

**RESOLUTION NO. 2687****A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD  
AUTHORIZING AN EMPLOYMENT AGREEMENT WITH BELINDA  
ESPINOSA, AS CITY MANAGER FOR THE CITY  
OF SOLEDAD FOR THE TIME PERIOD OF  
JUNE 1, 1998 TO JUNE 1, 2001**

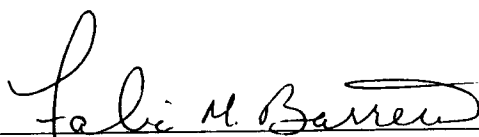
**BE IT RESOLVED**, by the City Council of the City of Soledad that the Mayor and City Clerk be, and they are hereby authorized and directed to execute an employment agreement with Belinda Espinosa, as City Manager for the City of Soledad for the time period of June 1, 1998 to June 1, 2001 in the form of the document hereunto attached, marked "Exhibit A," and by reference made a part hereof.

**PASSED AND ADOPTED** by the City Council of the City of Soledad at a regular meeting duly held on the 5th day of August, 1998 by the following vote:

AYES, and in favor thereof, Councilmembers: Ben Jimenez, Jr., Mayor Pro Tem  
Gary Gerbrandt, Mayor Fabian Barrera

NOES, Councilmembers: None

ABSENT, Councilmembers: Richard Ortiz, Fred Ledesma

  
MAYOR OF THE CITY OF SOLEDAD

ATTEST:

  
CITY CLERK OF THE CITY OF SOLEDAD

### EMPLOYMENT AGREEMENT

THIS AGREEMENT is made by and between the CITY OF SOLEDAD, a municipal corporation, hereinafter called Employer, and Belinda B. Espinosa, hereinafter called Employee, as follows:

1. Employment. Employer hereby employs Employee as City Manager, and Employee hereby accepts said employment upon the terms and conditions hereinafter set forth.

2. Term. The term of this Agreement shall commence on June 1, 1998, and shall continue for a term of three (3) years, until June 1, 2001, or until terminated as set forth in Paragraph 13.

3. Duties. Employee's duties under this Agreement shall be those assigned to the office of City Manager by the general laws of the State of California, by City Ordinance (Municipal Code Chapter 2.08), as from time-to-time amended, and by City Council direction. Employee shall devote as much time to said duties as shall be required for their proper performance, regardless of the number of hours involved.

4. Salaries and Benefits.

A. For all services to be rendered by Employee under this Agreement, Employer shall pay Employee as follows:

1. For the term between June 1, 1998 to May 30, 1999, Employee's base salary shall be \$83,246.66 per year.
2. Thereafter, on an annual basis, Employer shall adjust Employee's base salary by a Cost of Living Increase equal to the Cost of Living Increase granted by the Soledad City Council to all employees represented by CalPRO/International Brotherhood of Painters and Allied Trucks, Local #2345, ALF-CIO. Employee shall also be eligible for a merit raise, in an amount, if any, to be established in the discretion of the City Council. Prior to granting any merit increase, Employee shall be subject to a performance evaluation by the City Council.
3. Salary shall be payable in equal semi-monthly installments.

B. Employee shall be entitled to participate in Employer's retirement plan and added to the roll of Employer's health, accident, eye care and dental plan in accordance with the provisions of Section 5 of City of Soledad Resolution No. 2607, "A Resolution of the City Council of the City of Soledad Establishing Compensation And Benefit Plans For Employees of the City of Soledad and Repealing Resolution No. 2535," and any amendments thereto.

5. Housing. Employer agrees to let the property located at 546 Soledad Street, City of Soledad, to Employee during the term of employment. The monthly rent for said property shall be \$600, due and payable on the first day of each month. Employee shall reside at 546 Soledad Street on a permanent basis, and will generally be available to Employer at said residence on a 24-hour basis. Upon City Council approval, any deficiencies in the residence found to warrant immediate care during the term of this Agreement will be corrected in a timely manner.

Employee shall bear sole responsibility for the maintenance of a water softener unit installed at the subject premises pursuant to the terms of a previous employment Agreement.

6. Extent of Services. Employee shall devote her full time, attention and energies to her duties hereunder and while so employed shall not be engaged in any other business activity whatsoever, directly or indirectly, either alone or as a partner, Employee or agent of any other person, firm or corporation; provided, that nothing in this paragraph shall be construed to prevent Employee from making business investments which will not require any services on her part.

7. Vacation; Sick Leave; Administrative Compensatory Time Off. Employee shall be allowed ten (10) working days vacation time each year, with pay, computed from the date of hiring at the rate of 6.67 hours per month. Employee shall be entitled to all benefits not in conflict with the language set forth herein, as provided to all Management Employees in City of Soledad Resolution No. 2607, and any amendments thereto. Such benefits shall include, but not be limited to, bereavement leave, emergency family leave, and sick leave buy back. Employee shall be entitled to 6.67 hours of administrative compensatory leave per calendar month, calculated from June 1, 1998, which shall be used to supplement regular compensation for hours spent fulfilling employee's duties. All such leave must be used prior to, or within thirty (30) days, of June 1 of each year in which it is accrued.

8. Car Allowance. Employee shall utilize her own personal automobile for official use while employed under the terms of this Agreement. Employer will provide

Employee with a monthly automobile allowance of \$350 to cover the costs of automobile maintenance, gas and oil for all such travel. In addition to said allowance, Employee shall be entitled to mileage reimbursement, at the current rate authorized by the Internal Revenue Code, for any automobile travel exceeding a 100 mile round-trip radius.

9. Expenses; Dues and Subscriptions. Employer agrees to reimburse Employee for all travel expenses and conference fees for annual League of California Cities meetings. Employer also agrees to pay Employee's membership fees in the International City/County Management Association.

All other expenses incurred by Employee in the performance of her official duties, including related dues and subscriptions, may be reimbursed to Employee at Employer's discretion if approved in advance by the City Council.

10. Review of Job Performance. At the end of each year of employment under this Agreement, or any extension hereof, Employer (acting through the City Council), shall conduct a review of Employee's job performance. The results of such review, including findings and conclusions and the facts upon which they are based, shall be furnished to Employee in oral or written form, and Employee shall be given full opportunity to comment upon them. All such information shall be kept confidential by the parties and shall be used by said parties only for the purpose of improving the employment relationship or for the purpose of exercising rights under the terms of this Agreement.

11. Computer. Employer agrees to provide Employee with a lap-top computer, printer and the basic software packages necessary for the operation of such equipment, all at a cost not to exceed \$5,000.00. Upon receipt thereof, the computer, printer and software shall become the property of Employee, and thereafter, Employee shall be responsible for all maintenance and updating thereof.

12. Indemnification. Employer shall defend, save harmless, and indemnify Employee against any tort, professional liability claim or demand or other legal action arising out of an alleged act or omission occurring in the performance of Employee's duties as City Manager.

13. Termination.

This Agreement may be terminated prior to expiration of the term specified in Paragraph 2 above in any one of the following ways:

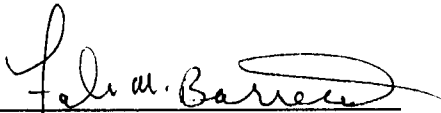
- a. By mutual Agreement of the parties hereto, expressed in writing; or
- b. By Employee, upon giving to Employer not less than sixty (60) days' prior written notice of her election to terminate; or
- c. By Employer, for cause, arising from a wilful breach of duty or habitual neglect of duty by Employee, by Employee's conviction of a crime involving moral turpitude, or for any conduct by Employee which makes it impossible or impracticable for her to perform her duties hereunder, or that seriously impedes Employer operations; or
- d. By Employer, without cause, upon giving to Employee written notice of termination, provided that notice of such termination shall not be effective unless such termination is approved by not less than four members of the City Council, and further provided that upon termination, Employee shall be paid forthwith a sum equal to her then base salary for a period of 6 months.

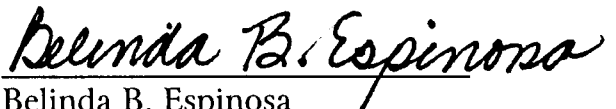
14. Compatibility with State Law. This Agreement is made subject to all applicable laws of the State of California, specifically including but not limited to Section 36506 of the Government Code. In the event of any conflict between the provisions of this Agreement and any such state law, the provisions of said state law shall apply.

15. Compatibility with Municipal Code. The provisions of this Agreement are subject to the limitations contained in Chapter 2.08 of the Soledad Municipal Code, and in the event of any conflict between the provisions of this Agreement, and said Chapter 2.08, the provisions of Chapter 2.08, shall be controlling, except that the notice provisions of paragraph 13(b), above, for termination by employee [sixty (60) days] shall prevail over the provisions of Section 2.08.120 of the Soledad Municipal Code [thirty (30) days].

IN WITNESS WHEREOF, the said parties have executed this Agreement on  
5 th day of August, 1998.

CITY OF SOLEDAD, a  
California municipal  
corporation

By:   
Mayor

  
Belinda B. Espinosa

Rev: July 29, 1998  
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