

CITY MANAGER EMPLOYMENT AGREEMENT

This CITY MANAGER EMPLOYMENT AGREEMENT ("Agreement") is effective the 7th day of November, 2011, by and between the CITY OF IRWINDALE, a charter city and municipal corporation ("City") and John Davidson, an individual ("City Manager").

RECITALS

WHEREAS, the City Council desires to employ City Manager to serve in the position of city manager for the City, which position is prescribed by state law and the City's Charter and Municipal Code;

WHEREAS, City Manager desires to perform and assume responsibility for the provisions of professional services to the City and its aforementioned related agencies;

WHEREAS, the parties wish to establish the terms and conditions of City Manager's services to the City and its aforementioned related agencies through this Agreement;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, City and City Manager hereby agree as follows:

AGREEMENT

1.0 EMPLOYMENT & DUTIES

1.1 Duties. City hereby employs City Manager as city manager for the City to perform the functions and duties of the city manager, as specified in the City's Charter and Municipal Code and in the Government Code of the State of California, and to perform such other legally permissible and proper duties and functions as the City Council shall, from time-to-time, direct or assign. City Manager shall devote his best efforts and full-time attention to performance of these duties.

1.2 Work Schedule. It is recognized that City Manager is expected to engage in the hours of work that are necessary to fulfill the obligations of the position, must be available at all times, and must devote a great deal of time outside the normal office hours to the business of the City. City Manager acknowledges that proper performance of the duties of the City Manager will require City Manager to generally observe normal business hours, as set by the City and may be duly revised from time-to-time and will also often require the performance of necessary services outside of normal business hours. Notwithstanding the foregoing, the City will permit City Manager such reasonable "time off" as is customary for exempt employees of the City so long as the time off does not interfere with normal business.

1.3 Employment Status. City Manager shall serve at the will and pleasure of the City Council and understands he is an "at-will" employee subject to summary dismissal without any right of notice or hearing, including any so-called Skelly hearing. City may terminate the employment of City Manager at any time, as set forth in Section 3.3 and Section 3.4 below. City Manager shall not be subject to the City's Personnel Rules and Regulations.

1.4 City Documents. All data, studies, reports and other documents prepared by City Manager while performing his duties during the term of this Agreement shall be furnished to and become the property of the City, without restriction or limitation on their use. All ideas, memoranda, specifications, plans, procedures, drawings, descriptions, computer program data, input record data, written information, and other materials either created by or provided to City Manager in connection with the performance of this Agreement shall be held confidential by City Manager to the extent permitted by applicable law, and except as may be required by any governmental agency or court of competent jurisdiction. Such materials shall not, without the prior written consent of the City Council, be used by City Manager for any purposes other than the performance of his duties. Provided, further that no such materials may be disclosed to any person or entity not connected with the performance of services under this Agreement, except as required by (a) law, (b) any governmental agency, (c) subpoena, or (d) an order issued by a court of competent jurisdiction.

1.5 FLSA Exempt Status. City Manager agrees that his position is that of an exempt employee for the purposes of the Fair Labor Standards Act.

2.0 COMPENSATION AND REIMBURSEMENT

2.1 Compensation. For the services rendered pursuant to this Agreement, City Manager's base annual compensation shall be One Hundred Eighty Five Thousand Dollars (\$185,000.00) annually, which shall be paid on a pro-rated basis bi-weekly at the same time as other employees of City are paid. Such salary (collectively, "Salary") shall be adjusted for payroll taxes, workers' compensation and other payroll-related liability costs.

2.2 Annual Salary Review. City Council and City Manager agree to conduct an annual salary review concurrently with the annual performance evaluation set forth in Section 5.2.

2.3 Effectuating Salary Adjustment. City Council and City Manager agree that City Manager shall not be entitled to so-called cost of living ("COLA") adjustment to the Salary, as received by other City employees. City Manager's rights to salary adjustments, if any, shall be based on City Manager's performance, following the annual performance reviews performed in accordance with Section 5.2 of this Agreement.

3.0 TERM

3.1 Commencement & Effective Date. City Manager shall commence his services hereunder at 8:00 a.m. Pacific daylight savings time on November 7, 2011 or such earlier time as the parties confirm in writing ("Effective Date").

3.2 Term. The term of this Agreement will be for three (3) years following the Effective Date ("Term") and, thereafter, the term of this Agreement may be extended for such an additional term(s) as City Manager and Council mutually deem appropriate, as evidenced by a writing signed by both parties.

3.3 Termination by City Council. The City Council may terminate this Agreement at any time with or without cause, without notice to City Manager. Additionally, City Manager may terminate this Agreement at any time with or without cause, provided he provides City Council with at least thirty (30) days' advance written notice prior to the effective date of termination, unless a shorter period is acceptable to the City Council. City Manager expressly agrees that he shall not be entitled to any severance pay as the result of the termination of this Agreement initiated by City Manager, but shall be entitled to the severance provided in Section 4.1 below if initiated by the City Council, except in the case of termination for cause under Section 3.4 below.

3.4 Termination for Cause. Should City Manager commit any illegal or unethical act involving personal gain to him, gross (a) insubordination, (b) misfeasance, or (c) malfeasance, City may terminate this Agreement and the services of City Manager hereunder, and shall have no obligation to pay severance as provided for in Section 4.0 below.

4.0 SEVERANCE

4.1 Severance Pay. Except as provided in Sections 3.3 and 3.4, should City elect to terminate the services of City Manager hereunder, City shall, upon the effective date of such termination, pay to City Manager severance based on the following schedule:

(a) If City Manager is terminated within the first year of the Term, the sum equal to sixty (60) days of his then-applicable Salary (calculated on a per diem basis), excluding deferred compensation or the value of any other benefits; or

(b) If City Manager is terminated after the first anniversary following the Effective Date, the sum equal to six (6) months of his then-applicable Salary (calculated on a per diem basis), excluding deferred compensation or the value of any other benefits.

Notwithstanding the foregoing, should such severance payment exceed the amount authorized to be paid under Government Code Section 53260, the amount paid to City Manager shall be reduced in the amount necessary to comply with same.

4.2 Sole Rights. The severance rights provided in this Section 4.0 shall constitute the sole and only entitlement of City Manager with respect to severance pay in the event of the termination, other than for cause, and City Manager expressly waives any and all other rights with respect to severance pay except as provided herein. Any and all severance rights are conditioned upon execution of the "Agreement of Separation, Severance and General Release" attached hereto as Exhibit "A."

5.0 PERFORMANCE EVALUATIONS

5.1 Purpose. The performance review and evaluation process set forth herein is intended to provide review and feedback to City Manager so as to facilitate a more effective management of the City. Nothing herein shall be deemed to alter or change the employment status of City Manager (as set forth in Section 1.3 above), nor shall this Section 5.0 be construed as requiring "cause" to terminate this Agreement, or the services of City Manager hereunder.

5.2 Annual Evaluation. The City Council shall review and evaluate the performance of City Manager annually in the month of February each year of the term of this Agreement. In addition, City Manager shall submit for City Council's consideration, no later than January 15 of each year of the term of this Agreement, City Manager's proposed annual performance goals and objectives and incorporate City Council's suggestions. Such review and evaluation shall be conducted concurrently with an annual salary review, and in accordance with the purpose noted in Section 5.1 above.

5.3 Written Summary. The City Council may, at its sole discretion, elect to provide a written summary of each performance evaluation to City Manager within two (2) weeks following conclusion of the review and evaluation process, and may, at its sole discretion, schedule at least one (1) closed personnel session with City Manager to deliver and discuss the evaluation.

6.0 BENEFITS

6.1 Automobile Allowance. City shall provide City Manager with a vehicle, fuel and maintenance for City-related and personal use. City Manager understands that any applicable taxes are his responsibility to pay and not covered by the City.

6.2 Technology/Cell Phone Allowance. City shall provide City Manager with a technology/cell phone allowance in the amount of \$125 per month. City Manager understands that any applicable taxes are his responsibility to pay and not covered by the City.

6.3 Education Incentive. City shall provide an additional one thousand two hundred dollars (\$1,200) per year as an education incentive bonus to City Manager's base compensation if he has at minimum an Associate in Arts Degree (AA Degree) or Junior year status at a four-year college or higher. This compensation will be paid out over twenty-six (26) bi-weekly pay periods in a calendar year

6.4 Medical, Dental and Vision Insurance. City shall provide to City Manager the same group medical, dental and vision insurance plans and/or programs as are currently afforded to Irwindale Management Employee Association ("IMEA") members pursuant to the IMEA Memorandum of Understanding ("MOU"), as the same may be modified for all such IMEA members by resolution of Council from time-to-time.

6.5 Retirement Medical Insurance. Should City Manager retire from the City, medical insurance will continue into retirement and will be implemented in accordance with the vesting resolution with CalPERS which mirrors the state plan for contribution levels. The resolution requires ten (10) years of service, five (5) years of which must be with the City of Irwindale, for fifty percent (50%) contribution of state designated amount towards retiree medical premium and twenty (20) years of service for one hundred percent (100%) contribution of state designated amount towards retiree medical premium.

6.6 Life Insurance. The City will provide and pay for life insurance policy for City Manager of \$150,000. The City also provides and pays for an accidental death and dismemberment insurance policy for City Manager of \$20,000.

6.7 PERS. Provided City Manager has successfully processed a reinstatement application with, and received reinstatement approval from, California Public Employee's Retirement System ("PERS"), City Manager shall be enrolled in PERS. City Manager shall be solely responsible for complying with the reinstatement laws and regulations under PERS and paying any penalties or additional fees imposed by PERS as a result of the failure to comply with same or duly receive such reinstatement approval. Once enrolled in PERS, City shall pay the full employer contribution for City Manager. The employee contribution of 7% shall be paid by City Manager.

6.8 Deferred Compensation. City Manager may, at his sole cost and expense, participate in City's Deferred Compensation Program. The City currently has two plan options under its Deferred Compensation Program, the International City Management Association ("ICMA") Retirement Corporation and Nationwide Retirement Solutions plans. City Manager acknowledges that the City does not provide any matching benefits or other payments toward the Deferred Compensation Program.

6.9 Vacation and Sick Leave. From and after the Effective Date, City Manager shall accrue vacation and sick leave as are currently afforded to IMEA members pursuant to the IMEA MOU.

6.10 Holidays. From and after the Effective Date, City Manager shall be entitled to such holidays as are currently afforded to IMEA members pursuant to the IMEA MOU. Currently the City has designated the following as holidays: New Year's Day, Cesar Chavez Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving Day, Christmas Eve (1/2 Day), Christmas, and New Year's Eve (1/2 Day).

6.11 Floating Holiday. Commencing on the Effective Date, City Manager shall have a total bank of one hundred thirty (130) hours (pro-rated) per calendar year available to him for holidays. When any of the above-listed holidays fall on a regular work day (Monday-Thursday) or in the case of a Sunday holiday which is celebrated on the following Monday, as determined by City Manager, nine and one half (9.5) hours will be deducted from the holiday bank of hours for each such holiday, and the holiday will be celebrated in the normal manner. At the beginning of each calendar year, the City will determine and distribute its holiday schedule. Based thereon, the total number of holidays will be multiplied by nine and one half (9.5) hours and the resulting sum will be deducted from the holiday bank of hours, but in no event will such deduction result in a negative holiday bank account balance. City Manager will then be credited with the balance, if any, of the remaining one hundred thirty (130) holiday bank hours which may be used as floating holiday time in a manner similar to that of vacation time. All floating holiday time must be used in the calendar year in which it was credited to City Manager. Any and all unused floating holiday time will be cashed out in January of the following calendar year.

6.12 Bereavement Leave. From and after the Effective Date, City Manager shall be entitled to Bereavement leave as is afforded under the IMEA MOU which is currently three (3) days in the event of death of an immediate family member.

6.13 Administrative Leave. From and after the Effective Date, City Manager shall accrue executive leave at the rate of 60 hours per year. Administrative leave shall not be

carried over from year-to-year. Any unused leave will be cashed out in January of the following calendar year.

6.14 Jury Duty. City Manager will receive full pay and benefits while responding to a jury summons or serving on a jury, for up to 10 working days. Any compensation paid by the court or other tribunal issuing the summons for such jury duty (except travel pay) shall be remitted to the City.

6.15 Business Related Equipment. City shall supply City Manager a portable laptop computer in order to perform duties as outlined in Section 1.1.

6.16 Additional Benefits. Unless otherwise specified to the contrary in this Agreement, City Manager shall be entitled to such additional benefits, if any, as are afforded under the IMEA MOU.

7.0 PROFESSIONAL DEVELOPMENT

7.1 Membership. City encourages City Manager's continued professional development and membership and shall provide payment of appropriate related costs for such activities, including membership in relevant professional organizations, as approved by the City Council.

7.2 Out-of-Town Meetings & Seminars. City agrees to reimburse City Manager the actual cost for registration, travel, lodging, and meals and other expenses incurred by City Manager while attending overnight out-of-town meetings or seminars related to his employment with City in accordance with the City's policies for expense reimbursement. Moreover, to be eligible City Manager must have budgeted funds available for same; provided, however, that City Council may, in its sole discretion, approve such unbudgeted expenditures if it deems it in the best interests of the City.

7.3 Local Meetings & Seminars. City agrees to reimburse City Manager the actual cost of registration, meals and other expenses necessarily incurred while in attendance at local meetings or seminars related to his employment with City in accordance with the City's policies for expense reimbursement.

7.4 Incidental Expenses. City agrees to reimburse City Manager the actual cost of those incidental expenses necessarily incurred by City Manager while engaged in the business of City upon the presentation of an appropriate receipt therefor in accordance with the City's policies for expense reimbursement.

8.0 BONDS AND INDEMNIFICATION

8.1 Indemnification. City shall defend, hold harmless and indemnify City Manager against any tort, professional liability, claim or demand, or other legal action arising out of an alleged act or omission occurring in the performance of City Manager's services under this Agreement. This section shall not apply to any intentional tort or crime committed by City Manager, to any action outside the course and scope of the services provided by City Manager

under this Agreement, or any other intentional or malicious conduct or gross negligence of City Manager.

8.2 Bonds. City shall bear the full cost of any fidelity or other bonds, which may be required in the performance of City Manager's services under this Agreement.

9.0 GENERAL PROVISIONS

9.1 Entire Agreement. This Agreement represents the entire agreement between the parties and supersedes any and all other agreements, either oral or in writing, between the parties with respect to City Manager's employment by City and contains all of the covenants and agreements between the parties with respect to such employment. Each party to this Agreement acknowledges that no representations, inducements, promises or agreements, orally or otherwise, have been made by either party, or anyone acting on behalf of either party, which are not embodied herein, and that no other agreement, statement or promises not contained in this Agreement shall be valid or binding upon either party.

9.2 Notices. Any notice required or permitted by this Agreement shall be in writing and shall be personally served or shall be sufficiently given when served upon the other party as sent by United States Postal Service, postage prepaid and addressed as follows:

To City:

City Council
City of Irwindale
5050 North Irwindale Avenue
Irwindale, California 91706

To City Manager:

John Davidson

Notices shall be deemed given as of the date of personal service or upon the date of deposit in the course of transmission with the United States Postal Service.

9.3 Conflicts Prohibited. During the term of this Agreement, City Manager shall not engage in any business or transaction or maintain a financial interest which conflicts, or reasonably might be expected to conflict, with the proper discharge of City Manager's duties under this Agreement. City Manager shall comply with all requirements of law, including but not limited to, Sections 87100 et seq., Section 1090 and Section 1125 of the Government Code, and all other similar statutory and administrative rules.

9.4 Effect of Waiver. The failure of either party to insist on strict compliance with any of the terms, covenants, or conditions of this Agreement by the other party shall not be deemed a waiver of that term, covenant, or condition, nor shall any waiver or relinquishment of any right or power at any one time or times be deemed a waiver or relinquishment of that right or power for all or any other times.

9.5 Partial Invalidity. If any provision in this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions shall nevertheless continue in full force without being impaired or invalidated in any way.

9.6 Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of California, which are in full force and effect as of the date of execution and delivery by each party hereto.

9.7 Independent Legal Advice. City and City Manager represent and warrant to each other that each has received legal advice from independent and separate legal counsel with respect to the legal effect of this Agreement and, City and City Manager further represent and warrant that each has carefully reviewed this entire Agreement and that each and every term thereof is understood and that the terms of this Agreement are contractual and not a mere recital. This Agreement shall not be construed against the party or its representatives who drafted it or who drafted any portion thereof.

IN WITNESS WHEREOF, the City of Irwindale has caused this Agreement to be signed and executed on its behalf by its City Council, and duly attested by its officers thereunto duly authorized, and City Manager has signed and executed this Agreement, all in triplicate.

CITY OF IRWINDALE



Manuel R. Garcia, Mayor

ATTEST:



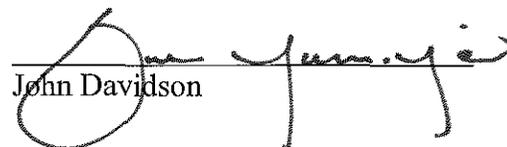
Laura Nieto, CMC
Deputy City Clerk

APPROVED AS TO FORM:



City Attorney

CITY MANAGER



John Davidson

AMENDMENT NO. 1 TO CITY MANAGER EMPLOYMENT AGREEMENT

This AMENDMENT NO. 1 TO CITY MANAGER EMPLOYMENT AGREEMENT ("Amendment") is effective the 23rd day of January, 2013, by and between the CITY OF IRWINDALE, a California municipal corporation ("City") and JOHN DAVIDSON, an individual ("City Manager").

A. RECITALS

WHEREAS, on October 12, 2011; City and City Manager approved the Employment Agreement ("Agreement") for City Manager to serve in the position of city manager for the City pursuant to state law, the City's Charter and Municipal Code for a term of 3 years;

WHEREAS, City Manager wishes to continue to serve as City Manager and the City Council wishes to continue to have City Manager serve in such capacity for at least 2 additional years, as confirmed by the terms of this Amendment.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions contained herein, City and City Manager hereby agree as follows:

B. AGREEMENT

1. The Agreement, shall be amended to revise Section 3.2 to provide an additional 2 years for the City Manager's term of service for a total of 5 years, which amended language shall read as follows:

"3.2 Term. The term of this Agreement will be for five (5) years following the Effective Date ("Term") and, thereafter, the term of this Agreement may be extended for such an additional term(s) as City Manager and Council mutually deem appropriate, as evidenced by a writing signed by both parties."

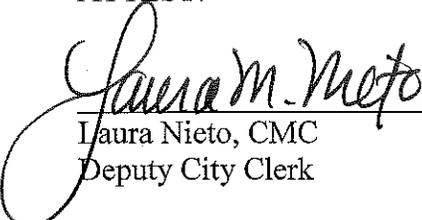
2. Except as specifically provided in this Amendment, the terms of the Agreement shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the City Council of the City of Irwindale has caused this Amendment to be signed and executed on its behalf by its Mayor, and duly attested, and City Manager has signed and executed this Amendment.

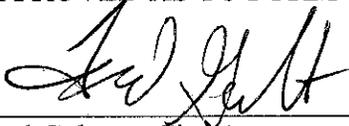
CITY OF IRWINDALE


Julian A. Miranda, Mayor

ATTEST:

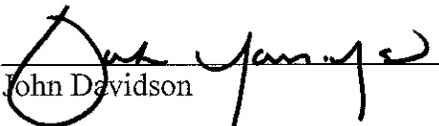

Laura Nieto, CMC
Deputy City Clerk

APPROVED AS TO FORM


Fred Galante, City Attorney

CITY MANAGER:

JOHN DAVIDSON


John Davidson

AMENDMENT NO. 2 TO CITY MANAGER EMPLOYMENT AGREEMENT

This AMENDMENT NO. 2 TO CITY MANAGER EMPLOYMENT AGREEMENT ("Amendment") is effective the 14th day of May, 2014, by and between the CITY OF IRWINDALE, a California municipal corporation ("City") and JOHN DAVIDSON, an individual ("City Manager").

A. RECITALS

WHEREAS, on October 12, 2011; City and City Manager approved the Employment Agreement ("Agreement") for City Manager to serve in the position of city manager for the City pursuant to state law, the City's Charter and Municipal Code for a term of 3 years;

WHEREAS, on January 23, 2013, City and City Manager entered into that certain Amendment No. 1 ("Amendment No. 1") to the Agreement to extend the term of the Agreement by 2 years.

WHEREAS, the City Council and City Manager now wish to further amend the Agreement to increase the severance pay due City Manager if terminated by the City pursuant to the terms of this Amendment.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions contained herein, City and City Manager hereby agree as follows:

B. AGREEMENT

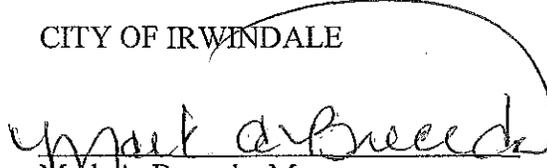
1. The Agreement, shall be amended to revise Section 4.1 in its entirety, including the subsections thereunder, to increase the severance payable to City Manager for additional 6 months upon termination of City Manager pursuant to the terms below, which amended Section 4.1 language shall read as follows:

"4.1 Severance Pay. Except as provided in Sections 3.3 and 3.4, should City elect to terminate the services of City Manager hereunder, City shall, upon the effective date of such termination, pay to City Manager severance the sum equal to twelve (12) months of his then-applicable Salary (calculated on a per diem basis), excluding deferred compensation or the value of any other benefits. Notwithstanding the foregoing, should such severance payment exceed the amount authorized to be paid under Government Code Section 53260, the amount paid to City Manager shall be reduced in the amount necessary to comply with same."

2. Except as specifically provided in this Amendment, the terms of the Agreement, as amended by Amendment No. 1, shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the City Council of the City of Irwindale has caused this Amendment to be signed and executed on its behalf by its Mayor, and duly attested, and City Manager has signed and executed this Amendment.

CITY OF IRWINDALE


Mark A. Breceda, Mayor

ATTEST:

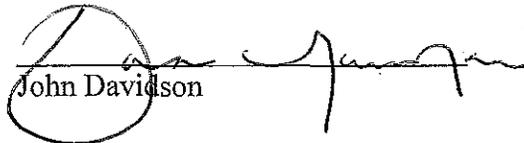

Armando Hegdahl
Acting Deputy City Clerk

APPROVED AS TO FORM


Fred Galante, City Attorney

CITY MANAGER:

JOHN DAVIDSON


John Davidson

AMENDMENT NO. 3 TO CITY MANAGER EMPLOYMENT AGREEMENT

This AMENDMENT NO. 3 TO CITY MANAGER EMPLOYMENT AGREEMENT ("Amendment") is effective the 14th day of September, 2016, by and between the CITY OF IRWINDALE, a California municipal corporation ("City") and JOHN DAVIDSON, an individual ("City Manager").

A. RECITALS

WHEREAS, on October 12, 2011; City and City Manager approved the Employment Agreement ("Agreement") for City Manager to serve in the position of city manager for the City pursuant to state law, the City's Charter and Municipal Code for a term of 3 years;

WHEREAS, on January 23, 2013, City and City Manager entered into that certain Amendment No. 1 ("Amendment No. 1") to the Agreement to extend the term of the Agreement by 2 years;

WHEREAS, on May 14, 2014, the City and City Manager entered into that certain Amendment No. 2 ("Amendment No. 2") to the Agreement to increase the severance payable to City Manager; and

WHEREAS, the City Council and City Manager now wish to further amend the Agreement to extend the term of the Agreement by 2 years and update the Council directed goals and objectives for the City Manager to accomplish for the upcoming year of the term with all other terms remaining the same.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions contained herein, City and City Manager hereby agree as follows:

B. AGREEMENT

1. Term. The Agreement, shall be amended to revise Section 3.2 to provide an additional 2 years for the City Manager's term of service for a total of 7 years, beginning from the October 12, 2011 Effective Date until October 12, 2018, which amended language shall read as follows:

"3.2 Term. The term of this Agreement will be for seven (7) years following the Effective Date ("Term") and, thereafter, the term of this Agreement may be extended for such an additional term(s) as City Manager and Council mutually deem appropriate, as evidenced by a writing signed by both parties."

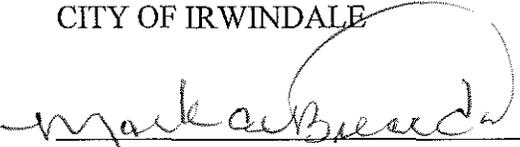
2. Goals and Objectives. Pursuant to Section 5.2 of the Agreement, the City Manager has provided and the Council approves the updated proposed goals and objectives as part of City Manager's annual performance, which goals and objectives are attached hereto as Exhibit "A" and shall be updated from time-to-time. City Manager accomplishment of such goals and objectives shall be used as part of his performance review and evaluation per Article 5 of the

Agreement. Such goals and objectives are provided concurrently with this Amendment and shall be updated annually per Section 5.2 of the Agreement.

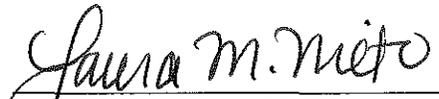
3. Full Force and Effect. Except as specifically provided in this Amendment, the terms of the Agreement, as amended by Amendment No. 1 and Amendment No. 2, shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the City Council of the City of Irwindale has caused this Amendment to be signed and executed on its behalf by its Mayor, and duly attested, and City Manager has signed and executed this Amendment.

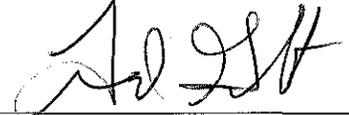
CITY OF IRWINDALE


Mark A. Breceda, Mayor

ATTEST:

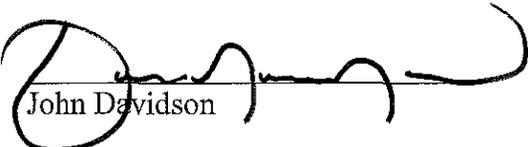

Laura M. Nieto, CMC
Deputy City Clerk

APPROVED AS TO FORM


Fred Galante, City Attorney

CITY MANAGER:

JOHN DAVIDSON


John Davidson

DATE: September 19, 2016
TO: Mayor and City Council
FROM: John Davidson, City Manager
SUBJECT: **Goals and Objectives**

The following is a brief overview of goals and objectives that I would like to accomplish over the next 12 to 24 months. As your city manager I am committed to working with City Council, staff, city attorney, resident and business community to complete projects/programs as listed below:

- Complete comprehensive *Classification and Compensation Study* and present to City Council for consideration in January/February 2017.
- Secure multi-year employment contracts with all three City recognized labor groups (IPOA;IMEA;ICEA)
- Finalize State Audit of the City of Irwindale being conducted by the California's Joint Legislative Audit Committee and work with City Attorney and staff to respond to issues raised before audit is finalized.
- Continue to work with our Joint Powers Insurance Authority (JPIA) to secure and maintain our good standing with the JPIA by continuing to responsibly maintain all City facilities, buildings and streets. In addition, efforts in this area would include any required modification of the City's logo and to follow the City's ADA action plan.
- Complete comprehensive *User Fee Study* for the City and present to Council for consideration.
- Refine and finalize a five-year financial model for effective budget planning.
- Aggressively explore all grant opportunities for City purchases including - equipment needs, capital improvement projects and personnel training.
- Secure funding to replace and update playground equipment in City parks as needed, with a focus on Irwindale Park due to the condition and age of the Park's current playground facilities.
- Completion of the Irwindale Materials Recovery Facility and Transfer Station Project.
- Continue efforts for the reclamation, mining and or development of the Olive Pit, Manning Pit, Kincaid Pit and others.

- Continue efforts to explore and clearly identify development opportunities for the Irwindale Speedway and surrounding acreage.
- Continue City's effort to increase our general fund reserves and reduce our existing deficit of approximately \$1.5 M.
- Complete the *Irwindale Housing Authority's* Low/Mod Housing project.
- Present Cypress Avenue traffic improvement plan (between Nora and Fraijo) for City Council review, consideration and possible action.
- Complete a comparison of JPIA's rates and services with other insurance pool providers.
- Work with Vulcan on securing development of Reliance II so as to best uphold the Council's desires.
- Develop and present possible traffic improvements for vehicle and pedestrian safety on Calle De Paseo and surrounding streets/neighborhood.
- Complete City Hall improvement projects that address ADA concerns, customer service enhancement, personnel safety and Mayor and City Council office.
- Recruitment and selection process for new Recreation Services Manager upon Dan Grijalva's pending retirement (March/April 2017).
- Work with Mayor and City Council expeditiously as issues arise.
- Explore the possibility of installing a left turn traffic signal at the intersection of Cypress Street (east/west) and Irwindale Avenue.
- Explore ways to develop commercial development around the Gold Line Station

Thank you very much for your time and consideration and it is truly my honor to serve the Irwindale City Council, staff and community since 2011 and would welcome the opportunity to continue to serve as your city manager.

Sincerely,

John Davidson

City Manager