

EMPLOYMENT AGREEMENT

Assistant Director of Elections

THIS AGREEMENT made and entered into this 23rd day of July, 2026, by and between **HALL COUNTY, STATE OF GEORGIA**, hereinafter referred to as the “County,” as party of the first part; the **HALL COUNTY BOARD OF ELECTIONS AND REGISTRATION**, hereinafter referred to as the “Board of Elections,” as party of the second part; and **Paige Thompson**, hereinafter referred to as the "Employee," as party of the third part, all of whom agree as follows:

WITNESSETH

WHEREAS, the County and the Board of Elections desire to employ **Paige Thompson** as **Assistant Director of Elections** for the Hall County Board of Elections and Registration; and

WHEREAS, the County and the Board of Elections desire to establish the compensation, benefits, working conditions, and other terms and conditions of the Employee's employment; and

WHEREAS, the County and the Board of Elections desire to secure and retain the services of the Employee, provide inducement for her to remain in such employment, and establish a clear framework governing the Employee’s employment, including the respective roles of the Board of Elections and the County Administrator in supervising, evaluating, and, by joint agreement, terminating the Employee’s employment, thereby assuring the Employee’s peace of mind with respect to future security; and

WHEREAS, the Employee desires to accept employment as **Assistant Director of Elections** for the Hall County Board of Elections and Registration;

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

SECTION 1. Duties

The County hereby agrees to employ **Paige Thompson** as **Assistant Director of Elections**, to perform such legally permissible duties and functions as may be assigned by the Board of Elections and Registration.

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SECTION 2. Term

- A. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the Board of Elections and the County Administrator, acting jointly, to terminate the services of the Employee at any time, subject only to the provisions set forth in SECTION 3 of this Agreement. The Employee understands and acknowledges that she serves at the pleasure of the Board of Elections and the County Administrator, acting jointly, and that neither the Board of Elections nor the County Administrator, acting independently, may terminate her employment absent the concurrence of the other.
- B. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the Employee to resign from her position with the County at any time, subject to the provisions set forth in SECTION 3, Paragraphs B and C, of this Agreement.

SECTION 3. Termination and Severance Pay

- A. In the event the Employee is terminated pursuant to Paragraph B hereof, and the Employee is willing and able to perform the duties of the position under this Agreement, then, upon execution of a Separation Agreement and General Release, the County agrees to pay the Employee a lump-sum cash payment equal to three (3) months aggregate annual salary, exclusive of other forms of compensation, less standard withholdings, in addition to the continuation of medical, dental, and vision insurance benefits during the three (3) month period immediately following the date of termination. However, in the event the Employee is terminated because the Employee has been convicted of a misdemeanor or a felony, or if the County and the Board of Elections determine that the Employee has engaged in unprofessional and improper conduct, other than negligence, or has committed a breach of the public trust, including, but not limited to, illegal acts involving personal gain or moral turpitude, the County and the Board of Elections shall be entitled to terminate the Employee immediately without any severance pay or continuation of medical, dental, or vision insurance benefits, except as may be required by COBRA.
- B. In the event the County and the Board of Elections, at any time during the term of this Agreement, reduces the salary or other financial benefits of the Employee by a greater percentage than reductions applicable to all other County employees, or refuses, following written request, to comply with any provision of this Agreement benefiting the Employee,

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or if the Employee resigns following a request or suggestion, whether formal or informal, by the Board of Elections and the County Administrator, acting jointly, that the Employee resign, then the Employee may, at her option, be deemed terminated as of the date of such reduction, refusal, request, or suggestion for purposes of the severance provisions contained herein.

- C. In the event the Employee voluntarily resigns her position with the County as **Assistant Director of Elections**, the Employee shall provide the Board of Elections and the County Administrator with at least **thirty (30)** days' advance written notice, unless the parties otherwise agree. The provision for severance pay and continuation of employment benefits detailed in SECTION 3, Paragraph A, shall not apply to a voluntary resignation.

SECTION 4. Termination Due to Disability

If the Employee is unable to perform the essential duties and functions of her position due to sickness, accident, injury, or mental incapacity, and no reasonable accommodation is available that would enable the Employee to perform such essential duties and functions, the Board of Elections and the County Administrator, acting jointly, shall have the option to terminate the Employee's employment, subject to the severance pay requirements set forth in SECTION 3, Paragraph A. Upon such termination, the Employee shall be entitled to receive payment for any accrued benefits in accordance with applicable County policies.

SECTION 5. Salary

The County agrees to pay the Employee for her services rendered pursuant to this Agreement an annual base salary of **\$115,000.00**, payable in installments at the same time as other employees of the County are paid, except that the County may put in place cost reduction measures at any time and for any duration as required by a lack of financial resources. The base annual salary and benefits may be reviewed annually by the County Administrator in consultation with the Board of Elections and consideration for increases may be determined based upon the Employee's performance, the availability of funding, consideration of a Cost of Living Adjustment (COLA), or such other factors as the County may determine.

SECTION 6. Performance Evaluation

The Board of Elections, or its designee, shall review and evaluate the performance of the Employee at least annually on the anniversary date of this Agreement, or in accordance with

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any evaluation schedule applicable to other County employees. The County Administrator, or his or her designee, may provide input regarding the Employee's performance at the request of the Board of Elections. Such review and evaluation shall be conducted in accordance with performance criteria developed by the County Administrator, or his or her designee, and the Employee. Such performance criteria may be modified from time to time by the County Administrator, or his or her designee, in consultation with the Board of Elections. Following completion of the evaluation, the Board of Elections, in coordination with the County Administrator, or his or her designee, shall provide the Employee with a written summary statement of the findings of the evaluation.

SECTION 7. Hours of Work

It is generally recognized that the position of **Assistant Director of Elections** involves the devotion of a great deal of time beyond typically recognized business hours.

SECTION 8. Outside Activities

The Employee shall devote her full professional time and attention to the position described in this Agreement. With the prior written approval of the Board of Elections and the County Administrator, acting jointly, the Employee may engage in teaching, consulting, or other non-employment-related activities, provided that such activities do not interfere with the performance of the duties of her position or create an actual or perceived conflict of interest.

SECTION 9. Political Activity

If the Employee becomes a candidate for any elective public office during the term of this Agreement, the Employee shall immediately resign from employment with Hall County upon becoming a candidate as defined by applicable state law.

During the term of this Agreement, the Employee shall not:

- A. Engage in any political activity that creates an actual or perceived conflict of interest with the Employee's duties as Assistant Director of Elections, including participation in any local political campaign on behalf of herself or any other individual seeking elective office within Hall County, including any municipal or county office. This restriction includes, but is not limited to, displaying, distributing, or promoting campaign materials, literature, signs, or other paraphernalia in support of or opposition to any candidate for elective office within Hall County.

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- B. Knowingly solicit, accept, or receive political contributions from any person for the purpose of supporting or opposing any candidate for elective office within Hall County, including any municipal or county office.
- C. Use or promise to use, directly or indirectly, any official authority or influence, whether actual or anticipated, to secure or attempt to secure for any person any employment, appointment, promotion, contract, or other advantage for the purpose of influencing the vote or political action of any person.
- D. Use County property, equipment, resources, facilities, email systems, or work time for any political campaign activity, except as may be expressly authorized by law.

SECTION 10. Vehicle and Phone

The Employee's duties require the substantial use of her personal automobile in the performance of her official duties during the term of employment. Accordingly, the County shall pay to the Employee in addition to her annual base salary a monthly vehicle allowance of Four Hundred Thirty-Three Dollars and Thirty-Three Cents (\$433.33), subject to applicable County policies and payroll procedures. The County may provide the Employee with a cellular phone for business use. If a County-issued cellular phone is provided, the County shall be responsible for the cost of the device and regular monthly service. If the Employee elects to use her personal cellular phone for County business, the County shall reimburse the Employee in the amount of Fifty Dollars (\$50.00) per month, subject to applicable County policies and payroll procedures.

SECTION 11. Insurance Benefits

The County agrees to provide and pay the applicable premiums for medical, dental, vision, short-term disability, and life insurance coverage on behalf of the Employee and, if elected by the Employee, her eligible dependents, at the same level of coverage generally made available to other County employees. The Employee may elect not to enroll any eligible dependents in such coverage.

SECTION 12. Retirement Benefits

Provided that contributions are being made by the County and the Employee elects to participate in the applicable retirement plan, Hall County agrees to contribute eight percent (8%) of the Employee's annual compensation, as defined by the retirement plan, to a defined

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contribution retirement plan. In addition, the County shall provide any matching contributions available to other County employees in accordance with the terms of the applicable retirement plan. Notwithstanding the foregoing, the County may reduce, suspend, or discontinue its retirement contributions at any time and for any duration as required due to a lack of financial resources. No retirement contributions shall be made on any severance pay provided by the County pursuant to SECTION 3 of this Agreement.

SECTION 13. Paid Time Off (PTO) or Vacation and Sick Leave

The County shall provide the Employee with Paid Time Off (PTO) or vacation and sick leave, as applicable, in the same manner and at the same accrual rates provided to other County employees under applicable County policies. In the event the County modifies or adopts a new leave program applicable to County employees generally, such modifications shall also apply to the Employee. Upon termination of employment, the Employee shall be entitled to payment for any accrued and unused PTO or vacation leave, as applicable, to the extent provided by applicable County policies.

SECTION 14. Dues, Subscriptions and Professional Development

- A. The County agrees to pay the Employee's annual membership dues, subscriptions, licensing fees, and conference expenses incurred in connection with the Employee's official duties, subject to budgeted funds and prior approval by the Board of Elections and the County Administrator.
- B. The County agrees to pay the Employee's reasonable travel, lodging, meal, registration, and other related expenses associated with maintaining professional certifications, attending professional conferences, participating in official travel, and engaging in other activities reasonably necessary for the Employee's professional development and the performance of her official duties, subject to budgeted funds and prior approval by the Board of Elections and the County Administrator.

SECTION 15. Indemnification

The County shall defend, indemnify, and hold harmless the Employee against any claim, demand, or legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of the Employee's duties as Assistant Director of Elections. The County or its insurance carrier shall pay the amount of any settlement agreed to

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by the County or any judgment rendered against the Employee arising from such claim, demand, or legal action. The County may agree to any settlement or payment of judgment with or without the express consent of the Employee. Any defense, indemnification, or payment provided to the Employee by the County pursuant to this Section shall be subject to all terms, conditions, limitations, defenses, immunities, and exclusions contained in the County's Defense and Indemnification Ordinance and any policies adopted thereunder, as the same may be amended from time to time.

SECTION 16. General Provisions

- A. This Agreement constitutes the entire agreement between the parties and supersedes all prior negotiations, representations, or agreements relating to the subject matter hereof. Any amendment to this Agreement shall be in writing and executed by all parties hereto.
- B. Whenever this Agreement requires the joint approval, action, consent, determination, or decision of the Board of Elections and the County Administrator, such action shall require an affirmative vote of the Board of Elections and the concurrence of the County Administrator.
- C. This Agreement shall be binding upon and inure to the benefit of the heirs, personal representatives, successors, and permitted assigns of the Employee.
- D. If any provision of this Agreement, or any portion thereof, is held to be unconstitutional, invalid, or unenforceable, such provision or portion thereof shall be deemed severable, and the remaining provisions of this Agreement shall remain in full force and effect.
- E. This Agreement shall become effective on July 26, 2026, and shall continue thereafter unless and until terminated in accordance with the provisions set forth herein.
- F. This Agreement may be executed in counterparts, each of which shall be deemed an original, and all of which together shall constitute one and the same instrument.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the 23rd day of July, 2026.

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[SIGNATURES ON FOLLOWING PAGE]

HALL COUNTY, GEORGIA

**HALL COUNTY BOARD OF
ELECTIONS AND REGISTRATION**

John T. Gentry, Jr.,
Interim County Administrator

John J. Noa,
Chairman

ATTEST:

Jennifer Rivera,
County Commission Clerk

(Seal)

Paige Thompson,
Employee

APPROVED AS TO FORM

Justin R. Lawhon
County Attorney