**Work-for-Hire Agreement**

**BETWEEN THE cITY OF SANTA fE AND THE aRTIST, ABC.**

This is an agreement between the City of Santa Fe (the City) and *[name of artist]*, *[address of artist]*, (Artist).

**RECITALS**

WHEREAS, the City desires to retain the services of Artist to develop certain artwork for a Community Convention Center Mural (Project) as described in greater detail in Schedule “A” attached hereto;

WHEREAS, Artist is willing and able to provide such art services to and develop such artwork for the City in accordance with the terms recited herein.

WHEREAS, under New Mexico law, the provisions of the procurement code shall not apply to works of art for museums or for display in public buildings or places. NMSA 1978, sec. 13-1-98(T)(2019).

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

**1. RETENTION OF ARTIST**

A. The City hereby retains the services of Artist to provide certain art related services for the City in connection with the Project, including the creation and development of ideas, artwork, designs, plans, documents, concepts, inventions, devices, samples, prototypes, and improvements (Artwork).

B. Artist is an independent contractor and not an employee of the City. Unless otherwise expressly agreed to in writing, Artist shall not be entitled to or eligible for any benefits or programs otherwise given by the City to its employees.

**2. TERM OF THE AGREEMENT**

A. This Agreement shall commence on *[commencement date of agreement]* and extend through and including *[specification of date]* (Term) unless sooner terminated as provided herein.

B. The City shall have the option of renewing the subject Agreement for an additional *[number of months]*-month period (Extended Term) on the same terms and conditions as provided for herein by providing Artist written notice of its intention to renew this Agreement at least *[number of days]* days prior to the expiration of the Term.

**3. RESPONSIBILITIES OF ARTIST**

Artist agrees to create, develop, and provide Artwork for the City in accordance with the Delivery Schedule provided for in Schedule A attached hereto. This is a material provision of the Agreement.

**4. COMPENSATION**

A. In full consideration for the services performed by Artist under the terms of this Agreement, the City agrees to compensate Artist as provided for in Schedule A.

B. Artist’s agreed-to compensation as provided for in Schedule A will be full payment for any Artwork Artist generates, and Artist will not be entitled to any royalties or proceeds received by the City from the commercialization in any manner of Artwork or Project.

**5. OWNERSHIP RIGHTS**

A. Except as otherwise expressly provided by this Agreement, the Artist shall retain all rights to the Artwork pursuant to the Copyright Act of 1976 (17 U.S.C. 101 et seq. as amended, and any successor act), except that as to the City, its agents and contractors, the Artist hereby waives any rights under the Visual Artists Rights Act (“VARA”) as codified in 17 U.S.C. sections 106, 106A(a), 113. Artist also waives any other rights under the Copyright Act of 1976 which are expressly waived and/or granted to the City in this Agreement. Except as otherwise expressly provided by this Agreement, all other rights in and to the Artwork concerning any continuing interest the Artist may have in the maintenance or modification of the Artwork, are expressly waived by the Artist and, insofar as such rights are transferable, are assigned to the City.

B. The Artist shall, at Artist’s sole expense, cause to be registered with the United States Register of Copyrights a copyright of the Artwork in the Artist’s name, and shall provide the City with a copy of the application for registration, the registration number and the effective date of the registration, and agrees to enforce and defend any attempt(s) to infringe upon Artist’s copyright. Artist expressly assigns to the City Artist’s right to enforce and defend the copyright in the event Artist does not act within a reasonable time after written notice from the City to do so. In the event either Artist or City does not elect to participate in any action related to the work the non-participating party may be entitled to its equitable share of any recovery, based upon its level of participation or cooperation.

C. Artist and City acknowledge that ownership and possession of the physical Artwork shall be transferred to City. Artist retains ownership of the copyright in the Artwork.

D. Artist hereby grants to the City an irrevocable and exclusive worldwide license to reproduce, distribute, and/or display two-dimensional reproductions of the Artwork for any non-commercial purpose including, without limitation, advertising, brochures, postcards, media publicity, and catalogues or similar publications. All such reproductions shall bear a copyright notice in Artist’s name. Artist hereby grants to the City the right to reproduce and retain copies of the design plans and drawings produced and used by the Artist in the design and installation of the Artwork for the purposes of (1) fulfilling its responsibilities as owner of the Artwork and (2) public exhibition related to the display of the Artwork.

If the City wishes to make reproductions of the Artwork for commercial purposes, including, but not limited to tee shirts, posters or other reproductions for sale, the Parties shall execute a separate agreement to address the terms of the license granted by the Artist and the royalty the Artist shall receive.

E. Because the Artwork will be unique, Artist waives the right to make or to authorize others to make two or three-dimensional reproductions of the Artwork, or to make derivative works based on the copyrighted Artwork, except with prior written permission by the City. City shall not unreasonably withhold permission for such commercial reproductions.

F. Artist agrees that in any public showing under Artist’s control of reproductions and/or derivative works of the Artwork, Artist shall provide public written acknowledgement that the City is the owner of the Artwork.

G. The City agrees that unless the Artist requests otherwise in writing, the City shall give Artist public, written authorship credit for the Artwork or any authorized reproduction thereof.

H. The terms of this Section 5 shall survive the expiration or termination of this Agreement.

**6. MORAL RIGHTS**

A. The City and Artist recognize the importance of Artist’s moral rights of attribution and integrity, as identified in the Visual Artists Rights Act (“VARA”) as codified in 17 U.S.C. sections 106, 106A(a), 113. Artist and City hereby agree to advance those statutory goals by private contract as provided for herein.

B. Artist shall have the following moral rights:

1. Artist shall have the right to claim authorship of the Artwork.
2. Artist shall have the right to prevent the use of his or her name as the author of the work of visual art in the event of any physical defacement, mutilation, alteration, or destruction of the Artwork.
3. Artist shall have the right, subject to the notice provisions of section 11 below, to prevent any intentional defacement, mutilation, alteration or destruction of the Artwork.

**7. REPRESENTATIONS AND WARRANTIES**

A. Artist represents and warrants to the City that it is free to enter into this Agreement and that its performance thereunder will not conflict with any other Agreement to which Artist may be a party.

B. Artist represents and warrants to The City that Artwork is unique and original, is clear of any claims or encumbrances, and does not infringe on the rights of any third parties.

**8. INDEMNIFICATION**

Artist agrees to defend, indemnify, and hold the City, its officers, directors, agents, and employees, harmless against all costs, expenses, and losses (including reasonable attorney fees and costs) incurred through claims of third parties against the City based on a breach by Artist of any representation and warranty made in this Agreement.

Any liability incurred by the City, its employees, or agents is limited by the privileges and immunities of the New Mexico Tort Claims Act, NMSA 1978, sections 41-4-1 through 41-4-30.

**9. INFRINGEMENTS**

A. The City shall have the right, in its sole discretion, to prosecute lawsuits against third parties for infringement of its rights in the Work. Any lawsuit shall be prosecuted solely at the City’s expense and all sums recovered shall be retained by the City.

B. Artist agrees to fully cooperate with the City in the prosecution of any such suit, and The City shall reimburse Artist for any previously approved expenses that it might incur as a result of such cooperation.

**10. TERMINATION**

A. The City shall have the absolute right to terminate this Agreement on no notice to Artist should Artist fail to deliver the Artwork to the City in a form acceptable to the City on or before the dates recited in the Delivery Schedule.

B. Either party may terminate this Agreement on *[number of days]* days’ written notice to the other party in the event of a breach of any provision of this Agreement by the other party, provided that, during the *[number of days]*-day period, the breaching party fails to cure such breach.

C. In the event that this Agreement is terminated as a result of a breach of this Agreement by Artist, the City shall have the right, in addition to any other claims that it might otherwise have against Artist, to complete Artwork either itself or through the services of a third-party artist and charge back to Artist any costs incurred.

**11. NOTICES**

Any notice required to be given pursuant to this Agreement shall be in writing and mailed by certified or registered mail, return receipt requested, or delivered by a national overnight express service such as Federal Express, or by telefax communication with an acknowledgment by the recipient.

**12. JURISDICTION AND DISPUTES**

A. This Agreement shall be governed by the laws of the State of New Mexico.

B. All disputes hereunder shall be resolved in the applicable state or federal courts of New Mexico. The parties consent to the jurisdiction of such courts, agree to accept service of process by mail, and waive any jurisdictional or venue defenses otherwise available.

**14. AGREEMENT BINDING ON SUCCESSORS**

This Agreement shall be binding on and shall inure to the benefit of the parties hereto, and their heirs, administrators, successors, and assigns.

**15. WAIVER**

No waiver by either party of any default shall be deemed as a waiver of any prior or subsequent default of the same or other provisions of this Agreement.

**16. SEVERABILITY**

If any provision hereof is held invalid or unenforceable by a court of competent jurisdiction, such invalidity shall not affect the validity or operation of any other provision and such invalid provision shall be deemed to be severed from the Agreement.

**17. ASSIGNABILITY**

This Agreement and the rights and obligations thereunder with respect to Artist are personal to Artist and may not be assigned by any act of Artist or by operation of law without the prior written consent of the City. The City shall have the unfettered right to assign this Agreement to a successor to the City or to the purchaser of any of the assets of the City.

**18. INSURANCE**

            If the services contemplated under this Agreement will be performed on or in City facilities or property, the Artist shall maintain in force during the entire term of this Agreement, the following insurance coverage(s), naming the City as additional insured.

A.              Commercial General Liability insurance shall be written on an occurrence basis and be a broad as ISO Form CG 00 01 with limits not less than $2,000,000 per occurrence and $2,000,000 in the aggregate for claims against bodily injury, personal and advertising injury, and property damage.  Said policy shall include broad form Contractual Liability coverage and be endorsed to name the City of Santa Fe their officials, officers, employees, and agents as additional insureds.

B.              Business Automobile Liability insurance for all owned, non-owned automobiles, with a combined single limit not less than $1,000,000 per accident.

C.              Broader Coverage and Limits. The insurance requirements under this Agreement shall be the greater of (1) the minimum coverage and limits specified in this Agreement, or (2) the broader coverage and maximum limits of coverage of any insurance policy or proceeds available to the Named Insured. It is agreed that these insurance requirements shall not in any way act to reduce coverage that is broader or that includes higher limits than the minimums required herein. No representation is made that the minimum insurance requirements of this Agreement are sufficient to cover the obligations of Contractor hereunder.

D.             The Artist shall maintain the above insurance for the term of this Agreement and name the City as an additional insured and provide for 30 days cancellation notice on any Certificate of Insurance form furnished by the Artist.  Such certificate shall also specifically state the coverage provided under the policy is primary over any other valid and collectible insurance and provide a waiver of subrogation.

**19. APPROPRIATIONS**

The City may terminate this Agreement if required by changes in State or federal law, or so ordered by a court of competent jurisdiction, or due to insufficient appropriations made available by the Governing Body. The City’s determination concerning whether sufficient appropriations are available will be deemed fully accepted by Artist and will be final.

**20. INTEGRATION**

This Agreement constitutes the entire understanding of the parties, and revokes and supersedes all prior agreements between the parties and is intended as a final expression of their Agreement. It shall not be modified or amended except in writing signed by the parties hereto and specifically referring to this Agreement. This Agreement shall take precedence over any other documents that may be in conflict therewith.

IN WITNESS WHEREOF, the parties hereto, intending to be legally bound hereby, have each caused to be affixed hereto its or his or her hand and seal the day indicated.

**CITY OF SANTA FE**

By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

City Manager

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Attest:

By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Kristine Bustos Mihelcic, City Clerk

Approved as to form and legal sufficiency by

City Attorney’s Office

By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Approved for Finances:

By:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Mary McCoy, Finance Director

Approved:

*[Name of artist]*

By:

\_\_\_\_\_\_\_\_\_\_\_\_\_

*[Name of authorized representative]*

*[Title of authorized representative]*

**SCHEDULE A**

**TO**

**ARTIST WORK-FOR-HIRE AGREEMENT**

**DATED *[DATE OF AGREEMENT]***

**BETWEEN THE CITY OF SANTA FE AND *[NAME OF ARTIST]***

**PROJECT(S):**

1. TITLE: *[Name of project]* Project

2. TASK

Creation of a mural to be displayed on the Santa Fe Community Convention Center.

3. SCHEDULE

Preliminary artwork to be submitted by *[submission date of preliminary artwork]* with Final Artwork to be submitted by *[submission date of final artwork]*.

4. FEE

Flat fee of *[text dollar amount of fee]* dollars ($*[dollar amount of fee]*) payable as follows:

a. *[Text dollar amount of fee]* dollars ($*[dollar amount of fee]*) upon execution of this Agreement

b. *[Text dollar amount of fee]* dollars ($*[dollar amount of fee]*) upon approval by the City of the preliminary artwork

c. *[Text dollar amount of fee]* dollars ($*[dollar amount of fee]*) upon approval by the City of the final artwork

This agreement is structured as a fixed-fee agreement as opposed to a royalty-bearing one.