



Employment Agreement

Chief of Police

This Employment Agreement (the "Agreement") is made and entered into this ___ day of June, 2026 (the "Effective Date"), by and between the City of Doral, Florida (the "City"), and Matthew Castillo (the "Employee").

Recitals

1. The City desires to employ the services of the Employee as Chief of Police.
2. The Employee desires to be employed by the City as Chief of Police under the terms and conditions set forth herein.

Section 1. Duties and Hours of Work

1.1 The City agrees to employ the Employee as its Chief of Police as an at-will employee, to perform the duties and exercise the powers as prescribed by state law, the City Charter, and the City Code, and from time to time to perform such other legally permissible and proper duties and functions as assigned by the City Manager.

1.2 The Employee agrees to remain in the exclusive employ of the City during the term of this Agreement. Any request for outside employment must be approved by the City Manager.

1.3 The Employee is a salaried full-time at-will employee who serves at the pleasure of the City Manager. As a department director, from time to time the Employee is expected to work hours in excess of forty (40) hours per week to ensure proper oversight, participation, and involvement in the duties and responsibilities of the Chief of Police, including, without limitation, participating in events, Council meetings, performing routine oversight/visits of shifts assigned to the Police Department's patrol division, and responding to City emergencies.

1.4 The Employee shall report directly to the City Manager, and the City Manager shall conduct a yearly evaluation of the Employee's performance on the Employee's anniversary.

Section 2. Commencement Date

This Agreement shall commence on the Effective Date and will continue until terminated by either party in accordance with Sections 3 or 4 of this Agreement.

Section 3. Termination by City and Severance Pay

3.1 If the Employee is terminated by the City without cause during such time as the Employee is willing and able to perform the Employee's duties under this Agreement, the City agrees to pay the Employee a lump sum cash payment equal to twenty (20) weeks of the Employee's salary. Under no circumstances will the severance pay provided to the Employee exceed an amount greater than twenty (20) weeks of the Employee's salary. Severance pay shall be paid within thirty (30) working days of termination. In the event of termination without cause, the Employee shall also receive payment for any and all accrued leave, as of the date of termination, in accordance with the City's policies governing other general employees. After the payments described above are made, the City shall have no further financial obligation to the Employee.

3.2 In the event the Employee is terminated with cause, including misconduct as defined in Section 443.036(30), Florida Statutes, and conduct unbecoming a public official, which shall include but not be limited to criminal conduct, the City shall have no obligation to pay the severance pay designated in Subsection 3.1 above. If the Employee's employment is terminated pursuant to this Subsection, then the City shall pay to the Employee only accrued leave due to the Employee as of the date of termination. After the payment described in the immediately preceding sentence, the City shall have no further financial obligation to the Employee pursuant to this Agreement.

3.3 If the Employee resigns in lieu of termination, the City agrees to pay the Employee severance in an amount equal to twenty (20) weeks of severance within ten (10) business days following the resignation, inclusive of accrued retirement contribution, any accrued and unpaid salary, and paid time off (PTO) time earned.

Section 4. Resignation by Employee

4.1 In the event that the Employee voluntarily resigns the position, the Employee shall give the City at least sixty (60) days' written notice prior to the effective date of such resignation. Failure to provide a minimum of sixty (60) days' written notice shall be deemed a forfeiture of the Employee's accrued leave.

4.2 If the Employee voluntarily resigns, the Employee shall not be entitled to receive severance pay; however, the Employee shall be entitled to accrued leave as of the date of resignation.

Section 5. Compensation

5.1 The Employee's salary shall be Two Hundred Forty Thousand Dollars and 00/100 (\$240,000.00) per year, payable in regular installments at the same time as other City employees are paid, as reflected in the applicable City budget.

5.2 The Employee shall be entitled to receive the same cost of living increases granted to other City directors and a merit increase based on the Employee's yearly evaluation at the City Manager's discretion.

5.3 The Employee is eligible for any incentives granted to law enforcement officers such as education and hazard pay.

Section 6. Automobile

6.1 In lieu of mileage reimbursement or a vehicle allowance, the City shall provide the Employee with an unmarked police vehicle to be utilized by the Employee in performing services for the City as Chief of Police. The Employee may utilize the vehicle for (a) providing services to the City pursuant to this Agreement, including official travel for the City, and (b) personal use. The City shall include the vehicle on the schedule of vehicles for which the City maintains automobile casualty and liability insurance coverage. The City shall provide maintenance for the vehicle on the same basis that it provides maintenance for other vehicles within the municipal fleet.

Section 7. Retirement/Deferred Compensation

7.1 The Employee will be eligible for the Florida Retirement System (FRS), including the employee contribution of three percent (3%) and the City contribution of thirty five and 19/100 percent (35.19%), as applicable and as may be adjusted upon approval by the State of Florida.

7.2 Subject to the availability of funds each fiscal year and applicable law, the City agrees to contribute the maximum allowable amount on behalf of the Employee into the Employee's deferred compensation plan. The Employee may elect to take in cash, in whole or in part, the foregoing in the Employee's sole and absolute discretion, subject to applicable Internal Revenue Code provisions. The City's contribution is subject to the availability of funds each fiscal year, which the City Council, in its absolute discretion, may refuse to fund for any given year and/or number of years.

Section 8. Vacation, Sick Leave, and Holidays

8.1 Personal time off (PTO) and leave shall be accrued in accordance with the applicable City policy for administrative full-time employees in accordance with the Employee Policies and Procedures Manual.

8.2 Requests for use of PTO time shall be submitted to the City Manager at least one (1) week in advance when possible. When the Employee is out of the office, the Employee shall notify the City Manager of the appointment of an acting Chief of Police during the Employee's absence.

8.3 The Employee is eligible for group health coverage, dental, short-term and long-term disability, at cost offered to all City employees, as amended by budget cycle. In addition, the City offers life insurance at the rate of three (3) times the Employee's annual salary.

Section 9. Professional Development

9.1 Subject to City policy and state law and with prior approval from the City Manager, the City agrees to pay the reasonable professional dues and subscriptions of the Employee necessary for participation as a member in national, regional, state, and local professional associations and organizations necessary and desirable for professional participation, growth, and advancement, and for the good of the City. The Employee shall not hold office in any local, state, regional, or national professional association or organization without prior approval of the City Manager's Office.

9.2 Subject to City policy and state law, the City agrees to pay for the Employee's reasonable and customary travel and subsistence expenses for official travel, meetings, and seminars necessary to pursue professional, official, or other City functions, subject to the condition that all such travel and expenses must be pre-approved by the City Manager's Office.

9.3 Subject to the City Manager's prior written approval, the City agrees to pay for the Employee's reasonable and customary travel and subsistence expenses for those courses, institutes, and seminars that are necessary for professional development and for the good of the Employee in the performance of City duties.

9.4 The City recognizes that certain incidental out-of-pocket expenses of a non-personal and generally job-affiliated nature (including parking and tolls) may be incurred by the Employee and agrees to reimburse documented general expenses upon submittal of appropriate receipts approved by the Finance Department and City Manager's Office.

Section 10. Allowances

10.1 The City shall provide the Employee with a cell phone stipend of one hundred fifty (\$150.00) per month (or such other amount as may be budgeted yearly in the Police Department's budget).

Section 11. Indemnification

11.1 Indemnification; statutory limitation. To the extent permitted by law and as limited by Section 768.28, Florida Statutes, the City shall defend, save harmless, and indemnify the Employee against any tort claim, professional liability claim, demand, or other legal action arising out of an alleged act or omission occurring in connection with the performance of the Employee's duties, provided that the Employee was acting within the scope of the Employee's employment and in furtherance of the City's interests at the time of the act or omission.

11.2 Tender of defense; notice. As a condition precedent to the City's obligations under this Section 11, the Employee shall promptly (and in any event within five (5) business days after receipt) provide the City Manager and City Attorney written notice of any claim, demand, subpoena, notice of intent, administrative charge, or lawsuit for which the Employee seeks defense and/or indemnification, together with copies of all related pleadings, correspondence, and documents then in the Employee's possession, custody, or control.

11.3 Control of defense; counsel. The City shall have the sole right to select and retain counsel (including, without limitation, the City Attorney's Office and/or outside counsel) to defend any matter subject to this Section 11. The Employee shall not retain separate counsel at the City's expense unless the City, in its sole discretion, agrees in writing.

11.4 Cooperation. The Employee shall reasonably cooperate with the City and its counsel in the investigation, defense, and resolution of any matter subject to this Section 11, including by providing information, documents, access to witnesses, and testimony as reasonably requested, and by attending proceedings as reasonably required.

11.5 Settlement authority. The City (or its insurer) shall have the sole authority to compromise or settle any claim or suit subject to this Section 11, provided that the City shall not agree to any settlement that includes an admission of personal liability by the Employee without the Employee's written consent, which shall not be unreasonably withheld.

11.6 Exclusions. Notwithstanding anything to the contrary, the City shall have no duty to defend or indemnify the Employee for any claim, demand, or action to the extent arising

from or attributable to (a) acts or omissions outside the scope of the Employee's employment, (b) fraud, willful misconduct, or criminal conduct, or (c) any knowing violation of law.

Section 12. Notice

12.1 Notices pursuant to this Agreement shall be given by certified mail through United States Postal Service delivery, addressed as follows (or to such other address as either party may designate by notice in accordance with this Section 12).

If to the City:

Zeida Sardiñas
City Manager
City of Doral
Doral, Florida 33166.

With a copy to:

Lorenzo Cobiella
City Attorney
City of Doral
Doral, Florida 33166.

If to the Employee:

Chief of Police

Doral Police Department
6100 N.W. 99th Avenue
Doral, Florida 33166.

Section 13. Other Terms and Conditions

13.1 This Agreement supersedes any oral representation and/or other prior written agreements.

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

13.3 The waiver by either party of a breach of any provision of this Agreement by the other shall not operate or be construed as a waiver of any subsequent breach by that party.

13.4 The rights and obligations herein granted are personal in nature and cannot be transferred by the Employee.

13.5 Entire agreement. This Agreement contains the entire agreement of the parties.

13.6 Amendments. This Agreement may not be changed orally, but only by an amendment in writing signed by the parties.

13.7 Governing law. This Agreement shall be governed by Florida law.

13.8 Venue. The parties waive the privilege of venue and agree that any litigation involving this Agreement shall take place in the Eleventh Judicial Circuit in and for Miami-Dade County, Florida, or in the United States District Court for the Southern District of Florida.

Section 14. Confidentiality; Public Records Coordination; Records Preservation

14.1 Confidential information. During employment and thereafter, the Employee shall maintain as confidential and shall not disclose, use, copy, transmit, or remove from City custody any non-public information obtained by virtue of employment with the City, including, without limitation, information relating to law enforcement operations, investigations, intelligence, security procedures, personnel matters, internal affairs matters, and any other information designated by the City as confidential or exempt from public disclosure under applicable law.

14.2 Public records coordination. The Employee acknowledges that the City is subject to public records requirements. The Employee shall promptly coordinate with the City Manager and City Attorney regarding any request, demand, subpoena, or other inquiry seeking City records or information, and shall not respond on behalf of the City unless authorized in writing by the City Manager or City Attorney.

14.3 Preservation of records. The Employee shall preserve and shall not destroy, delete, alter, conceal, or fail to maintain any City record (including electronic records, text messages, emails, and documents) created, received, or maintained in the course and scope of employment, except in accordance with City policy and applicable law.

14.4 No interference. The Employee shall not take any action intended to impede the City's ability to locate, retrieve, review, or produce City records, including by using unauthorized accounts, devices, or storage locations for City business, except as expressly authorized in writing by the City Manager.

Section 15. Return of City Property; Transition Assistance

15.1 Return of property. Upon separation from employment for any reason, or earlier upon the City's request, the Employee shall immediately return all City property in the Employee's possession, custody, or control, including, without limitation, keys, badges,

credentials, uniforms, weapons, equipment, records, files, computers, mobile devices, storage media, and any City-issued vehicle and accessories.

15.2 No retention of copies. The Employee shall not retain originals or copies of City records or City information in any form, including electronic copies, except as expressly authorized in writing by the City Manager or City Attorney.

15.3 Transition cooperation. Upon request, the Employee shall reasonably cooperate in transition activities, including providing status updates, passwords and access information (to the extent permitted by policy and law), vendor and contact lists, and written transition memoranda regarding ongoing matters.

Section 16. Communications Protocol; Non-Disparagement

16.1 Communications protocol. The Employee shall not make public statements on behalf of the City or the Police Department unless authorized by the City Manager (or the City Manager's designee) and consistent with applicable City policies and procedures.

16.2 Non-disparagement. During employment and thereafter, the Employee shall not make any false statement of fact about the City, the City Council, the City Manager, City employees, or the Police Department that the Employee knows to be false or makes with reckless disregard for truth or falsity.

16.3 Carve-outs. Nothing in this Section 16 shall be construed to prohibit the Employee from:

1. Making truthful statements required by law, subpoena, court order, or other compulsory legal process.
2. Cooperating with any governmental investigation or proceeding.
3. Making disclosures protected by applicable law.

Section 17. Administrative Leave; Investigations

17.1 Administrative leave. The City Manager may, in the City Manager's sole discretion, place the Employee on paid or unpaid administrative leave, consistent with applicable law and City policy, pending the outcome of any investigation, review, or proceeding concerning the Employee's conduct, performance, fitness for duty, or other matters affecting the City's interests.

17.2 Access and authority during leave. During administrative leave, the City may restrict the Employee's access to City facilities, systems, records, and personnel, and may reassign duties and authority as the City Manager deems appropriate.

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17.3 Cooperation. The Employee shall reasonably cooperate with any City-authorized investigation or review, including by participating in interviews and providing information and documents as reasonably requested, subject to applicable law.

Section 18. Survival

18.1 Survival. Sections 11 (Indemnification), 13 (Other Terms and Conditions), 14 (Confidentiality; Public Records Coordination; Records Preservation), 15 (Return of City Property; Transition Assistance), 16 (Communications Protocol; Non-Disparagement), and 18 (Survival), and any other provisions which by their nature are intended to survive termination or expiration of this Agreement, shall survive the termination or expiration of this Agreement.

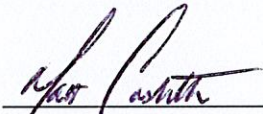
Signatures

In witness whereof, the parties hereto have caused this Agreement to be signed and executed, in duplicate, on the day and year first written above.

CITY OF DORAL:

EMPLOYEE:

Zeida Sardinias, City Manager
Date: _____



NAME Matthew Castillo
Date: 5/19/26

Attested By:

Connie Diaz, City Clerk
Date: _____

Approved as to form and legality:

Lorenzo Cobiella, City Attorney
Date: _____