

(R-98-415)

RESOLUTION NUMBER R- 289284

ADOPTED ON OCT 13 1997

WHEREAS, the City Council in Closed Session on October 6, 1997, elected Mr. Michael T. Uberuaga as City Manager for The City of San Diego by the following vote: Yeas: Districts 1, 2, 3, 5, 6, 7, 8 and the Mayor; Nays: District 4; Absent: None; and

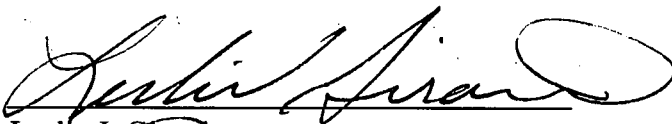
WHEREAS, it is necessary and appropriate for the Council to establish the initial date of Mr. Uberuaga's assumption of office and the terms and conditions in connection therewith;

NOW, THEREFORE,

BE IT RESOLVED, by the Council of The City of San Diego, that pursuant to Section 27 of the Charter of The City of San Diego, Mr. Michael T. Uberuaga be and he is hereby elected as City Manager of The City of San Diego, pursuant to the terms and conditions set forth in Attachment A hereto, to commence his employment on November 1, 1997.

APPROVED: CASEY GWINN, City Attorney

By



Leslie J. Girard
Assistant City Attorney

LJG:js
10/10/97
Or.Dept:Mayor
R-98-415
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ATTACHMENT A
TERMS AND CONDITIONS OF EMPLOYMENT

- A. Compensation \$156,000 annually
- B. Deferred Compensation \$7,500 annually with the City contributing the amount to the plan on a biweekly basis.
- C. Severance Pay If the City terminates this City Manager's employment, he will be entitled to be compensated for an additional six months with the salary and fringe benefits as allowable in existence at the time of termination. If the City Manager is given one year's notice, is terminated for malfeasance in office, or is convicted of a crime involving moral turpitude there will be no severance payments.
- D. Other Benefits The City Manager will be eligible for all other benefits offered to a Management employee of the City unless prohibited by law.
- E. Transportation Allowance \$8,340 annually will be provided as a transportation allowance. The amount will be compensated on a monthly basis.
- F. Performance Evaluations/ Compensation Reviews The City Manager will receive as a routine, a performance evaluation from the City Council on an annual basis. Performance matters deserving recognition or attention may be scheduled as necessary.
- G. Employment Relationship The City Manager serves at the pleasure of the City Council and serves an indefinite period of time. Charter Section 27 defines the nature of the employment relationship.

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H. Relocation Expenses

The City agrees to reimburse the City Manager for normal and reasonable moving expenses, upon submission of receipts, in the following categories:

1. Moving household goods, etc	\$10,000
2. Travel	1,000
*3. Temporary living expenses	9,000
4. Other related expenses	<u>5,000</u>
TOTAL	\$25,000

*Some of these items are taxable to the recipients.

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