

CITY ATTORNEY PROPOSAL AND RESPONSE

Proposed Contract

Response

Term: three year

Term - Three year

Salary: \$212,256

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3% annual salary adjustment with a satisfactory performance

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Holiday Leave as provided to Exec. Emps.

Holidays Leave as provided to Exec. Emps.

Admin. Leave as provided to Exec. Emps.

Admin. Leave as provided to Exec. Emps.

Vacation Accrual as provided to Exec. Emps.

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Employee Life Insurance \$150,000

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Health Benefits – Based on cafeteria plan for Exec.

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Severance pay – Bs per contract

Severance pay - As per contract

Vehicle allowance - \$750/monthly

Vehicle allowance - \$750/monthly

Participation in CalPers Retirement

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General Business Expenses per contract

General Business Expenses per contract

Deferred Compensation - \$7,500 annually

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Performance Evaluation: contract proposes that the process, form, criteria and format for evaluation be mutually agreed to between Council and City Attorney.

Annual Goal Setting: propose that the Council and City Attorney on an annual basis define goals and performance objectives consistent with City Council's policy objectives.

Community Engagement: Attend quarterly Community Breakfast Meetings. Continue office participation in Diversity Fellowship program and participation in Mock Trial program.

Outside Activities: I am currently a board member for California Southern Business Development Corporation, San Diego Parks Foundation and the Carmel Small Business Planning Group. Should this present a conflict of interest or inability for the City Attorney to provide full service to the City, he will withdraw from such activities.