

City of Redlands



FOR COUNCIL CONSIDERATION

July 31, 1984

Mr. John Holmes
City Manager
792 Hilary Lane
Redlands, CA 92373

Dear John,

Your anniversary of employment with the City of Redlands is April 18, 1984. We are pleased to offer you the following wage and benefit terms effective that date:

1. A 7% raise. This raise will make your salary \$53,500 net after FICA deductions.
2. Continuation of existing benefits as outlined in the March 29, 1983 letter agreement.
3. Fully paid health and dental coverage for you and your dependents.

It has been a pleasure working with you and we are looking forward to another successful year for the City of Redlands.

Sincerely,

CAROLE BESWICK
Mayor

Accepted:

John E. Holmes
City Manager

Attachment: March 29, 1983 letter

City of Redlands



March 29, 1983

Mr. John E. Holmes
City Manager
City of Casa Grande
Casa Grande, AZ 95222

Dear Mr. Holmes,

It is a pleasure to confirm your employment as City Manager of the City of Redlands. It is understood that you will devote your full-time best efforts to the position and that you will provide efficient and competent City Management services.

In my conversation with you recently, I told you that the City Council, Tuesday evening in a closed personnel session, had ratified the terms you and I had dicussed and you again accepted those terms.

You will begin work as Redlands City Manager on April 18, 1983, at an annual salary of \$50,000 net after FICA deductions. You will accrue benefits similar to other management employees with the exception that twenty (20) days vacation will be credited to your account effective April 18, and each subsequent April 18, without cash equivalency and to be taken or forfeited by April 18 of each year. The city will provide exclusive use of a city vehicle for city related use and local personal use with all service, fuel and insurance paid.

In addition, the city agrees to furnish you temporary housing, furniture and utilities, with the exception of telephone, until July 1, 1983, or until such time as your family is relocated to permanent quarters, whichever occurs first, and will loan you an amount to be agreed upon (monthly payments of interest and principal; payable in full 90 days after termination) in order for you to obtain housing within the City of Redlands comparable to your present home. Expenses will be paid for your family to travel to California on a one time basis for the purpose of locating permanent housing. Moving expenses will be paid by the City. Expenses to attend conferences and business meetings related to City business will be paid by the City.

March 29, 1983

Should the City Council determine to terminate your services as City Manager, you will receive ninety (90) days salary as severance pay, payable at the close of your last day of employment. Such termination can be effected without cause and it is understood you will waive any cause of action against the city if the termination is accomplished pursuant to these terms.

The above terms apply only to your first year of employment. After you have settled in, we will be happy to discuss your 1984-85 package.

Yours truly,

A handwritten signature in dark ink, appearing to read "Kenneth R. Roth". The signature is fluid and cursive, with a large initial "K" and a stylized "R".

Kenneth R. Roth
Mayor