

## INDEPENDENT CONTRACTOR AGREEMENT

This Independent Contractor Agreement (the "Agreement") is hereby made this 1st day of November, 2016 between Olivia Maupin of Newton County, Georgia (hereinafter referred to as "Contractor") and Newton County, a political subdivision of the State of Georgia (hereinafter referred to as "County") by which Contractor is engaged as an independent contractor.

- (1) **Services-** The Contractor agrees to provide the following services as a Personnel Manager Consultant:

Administer all personnel management functions

Conduct new hire orientations and exit interviews

Maintain personnel records, job performance evaluations and statistical information

Assist with planning NCSO events

Managing ACA and CALEA compliance

- (2) **Term-** This Agreement is effective as of the date of signing by both parties and shall terminate on the 30<sup>th</sup> day of June, 2017. The term of this Agreement may be reduced in the manner hereinafter set forth under Paragraph (5) entitled "Termination".

- (3) **Compensation-** During the term of this Agreement, Contractor shall be compensated at a rate of \$27.00 per hour, bi-weekly. Contractor will be required to work between 20-25 hours per week.

- (4) **Independent Contractor Status-** Contractor is engaged as an independent contractor and not as an employee of Newton County and is not entitled to participate in Newton County's health insurance program, pension plan, and/or other benefits provided to full-time employees of Newton County. Independent contractor is responsible for the payment of applicable social security and employment taxes. Contractor shall not be entitled to unemployment compensation upon termination of this Agreement or worker's compensation for any injuries sustained while performing the scope of work under this Agreement. Contractor shall provide his or her own transportation and pay all related expenses such as gasoline, maintenance, insurance, repairs, license fees, and ad valorem taxes.

- (5) **Termination-** Termination for Convenience: Newton County or Contractor may terminate this Agreement at any time for any reason (or no reason) upon fifteen (15) days prior written notice. As full compensation under this Agreement, Contractor shall be entitled to compensation earned prior to the date of the notice of termination plus one additional payment of the bi-weekly amount listed in Paragraph 3.

- a. Termination for Cause: This Agreement may be terminated by Newton County immediately and without prior notice for any of the following:

- 1) Contractor's failure to perform his or her duties in a competent manner, as determined by the Sheriff, in his sole discretion;
- 2) Contractor's failure to perform the duties assigned, as determined by the Sheriff, in his sole discretion;
- 3) Contractor is charged with a felony, crime of moral turpitude, act of fraud or other crime involving dishonesty, or any crime against children;
- 4) Contractor violates any applicable duties of confidentiality;
- 5) Contractor uses any illegal drug; or
- 6) Contractor commits any act or acts that could reflect discredit on or bring disrepute to the County.

As full compensation under this Agreement, Contractor shall be entitled to compensation earned prior to the date of the for cause termination.

- (6) **Integration and Modification-** This Agreement represents the sole and entire agreement between the Contractor and the County and all offers, negotiations or agreements between the parties are merged herein.

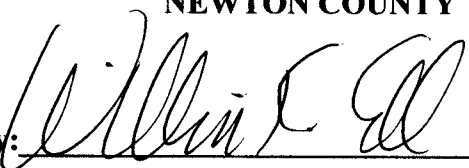
No modification of the contract is binding unless it is in writing and signed by the parties hereto.

Time is of the essence for this Agreement.

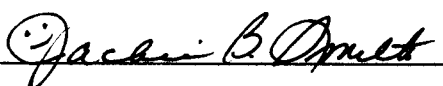
**IN WITNESS WHEREOF**, the parties hereto have executed this Agreement on the

14 day of November, 2016

**NEWTON COUNTY**

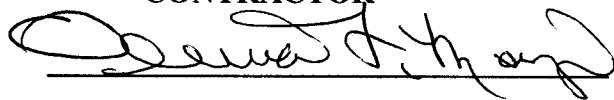
By:  Date 11/14/2016

**William K. Ellis, Chairman**

Attest:  Date 11/14/16

**Jackie B. Smith, County Clerk**

**CONTRACTOR**

  
**Olivia Maupin** Date 11/10/16