

EMPLOYMENT AGREEMENT
CITY MANAGER
CITY OF REDLANDS, CALIFORNIA

This agreement, made and entered into this 2 day of JAN., 1979, by and between the City of Redlands, State of California, a municipal corporation, hereinafter called the "City" as party of the first part, and Chris C. Christiansen, hereinafter called "Employee" as party of the second part, both of whom understand as follows:

WITNESSETH:

WHEREAS, the City desires to employ the services of said Chris C. Christiansen as City Manager of the City of Redlands and,
WHEREAS, Employee desires to accept employment as the City Manager of said City;

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

SECTION I. DUTIES

City hereby agrees to employ said Chris C. Christiansen as City Manager of said City.

SECTION II. TERM

A. Nothing in this agreement shall prevent, limit, or otherwise interfere with the right of City Council to terminate the services of Employee at any time subject only to the provisions set forth in this agreement.

B. Nothing in this agreement shall prevent, limit, or otherwise interfere with the right of the Employee to resign at any time from his position with the City, subject only to the provisions set forth in this agreement.

C. Employee agrees to remain in the exclusive employ of the City until January 1, 1982, and neither to seek, to accept, nor to become involved by any other employer until said termination date, unless said termination date is effected by involuntary release as set forth in this agreement. The term "employed" shall not be construed to include occasional teaching, writing or consulting performed on employee's time off.

D. In the event that written notice is not given by either party to this agreement to the other party ninety (90) days prior to the termination on the same terms and conditions for an additional period of one year, said agreement shall continue thereafter for one year periods unless ninety (90) days written notice is given prior to time of expiration.

SECTION III. TERMINATION

A. Other than at the termination date of the agreement or its extensions, the City shall not terminate this agreement with the employee except for one or more of the following causes:

1. Immoral or unprofessional conduct
2. Dishonesty
3. Incompetence
4. Physical or mental condition unfitting him for association with the general public
5. Conviction of a felony

B. If the City initiates involuntary termination of the employee, he shall be notified by registered, return receipt mail, ninety (90) days in advance of the proposed termination date.

C. In the event Employee voluntarily resigns his position with the City before expiration of the aforesaid term of employment, then Employee shall give the City three (3) months notice in advance, in writing.

SECTION IV. SALARY

City agrees to pay Employee for his services rendered pursuant hereto at an annual base salary of \$36,500 payable in installments at the same time as other employees of the City are paid. In addition, the City agrees to increase said base salary and/or other benefits of employment in such amounts and to such an extent as it may determine from time to time.

SECTION V. HOURS OF WORK

A. Employee will be expected to work as a minimum, the normal duty hours of eight hours per day, five days per week, Monday through Friday; and, in addition, attend all meetings necessary in his job performance.

B. Employee will not spend more than ten (10) hours per week on other employment as specified in Section II, C.

SECTION VI. AUTOMOBILE

The City shall provide the Employee with the exclusive use of a City vehicle for City related use with necessary radio equipment with all service, fuel and insurance paid.

SECTION VII. GENERAL EXPENSES

City recognizes that certain expenses of a non-personal and job-affiliated nature may be incurred by Employee, and hereby agrees to reimburse or to pay said expenses. The Finance Director is hereby authorized to disburse such monies upon receipt of duly executed expense accounts.

SECTION VIII. SICK LEAVE

In accordance with the rules and regulations of all applicable City, State, and Federal Statutes, employee will be credited with

ten (10) sick leave days effective the 1st day of November, 1978.

SECTION IX. DISABILITY, HEALTH, LIFE AND WORKER'S COMPENSATION
INSURANCE

Employee shall be afforded the right to participate in all City insurance plans with premiums paid to the extent granted to other general employees of the City. Worker's compensation will be provided by the City.

SECTION X. OTHER TERMS AND CONDITIONS OF EMPLOYMENT

A. The City Council shall fix any such other terms and conditions of employment, as it may determine from time to time, relating to the performance of the Employee, provided such terms and conditions are not inconsistent with or in conflict with the provisions of this agreement, the Redlands Ordinance Code, rules or regulations promulgated under such Code, or any other law.

B. All provisions of the Redlands Ordinance Code and regulations, rules, and agreements with retirement systems relating to retirement and pension systems contributions and working conditions as they now exist or hereafter may be amended, also shall apply to Employee as they would to other employees of the City, in addition to said benefits enumerated specifically for the benefit of the Employee.

SECTION XI. GENERAL PROVISIONS

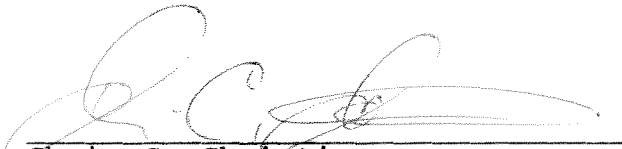
A. The text herein shall constitute the entire agreement between the parties.

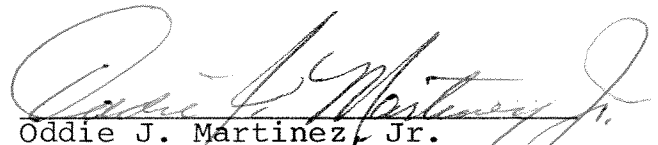
B. This agreement shall be binding upon and inure to the benefit of the heirs at law and the executors of Employee.

C. This agreement shall become effective commencing November 1, 1978.

D. If any provision, or any portion thereof, contained in this agreement is held to be unconstitutional, invalid, or unenforceable, the remainder of this agreement, or portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect.

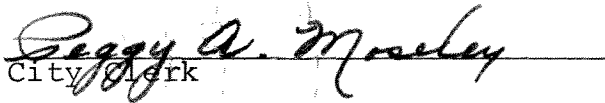
IN WITNESS WHEREOF, the City of Redlands has caused this agreement to be signed and executed in its behalf by its Mayor and duly attested by its City Clerk, and the Employee has signed and executed this agreement, both in duplicate, the day and year first above written.


Chris C. Christiansen,
City Manager


Oddie J. Martinez, Jr.
Mayor

ATTEST:

APPROVED FOR FORM:


Peggy A. Moseley
City Clerk


Edward Taylor
City Attorney

AMENDMENT NO. 1

EMPLOYMENT AGREEMENT

CITY MANAGER

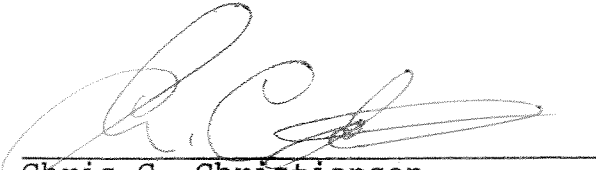
CITY OF REDLANDS, CALIFORNIA

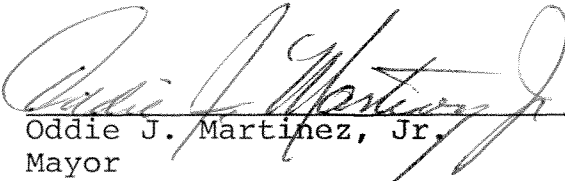
The Employment Agreement, dated the 2nd day of January, 1979, between the City Manager and the City of Redlands shall be amended as follows:

SECTION II. TERM

C. Employee agrees to remain in the exclusive employ of the City until January 1, 1983, and neither to seek, to accept, nor to become involved by any other employer until said termination date, unless said termination date is effected by involuntary release as set forth in this agreement. The term "employed" shall not be construed to include occasional teaching, writing, or consulting performed on employee's time off.

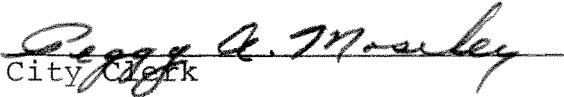
IN WITNESS WHEREOF, the City of Redlands has caused this amendment to be signed and executed in its behalf by its Mayor and duly attested by its City Clerk, and the Employee has signed and executed this amendment, both in duplicate, the day and year first written.

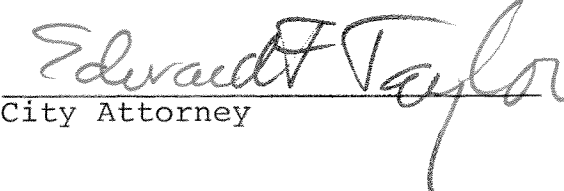

Chris C. Christiansen
City Manager


Oddie J. Martinez, Jr.
Mayor

ATTEST:

APPROVED FOR FORM:


Peggy A. Mosley
City Clerk


Edward F. Taylor
City Attorney

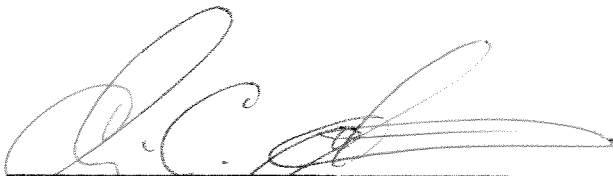
AMENDMENT NO. 2
EMPLOYMENT AGREEMENT
CITY MANAGER
CITY OF REDLANDS, CALIFORNIA

The Employment Agreement, dated the 2nd day of January, 1979, between the City Manager and the City of Redlands shall be amended as follows:

SECTION IV. SALARY

Effective November 26, 1979, City agrees to pay Employee for his services rendered pursuant hereto at an annual base salary of \$38,325 payable in installments at the same time as other employees of the City are paid. In addition, the City agrees to increase said base salary and/or other benefits of employment in such amounts and to such an extent as it may determine from time to time.

IN WITNESS WHEREOF, the City of Redlands has caused this amendment to be signed and executed in its behalf by its Mayor and duly attested by its City Clerk, and the Employee has signed and executed this amendment, both in duplicate, on this 4th day of December, 1979.



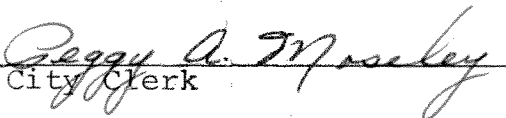
Chris C. Christiansen
City Manager



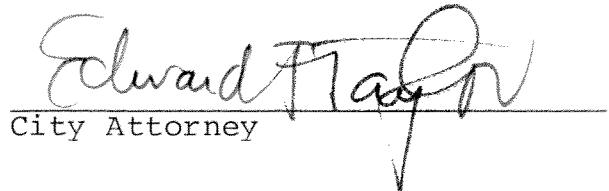
Oddie J. Martinez, Jr.
Mayor

ATTEST:

APPROVED FOR FORM:



Peggy A. Masley
City Clerk



Edward Flanagan
City Attorney