

**CITY OF ORANGE
AGREEMENT FOR EMPLOYMENT
OF CITY MANAGER**

THIS AGREEMENT, is made and entered into to be effective on July 1, 2012, by and between the City of Orange, a municipal corporation, hereinafter referred to as "City" and John Sibley, an individual, hereinafter referred to as "City Manager" (hereafter, "Agreement").

In consideration of the respective and mutual covenants hereinafter contained and made, and subject to all the terms and conditions hereof, the parties agree as follows:

1. The City Council of City hereby appoints John Sibley to the office of the City Manager of the City of Orange for a period commencing on July 1, 2012, and expiring on June 30, 2013, unless otherwise extended or terminated as herein provided.

2. John Sibley desires to perform the duties of City Manager for the City and hereby accepts the appointment as City Manager.

3. Salary

a. Effective July 1, 2012, the salary of the City Manager shall be \$17,756 per month and shall be paid in the same manner and at the same times as other monthly salaries in the City are paid. During the term of this Agreement if any across the board salary increases are approved for the Non-Safety Executive Management Team listed in Exhibit "A" to Resolution No. 10589 or as such Resolution may be amended, then the City Manager shall be entitled to the same increase, provided that any such increase to the City Manager shall be capped at 2% of his salary. This 2% cap shall not be interpreted to apply to increases in salary arising out of the elimination or reduction of any furlough.

b. The City Manager's performance shall be reviewed by the City Council at the first meeting in May of each year of this Agreement. At such time the City Council may determine any salary adjustments, extensions or other revisions to this Agreement. It is the responsibility of the City Attorney to agendize the annual performance evaluation, although any member of the City Council may agendize the City Manager's performance review at any time. Annual written evaluations by the City Council, if any, shall be shared and discussed with the City Manager in closed session or individually per the City Council's discretion.

4. Benefits

a. In addition to any benefits provided in this Agreement, City Manager shall receive those benefits provided for Executive Directors in Resolution No. 10589 or as such Resolution may be amended; provided that it is understood that the City Manager shall continue to pay Miscellaneous Member Contributions to the Public Employee Retirement System at the same level and in the same manner as the Executive Management Team as provided in Resolution No. 10589 or as such Resolution may be amended.

b. The parties agree that notwithstanding Resolution No. 10589 or as such Resolution may be amended from time to time by the City Council, the City Manager will have no cap placed on his future vacation accrual.

c. City Manager shall receive an annual deferred compensation contribution of \$12,000. The amounts contributed by the City shall be subject to the terms and conditions of the City of Orange Deferred Compensation Plan.

d. In lieu of being provided a City-issued cell phone pursuant to Section 1.63 of the City's Administrative Policy Manual, the City Manager shall receive \$125 per month as reimbursement for any and all cost related to the purchase and use of a cell phone for City-related business.

5. Termination

a. The City reserves the right to terminate this Agreement for any reason prior to June 30, 2013, by providing the City Manager written notice of its election to terminate as authorized by a majority of the City Council and as provided in the Orange Municipal Code and as it may be amended. Such termination shall be effective as set forth in the notice of election to terminate.

b. Except as otherwise provided herein, in the event City Manager is terminated prior to June 30, 2013, the City is obligated to pay City Manager a severance amount equivalent to the lesser of: (1) one month of the City Manager's PERS reportable income for each full year of continuous employment with the City; or (2) the amount of PERS reportable income he would have received under this Agreement had it not been terminated. The total severance amount shall be payable 30 days following the date of termination, provided that City Manager has executed a release

as set forth herein. In addition, upon termination, health benefits, as set forth in Section 20 of Resolution 10589 or as it may be amended, shall be extended for six months or when replaced by another employer, whichever occurs first, provided, that the City's insurance carrier contract authorizes such continuance. In the event City Manager accepts the severance payments pursuant to this Section 5, as a condition precedent City Manager must execute a waiver of any rights, claims, or any other actions arising out of termination of this Agreement in a form acceptable to the City Attorney and City Council.

6. Notwithstanding anything contained herein to the contrary, in the event the City Manager is terminated for cause, City Manager shall forfeit any and all benefits and payments he may be entitled to including, without limitation, severance payments and all benefits described in this Agreement. If City Manager determines to contest the finding he was terminated for cause, such determination shall be heard by a hearing officer mutually selected by City Manager and City and if they cannot agree, by requesting the California Conciliation Service to submit five names of neutrals to hear the matter. Each party may strike two names and the remaining hearing officer shall conduct the hearing. The costs of the hearing officer shall be split equally between City Manager and City. In addition to other grounds as provided in Orange Municipal Code Section 2.16.070, the following shall also be considered grounds for termination for cause:

- a. Performance of outside business interests that conflict directly with the activities and duties as City Manager; but not including educational or professional training programs conducted by City Manger whether for personal financial gain or not;
- b. Refusal to take or subscribe any oath or affirmation that is required by law;
- c. Conviction of a felony or conviction of a misdemeanor involving moral turpitude (a conviction following a plea of nolo contendere is deemed a conviction).

7. The City Manager shall notify the Mayor and City Council in writing of any unexpected absence in excess of nine regular business hours from Orange County. The City Manager shall provide a telephone number(s) where he can be reached during such absences. Said notices shall designate an Acting City Manager who shall be authorized to perform the duties and responsibilities of the City Manager in his absence.

8. In the event the City Manager voluntarily resigns his position with the City before expiration of the term of this Agreement or any extension thereof, he shall give the City Council one (1) month's written notice, unless the parties otherwise agree. In the event of voluntary resignation or expiration of this Agreement, the City Manager is not entitled to the severance payment and benefits described in this Agreement.

9. This Agreement may be amended in writing signed by both parties.

10. This Agreement contains the entire agreement of the parties and no promises or representations not included in this Agreement shall have any force or effect. Each party agrees that they have engaged in arms length bargaining and have been provided the opportunity to have the Agreement reviewed by an attorney of their choice.

11. Neither party may assign the performance of this Agreement.

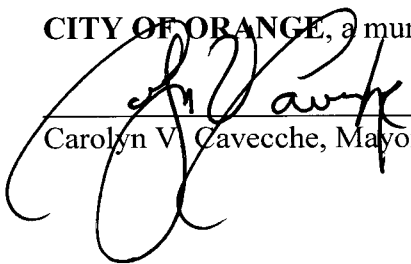
12. If any provision or portion hereof is held unconstitutional, invalid or unenforceable, the remainder of this Agreement shall be deemed severable and shall not be affected and shall remain in full force and effect, and the City Council and the City Manager shall be deemed to have intended to enter into this Agreement even absent such provision or portion hereof.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement to be effective on the date and year first above written.

DATE OF EXECUTION:

May 22, 2012

CITY OF ORANGE, a municipal corporation,



Carolyn V. Cavecche, Mayor

ATTEST:

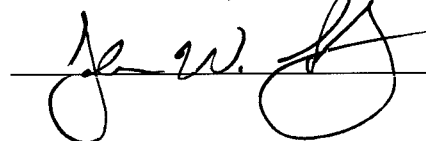


Mary E. Murphy, City Clerk

DATE OF EXECUTION:

05/21/12

JOHN SIBLEY, an individual,



John Sibley

DATE OF EXECUTION:

05/21/12

APPROVED AS TO FORM:



Wayne Winthers Interim City Attorney