

RESOLUTION NO. 73799

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN JOSE SETTING THE SALARY AND APPROVING BENEFITS FOR CITY MANAGER DEBRA FIGONE EFFECTIVE JULY 23, 2007 AND AUTHORIZING THE CITY CLERK TO EXECUTE AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF SAN JOSE AND DEBRA FIGONE FOR SERVICES AS CITY MANAGER

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SAN JOSE THAT:

SECTION 1.

The City Council of the City of San Jose hereby sets the salary and approves the following benefits for City Manager Debra Figone:

A. Salary

The City of San Jose Pay Plan is hereby amended by setting the bi-weekly salary of City Manager Debra Figone at \$9,615.38.

B. Executive Benefits

Executive benefits will include the Executive Management (Unit 99) Benefit and Compensation Plan including a \$350 monthly automobile allowance in accordance with current policy that may be reviewed by the City Council for an increase.

C. Deferred Compensation

A City of San Jose contribution equivalent to 9% of the base salary to be funded into a Internal Revenue Code (IRC) Section 401(a) defined contribution plan, and IRC Section 457 deferred compensation plan or a combination of these plans subject to the requirements of IRC Section 401(a) and IRC Section 457.

D. Severance

Severance pay equal to six months salary for involuntary termination of employment.

E. Separation Notice

City Manager has agreed to provide a 60 day notice to the City of a voluntary resignation.

F. Travel and Professional Development

Expenses of normal and customary travel for work-related and professional development activities as provided by the City Budget and/or City Council approval.

G. Office Equipment

Normal and customary office equipment for mobile and /or home use, such as a laptop and fax machine.

H. Sick Leave

Reinstatement of sick leave balance to the level accrued as of December 22, 2001, which is equal to 872.9870 hours.

I. Vacation and Transitional Executive Leave

Vacation accrual at the 15+ years of service level (200 hours per year) and executive leave in accordance with Executive Management (Unit 99) accrual rates. An additional 100 hours of executive leave shall be provided upon employment. Executive leave cannot be cashed out or carried over into calendar year 2008.

SECTION 2.

The City Clerk is hereby authorized to execute an employment agreement between the City of San Jose and Debra Figone for services as City Manager.

SECTION 3.

The Memorandum dated May 15, 2007 from Mayor Chuck Reed to the Rules and Open Government Committee is attached as Attachment A. to this Resolution and incorporated herein.

ADOPTED this 5th day of June, 2007, by the following vote:

AYES:	CAMPOS, CHIRCO, CONSTANT, CORTESE, LICCARDO, NGUYEN, OLIVERIO, PYLE, WILLIAMS; REED
NOES:	NONE
ABSENT:	NONE
DISQUALIFIED:	NONE
VACANT:	DISTRICT 4

CHUCK REED
Mayor

ATTEST:

LEE PRICE, MMC
City Clerk

