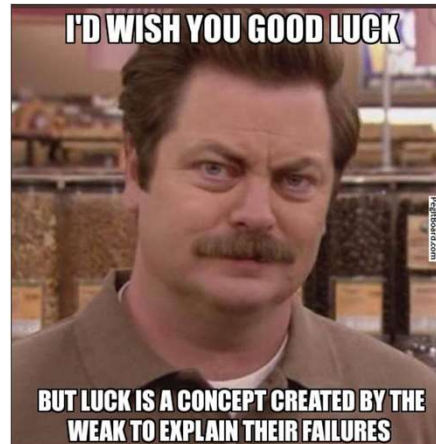
- I. Term, Duties, Ethics
- II. Compensation & Benefits
- III. Work Conditions
- IV. Separation
- V. Indemnification



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## GETTING PREPARED

- What's Important to You?
- Take the Initiative!
- Use Your Peeps!
- Collaborative Approach



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## INTERIM SITUATIONS

### Have an Interim Agreement

- Getting your former job back.
- Don't endanger your future for an assignment that may last just a few months.
- Understand the differences between being an employee or contractor.



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## NEGOTIATING TIPS

- Have “situational awareness” and be honest about your leverage.
- Negotiate with your exit in mind.
- Make sure they know the reason for your requests.
- Understand their constraints.
- Do your homework.
- Consider the whole deal.
- Stay at the table.

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**IT'S TIME FOR YOUR  
QUESTIONS...**

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