

SIXTH AMENDMENT TO EMPLOYMENT AGREEMENT

This Sixth Amendment to Employment Agreement is entered this 21st day of December, 2004, by and between the City of Redlands, a municipal corporation (hereinafter "City") and Daniel J. McHugh (hereinafter "Employee").

RECITALS

Whereas, City and Employee have entered into an Employment Agreement dated April 19, 1994, wherein City expressed its desire to employ the services of Employee as provided for by California Government Code Section 36505; and

Whereas, City and Employee on March 7, 1995, April 28, 1997, August 5, 1997, December 7, 1999 and December 19, 2000 amended certain provisions of the Employment Agreement; and

Whereas, the Employment Agreement was subject to renegotiation on June 30, 2004; and

Whereas, City and Employee agreed to defer negotiations until all other represented and unrepresented employees completed their negotiations; and

Whereas, it is now the desire of the City Council of City and Employee to amend the salary provision of the Employment Agreement of Employee;

Now, therefore, in consideration of the mutual covenants contained herein, the City of Redlands and Daniel J. McHugh agree as follows:

1. Section 2 of the Employment Agreement relating to salary is hereby amended to read as follows:

"City shall pay Employee for his services rendered pursuant hereto an annual base salary in accordance with the following schedule, payable in installments at the same time as other employees of City are paid, i.e., the first full pay period following the effective date:

"Effective July 1, 2004, Employee's annual salary shall be increased to an amount five (5) percent less than the amount of the City's City Manager's salary as of July 1, 2004.

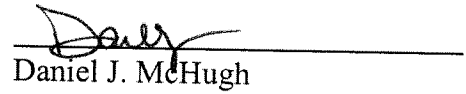
Thereafter, effective July 1, 2005, and every July 1 for each year through and including July 1, 2008, the Employee's annual salary shall be increased by the respective percentage salary increase amounts for such years provided to the Redlands Association of Management Employees in its Memorandum of Understanding dated October 5, 2004."

In witness hereof the parties have executed this Agreement on the 21st day of December, 2004.

CITY OF REDLANDS


Susan Pepler

EMPLOYEE


Daniel J. McHugh

ATTEST:


Lorrie Poyzer, City Clerk

Tract Map No. 16359 located on the east side of Texas Street, north of Pioneer Avenue, and authorized the Mayor and City Clerk to execute the document on behalf of the City. On motion of Councilmember George, seconded by Councilmember Gil, the City Council unanimously granted final approval for Tract Map No. 16359 as submitted by the applicant, KB Homes, Greater Los Angeles, Inc.

Contract Amendment - EIR - Covington Project - On motion of Councilmember George, seconded by Councilmember Gil, the City Council unanimously approved Amendment No. 2 to the contract with Michael Brandman Associates for professional environmental consulting services for the Environmental Impact Report for General Plan Amendment No. 93, Agricultural Preserve Removal No. 100, Zone Change No. 390, and Tentative Tract No. 16361 and authorized the Mayor and City Clerk to execute the document on behalf of the City.

General Plan Annual Report - Councilmember Harrison moved to continue the Annual General Plan Report to January 4, 2005. Motion seconded by Councilmember Pepler and carried unanimously.

Contract Extension - Mountainview Power Plant - On motion of Councilmember George, seconded by Councilmember Gil, the City Council unanimously approved the request to amend Paragraph 3 "Schedule and Terms" to the professional services contract with Berryman & Henigar, Inc. to provide plan check, inspection service and other related duties for the expansion to the Mountainview Power Plant within the City.

Contract - Biological Review - Standard Pacific Project - On motion of Councilmember George, seconded by Councilmember Gil, the City Council unanimously approved a contract with Tom Dodson and Associates for biological review services related to a proposed residential subdivision (Tract No. 16689) located west of Dearborn Street, north of Lugonia Avenue and south of San Bernardino Avenue (Standard Pacific, applicant), and authorized the Mayor and City Clerk to execute the document on behalf of the City.

Contract Amendment - City Attorney - On motion of Councilmember George, seconded by Councilmember Gil, the City Council unanimously approved the sixth amendment to the employment agreement for City Attorney Daniel J. McHugh and authorized the Mayor and City Clerk to execute the document on behalf of the City.

LAFCO Commission Vacancy - On motion of Councilmember George, seconded by Councilmember Gil, the City Council unanimously supported Mark Nuaimi, Mayor of the City of Fontana, to serve on one of the vacant city elected positions on the San Bernardino County Local Agency Formation Commission as recommended by Mayor Pepler.