

CONTRACT OF SERVICES
ALBANY/DOUGHERTY COUNTY LAND BANK AUTHORITY
EXECUTIVE DIRECTOR EMPLOYMENT AGREEMENT

This Employment Agreement is made and entered into by and between The Albany/Dougherty County Land Bank Authority Board of Directors (hereinafter referred to as "Employer") and Paul Forgey (hereinafter referred to as "Employee") for the position of Executive Director.

AUTHORITY

Section 4.12 Executive Director of the Intergovernmental Agreement between Dougherty County and the City of Albany creating the Albany/Dougherty County Land Bank provides that the Board of Directors of the Authority may select and retain an Executive Director. An Executive Director selected and retained by the Board shall administer the Land Bank in accordance with the operating budget adopted by the Board, general policy guidelines established by the Board, other applicable governmental procedures and policies, and this Contract. The Executive Director shall be responsible for the day-to-day operations of the Land Bank, the control, management, and oversight of the Land Bank's functions, and supervision of all Land Bank employees. All terms and conditions of the Executive Director's length of service shall be specified in a written contract between the Executive Director and the Board, provided that the Executive Director shall serve at the pleasure of the Board. The Board may delegate to the Executive Director any powers or duties it considers proper, under such terms, conditions, and to the extent that the Board may specify

AGREEMENTS

1. EMPLOYMENT. Employer shall employ Employee as the Executive Director of The Albany/Dougherty County Land Bank Authority, and Employee agrees to be employed as its Executive Director for the term and under the conditions set forth in this Agreement.
2. TERMS OF AGREEMENT. The term of this Agreement shall be for a period of two (2) years, commencing 2026 and ending 2028
3. SALARY. Employee shall be compensated \$2,000 per year, subject to an annual performance review and dependent upon available funding.

4. POSITION. Employee shall be the Executive Director for Employer with full power and authority to manage and conduct all the business of Employer, subject to review by the Board of Directors. Employee shall not, however, take any of the following actions on behalf of Employer without the prior approval of the Board of Directors:
 - a. Borrow or obtain credit in any amount or execute any guaranty;
 - b. Expend funds for capital equipment in excess of budgeted expenditures for any calendar year;
 - c. Execute any lease of real or personal property.
5. BOARD OF DIRECTORS. Employee shall at all times discharge his duties in consultation with and under the supervision of the Board of Directors.
6. DUTIES. Under the general direction of the Board of Directors, Employee shall be responsible for the operation and the general management of Employer's activities and services. His specific duties and responsibilities shall include the following:
 - a. Give direction and leadership to the formulation and achievement of the organization's philosophy, mission, and its annual goals and objectives.
 - b. Work with the Board of Directors and staff to develop and implement policies, procedures, and long-range strategic plans.
 - c. Oversee administrative, financial and program operations, and all personnel matters.
 - d. Prepare and, following Board approval, administer the Employer's annual budget.
 - e. Negotiate and ensure compliance with Employer's contracts.
 - f. Pursue and incorporate additional revenue sources through a variety of funding mechanisms, consistent with the goals of the Employer's.
 - g. Maintain a close working relationship with representatives of The City of Albany, Dougherty County, and the Dougherty County School System.
7. VACATION, HOLIDAYS & LEAVE. City of Albany Holiday Schedule shall be guide of Employee.
8. DISMISSAL. During the term of this Agreement, Employee may be removed from his employment for good and sufficient cause. Such an action shall require a majority vote by the Board of Directors. All statutory provisions of Law, standards and regulations governing dismissal or discipline shall be applicable to any acts of material dishonesty, disclosure of confidential information, gross or careless misconduct, or if the Employee unjustifiably neglects his duties under this Agreement, or acts in any way that has a

direct, substantial and/or adverse effect upon the Employer's reputation.

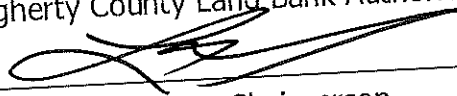
9. TERMINATION BY EMPLOYEE. Employee may terminate this Agreement on 30 days' written notice to Employer.

10. GOVERNING LAW. This Agreement shall be construed in accordance with the applicable laws of the State of Georgia.

11. WAIVER. Waiver by Employer of any breach of Employee shall not operate or be construed as a continuing waiver or as a waiver of any subsequent breach of Employee.

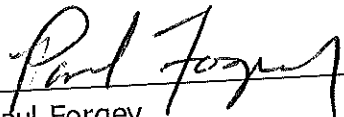
12. ENTIRE AGREEMENT: MODIFICATION. This Agreement constitutes the entire agreement and understanding between the parties regarding the subject matter addressed herein. No modification or extensions of this Agreement shall be effective unless in writing and signed by the parties hereto, excepting therefrom the areas of discretion reserved by Employer as set forth herein.

Albany/Dougherty County Land Bank Authority

Signature. 
Larry Thomas, Chairperson

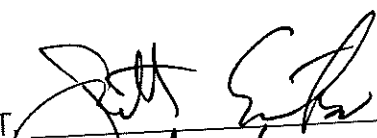
Date: 9/10/26

Employee

Signature. 
Paul Forgey

Date: 9/11/26

ATTEST


Date: 9/10/26

**CONTRACT OF SERVICES
ALBANY/DOUGHERTY COUNTY LAND BANK AUTHORITY
PROGRAMS MANAGER EMPLOYMENT AGREEMENT**

This Employment Agreement is made and entered into by and between The Albany/Dougherty County Land Bank Authority Board of Directors (hereinafter referred to as "Employer") and Angel Gray (hereinafter referred to as "Employee") for the position of Programs Manager.

AUTHORITY

Section 4.13. Employees. The Land Bank may employ or otherwise contract for the services of any staff deemed necessary to carry out the duties and responsibilities of the Land Bank. Such staff may be employed as employees of the Land Bank, or the services of such staff may be retained pursuant to contracts with any Party or other public or private entities.

Section 4.14 Expertise of Land Bank Staff. The staff of the Land Bank shall be persons who have demonstrated special interest, experience, or education in urban planning, community development, real estate, law, finance, or related areas.

AGREEMENTS

1. **EMPLOYMENT.** Employer shall employ Employee as the Programs Manager of The Albany/Dougherty County Land Bank Authority, and Employee agrees to be employed as its Programs Manager for the term and under the conditions set forth in this Agreement.
2. **TERMS OF AGREEMENT.** The term of this Agreement shall be for a period of two (2) years, commencing 2026 and ending 2028
3. **SALARY.** Employee shall be compensated \$2,000 per year, subject to an annual performance review and dependent upon available funding.
4. **POSITION.** Employee shall be the Programs Manager for Employer and shall report directly to the Executive Director. The Programs Manager shall conduct all the business of Employer, subject to review by the Executive Director and Board of Directors. Employee shall not, however, take any of the following actions on behalf of Employer without the prior approval of the Board of Directors:
 - a. Borrow or obtain credit in any amount or execute any guaranty;

- b. Expend funds for capital equipment in excess of budgeted expenditures for any calendar year;
 - c. Execute any lease of real or personal property.
- 5. BOARD OF DIRECTORS. Employee shall at all times discharge his duties in consultation with and under the supervision of the Board of Directors.
- 6. DUTIES. Under the general direction of the Board of Directors, Employee shall be responsible for the operation and the general management of Employer's activities and services. Their specific duties and responsibilities shall include the following:
 - a. Maintain the FY Budget.
 - b. Work with the Board of Directors and staff to develop and implement policies, procedures, and long-range strategic plans.
 - c. Maintain the administrative, financial, and program operations records.
 - d. Intake and processing of property acquisition applications.
 - e. Maintain a close working relationship with representatives of The City of Albany, Dougherty County, and the Dougherty County School System.
- 7. VACATION, HOLIDAYS & LEAVE. The City of Albany Holiday Schedule shall be the guide for the employee.
- 8. DISMISSAL. During the term of this Agreement, Employee may be removed from his employment for good and sufficient cause. Such an action requires a majority vote by the Board of Directors. All statutory provisions of Law, standards, and regulations governing dismissal or discipline shall be applicable to any acts of material dishonesty, disclosure of confidential information, gross or careless misconduct, or if the Employee unjustifiably neglects his duties under this Agreement, or acts in any way that has a direct, substantial, and/or adverse effect upon the Employer's reputation.
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12. ENTIRE AGREEMENT: MODIFICATION. This Agreement constitutes the entire agreement and understanding between the parties regarding the subject matter addressed herein. No modification or extensions of this Agreement shall be effective unless in writing and signed by the parties hereto, excepting therefrom the areas of discretion reserved by Employer as set forth herein.

Albany/Dougherty County Land Bank Authority

Signature. _____

Larry Thomas, Chairperson

Date: _____

9/10/26

Employee

Signature. _____

Angel Gray

Date: _____

9/10/2026

ATTEST. _____

Date: _____

9/10/26