

A G R E E M E N T

THIS AGREEMENT, by and between the City Council of the City of Redlands, hereinafter referred to as "City", and Ralph P. Merritt, Jr., City Manager, hereinafter referred to as "Merritt", is dated this 6th day of April, 1976.

RECITALS

1. That Merritt is retiring from his position as City Manager because of physical disability, effective February 1, 1977.

2. That the parties desire to provide a salary to Merritt in accordance with the several requirements of Article 131 and 132, Chapter 13 of Redlands Ordinance Code, and in addition to allow all accrued leave to Merritt.

For and in exchange of the covenants contained herein, the City and Merritt agree as follows:

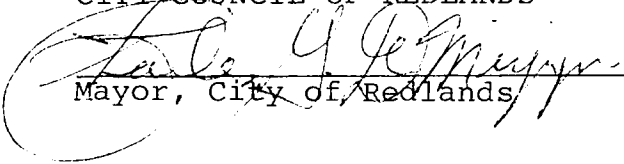
1. That the City shall make payments to Merritt on a regular monthly basis in the amount of his current salary from the City until and including January 31, 1977.

2. That Merritt shall receive all benefits to which he is presently entitled as an employee of the City of Redlands until said date, excepting automobile allowance.

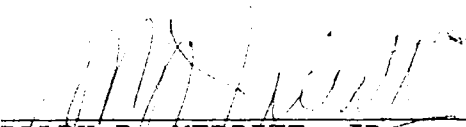
3. That Merritt shall be entitled to such benefits as may be provided to miscellaneous employees as the result of employer/employee negotiations prior to January 31, 1977, with the exception of additional holidays, vacation, or salary increases.

IN WITNESS WHEREOF, the parties have hereunto set
their hands the day and year first hereinabove written.

CITY COUNCIL OF REDLANDS



Mayor, City of Redlands



RALPH P. MERRITT, JR.

CITY ATTORNEY

City
Manager
Contract

City Attorney Taylor reported on an Executive Session in the Council Chambers this afternoon during which he was directed to draft a contract with Mr. Merritt dated April 6, 1976. He then read the following terms and conditions to be included in the contract:

1. Effective Thursday, April 15, 1976, City Manager R. P. Merritt, Jr., is placed on leave, with severance pay as required by ordinance, together with accumulated leave, until the date of his retirement, effective February 1, 1977.
2. The City Council agrees to pay Mr. Merritt his full salary and fringe benefits, including retirement, on a monthly basis from April 15, 1976, through January 31, 1977. Said salary and benefits to be those currently in effect as of April 1, 1976. Automobile rental allowance will terminate effective April 15, 1976.
3. The City Council agrees to provide Mr. Merritt with any changes in fringe benefits that may be provided to "miscellaneous" employees of this City as the result of employer/employee negotiations between the present date and January 31, 1977. Specifically, these changes will not include additional holidays, additional vacation, or salary increases.

On motion of Councilman Knudsen, seconded by Councilman Elliott, this document was unanimously approved.

Appointment

On motion of Councilman Knudsen, seconded by Councilman Elliott, Mr. Robert Mitchell was unanimously appointed Acting City Manager, commencing after the date of retirement of City Manager Merritt on April 15, 1976. The Council announced their intention to find a permanent City Manager within the next twelve months.

City Manager Merritt gave a very brief summary of the situation facing the City at this time as compared with the conditions when he took office in 1964. He stressed that the City organization is in a far stronger financial position at this time.