



August 18, 2025

Dear Eddie Garcia:

The City of Fort Worth ("City") is pleased to offer you the position of Police Chief. This offer is conditioned on you successfully completing a background check and other pre-employment requirements applicable to your position. Residency in the City of Fort Worth will be required. Approval is contingent on City Council confirmation tentatively scheduled for September 9<sup>th</sup>, 2025.

**Base Salary**

Your base salary will be \$147.12 per hour (annualized at \$306,000).

**City Vehicle**

You will be extended a Fort Worth police vehicle to be used in conjunction with City activities, community events or civic functions where you are in attendance as the Police Chief.

**Relocation Expenses**

The City will pay \$10,000.00 for expenses associated with your relocation to Fort Worth. In accordance with IRS regulations, the moving allowance will be reported as taxable income issued on your first payroll check and included on your W-2 statement at the end of the year.

**Start Date**

Your first day of employment, if all pre-employment requirements are successfully completed, will be September 22, 2025.

**Severance Pay**

As part of your offer of employment and in accordance with state law, the City extends a severance benefit in the amount of 20 weeks of compensation based on your final pay rate, if at any time during your employment with the City you are terminated on a "Not for Cause" basis. At the time of hire, that amount is approximately \$117,692. Alternatively, the City is prohibited from issuing severance pay if the reason is "For Cause or Willful Misconduct" termination. This offer letter does not constitute a contract or guarantee of continued employment with the organization.

We believe you will find the opportunity to serve as Police Chief for the City, the challenge you seek and the benefits rewarding. I look forward to having you join the City of Fort Worth. Once you sign this offer letter electronically and return it via email to me.

Sincerely,

Jay Chapa (Aug 19, 2025 15:46:53 CDT)

Jesus "Jay" Chapa, City Manager  
City of Fort Worth

By my signature below, I accept the above offer of employment with the City of Fort Worth:

(Signature):  \_\_\_\_\_ Date: 08/19/2025

**City Manager's Office**

THE CITY OF FORT WORTH \* 100 FORT WORTH TRAIL \* FORT WORTH, TEXAS 76102  
(817) 392-7750



## Relocation Repayment Agreement

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I do hereby acknowledge and agree to the following:

On this day, I acknowledge that I will receive \$10,000.00 as a relocation allowance, paid to me or on my behalf. I acknowledge that this payment is good, valuable, and sufficient consideration for the promises and agreement I make herein.

If I am voluntarily or involuntarily terminated from employment with the City of Fort Worth during the twenty-four (24) month period immediately following the effective date of my employment, I agree to repay the City of Fort Worth the relocation allowance paid on my behalf for my relocation on a pro-rated basis per the following schedule:

Length of Employment	Reimbursement of Relocation Expenses
0 to 365 days	100% repayment due
366 days to 24 months	50% repayment due
More than 24 months	0% repayment due

For the purposes of this relocation allowance agreement, the effective date of my employment is the date upon which I first physically report to work at the City of Fort Worth. This repayment will be due and payable within 30 calendar days following my voluntary or involuntary termination date.

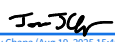
I voluntarily agree that the City of Fort Worth may, to the extent that any such repayment obligation remains due to the City of Fort Worth following my termination of employment, offset the amount of such remaining repayment obligations using any wages, vacation pay or any other amounts due to me from the City of Fort Worth.

“City of Fort Worth, to the extent allowed by law,” I agree that I will pay to the City of Fort Worth, within 30 days after the termination of my employment, any portion of my relocation allowance that remains owing after such offset.

If I fail to repay the amount owed to the City of Fort Worth, I shall be liable for all collection, attorney fees and enforcement cost of the relocation agreement.

Signature:  \_\_\_\_\_

Date: 08/19/2025

City Manager:  \_\_\_\_\_  
Jay Chapa (Aug 19, 2025 15:46:53 CDT)

Date: 08/19/2025

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