

**EMPLOYMENT AGREEMENT BETWEEN THE CITY OF AUBURN AND NITA  
WRACKER, FINANCE DIRECTOR**

**AGREEMENT**

**1. Effective Date**

This Agreement shall become effective when it has been executed by the Department Director and the City Manager and duly approved by Resolution of the City Council.

**2. Term of Employment**

Pursuant to the provisions of the Auburn Municipal Code Section 31.058(I), Department Directors shall serve at the pleasure of the City Manager and on an "at will" basis during the term of this Agreement, subject to the terms and provision of this Agreement as set forth below.

**3. Duties; Hours of Work**

A. Department Director shall perform those functions and duties as specified in job classification and by direction of the City Manager. Department Director shall perform such duties in accordance with the highest professional and ethical standards of the Department Director position. Department Director shall not engage in any activity that is, or which may become, incompatible with the City of Auburn, as provided by federal, state, and local law. During the term of this Agreement, Department Director shall be exclusively employed by the City, unless prior written authorization otherwise is received from the City Manager, which authorization will not be unreasonably withheld.

B. Department Director shall maintain a regular work schedule consistent with that approved for other Department Directors of the City. Department Director's duties may involve expenditures in time in excess of eight (8) hours per day and/or forty (40) hours per week, and may also include time outside normal office hours such as attendance at City Council and Commission meetings. Department Director shall not be entitled to additional compensation for this time.

**4. Compensation**

A. Department Director shall receive an annual base salary of \$123,000 payable in equal semi-monthly payments to be made at the same time as other employees are paid.

B. Department Director's compensation shall be reviewed with the City Manager at least annually in connection with the annual review or at any other times as may be determined by the City Manager. Further it is understood that it is the intent of the City Manager to increase salary within the Control Points range, or increase other benefits referred to in this Agreement, dependent upon the quality of job performance by Department Director.

C. Salary increases may be revoked in the event Department Director receives an unsatisfactory evaluation, either at the annual evaluation or at any additional evaluation completed by the City Manager.

D. The City Manager may, on an annual basis, award special performance one-time cash bonuses not to exceed 15% of Director's base salary. These one-time cash bonuses may be given any time during the year provided the employee received at least a Standard rating on his/her last evaluation.

E. Department Director will be responsible for paying the 7 percent employee contribution to the California Employees Retirement System.

#### 5. Health Insurance

City shall pay up to the following amounts per month for health insurance coverage:

Employee only	\$	634.49
Employee + spouse	\$	1,268.99
Employee + family	\$	1,649.06

(2015 Rates)

During the term of this agreement, the following participation formula shall apply: The City will pay eighty percent (80%) and employees will pay twenty percent (20%) of the average increase in premiums occurring in those CalPERS plans offered to City employees in the 95603 zip code area (excluding the highest and lowest cost plans).

Department Director may elect not to receive health coverage from the City. Directors who elect not to receive health coverage from the City will be required to sign a release form. Any employee who signs a release form shall receive monthly payments equal to the Employee only (1) coverage amount in effect at the time the release is signed. From time-to-time, said amount will be adjusted as set forth in this Agreement.

#### 6. Life Insurance

City shall provide term life insurance in the amount of two times (2x) the annual base salary. Such life insurance shall be provided through the same insurance company providing life insurance to other City employees, or by another insurer acceptable to City.

#### 7. Annual Vacation Leave

Department Director shall be entitled to between 12 days (96 hours) and 23 days (184 hours) Annual Vacation Leave dependent upon years of employment with the City.

a. One through Two years of service	12 days (96 hours)
b. Three through five years of service	15 days (120 hours)
c. Six through ten years of service	17 days (136 hours)
d. Eleven through fifteen years of service	21 days (168 hours)
e. Sixteen or more years of service	23 days (184 hours)

Department Director may receive equivalent cash compensation, in full or in part, at any time during the year for unused vacation leave. For vacation leave of more than one week at a time, Department Director must provide sufficient notice of his/her intended vacation absence to the City Manager.

**8. Administrative and Executive Leave**

Department Director shall be entitled to ten (10) days (80 hours) Administrative Leave per year. In the event such leave is not used, Department Director may receive equivalent cash compensation therefore, in full or part, at any time during the year.

Department Director may receive additional Executive Leave, which may be awarded based upon job performance by the City Manager in an amount between one (1) and five (5) days per year. Executive Leave may not be carried over from year to year and cannot be cashed out at any time.

**9. Other Leaves and Benefits**

All items relating to employee leaves and benefits shall remain the same as those currently in existence prior to the execution of this Agreement, except as modified herein.

**10. Auto Allowance**

In recognition of the fact that Department Director's normal duties require frequent use of his/her automobile, Department Director shall be entitled to a monthly auto allowance in the amount of \$150.00. This allowance is in lieu of mileage reimbursement or other expenses that may have been incurred by Department Director in connection with his/her provision and use of his/her own automobile for City purposes. In consideration for said allowance, Department Director shall be responsible for all costs of maintenance and operation of his/her vehicle. Department Director shall at all times maintain automobile liability insurance on any vehicle used by him/her in the course of City employment. Such insurance shall have coverage limits acceptable in form and amounts to City. Department Director shall provide a certificate or evidence of such insurance to City.

**11. Technology Allowance**

Department Director will receive a one-time technology allowance in the amount of \$1,500 for technology purposes with prior authorization from the City Manager.

**12. Professional Memberships & Meetings; Other Expenses**

The City recognizes that certain expenses of a non-personal and job-related nature may be incurred by Department Director. City agrees to reimburse Department Director for reasonable expenses which have been authorized by the City Budget and approved in advance by the City Manager. Department Director must submit expense receipts, statements or personal affidavits, and audit thereof in like manner as other demands against the City.

**13. Retirement / Deferred Compensation Program**

Except otherwise required by law, City shall provide the same PERS retirement benefits to Department Director as are received by other employees of the City. City shall contribute \$50 per month into the Department Director's deferred compensation plan of choice.

C. If Department Director is terminated by the City for cause, Department Director is not entitled to any severance pay whether or not advance notice is provided. If Department Director is terminated for cause, Department Director must be given notice of the cause and supporting evidence. Department Director is entitled to meet with the City Manager at which time Department Director may reply orally and/or in writing to the cause and supporting evidence. The meeting is not an evidentiary hearing. There is no right to appeal the City Manager's decision. The City Manager's decision is final.

D. Department Director may voluntarily terminate his or her employment, by resignation or retirement or some other similar manner, upon at least one month notice. In this circumstance, Department Director is not entitled to any severance pay.

#### **18. Compliance With Law**

This Agreement is subject to all applicable provisions of federal, state, and local laws, including the Auburn Municipal Code.

#### **19. General Provisions**

- A. This Agreement constitutes the entire agreement between the parties. City and Department Director hereby acknowledge that they have neither made nor accepted any other promise or obligation with respect to the subject matter of this Agreement.
- B. If any provision or any portion of this Agreement is held to be unconstitutional, invalid or unenforceable, the remainder of the Agreement shall be deemed severable and shall not be affected and shall remain in full force and effect.
- C. Any notice to City pursuant to this Agreement shall be given in writing, either by personal service or by registered or certified mail, postage prepaid, addressed as follows:

City Manager  
City of Auburn  
1225 Lincoln Way  
Auburn, CA 95603

Any notice to Department Director shall be given in a like manner, and, if mailed, shall be addressed to Department Director at the address shown in City's personnel records. For the purpose of determining compliance with any time limit stated in this Agreement, a notice shall be deemed to have duly given (a) on the date of delivery, if served personally, or (b) on the second (2<sup>nd</sup>) calendar day after mailing, if mailed.

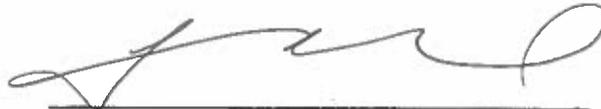
- D. If an action at law or in equity is necessary to enforce or interpret this Agreement, the prevailing party in that action shall be entitled to reasonable and actual attorneys' fees and costs with respect to the prosecution or defense of the action.
- E. A waiver of any of the terms and conditions of this Agreement shall not be construed as a general waiver and either party shall be free to enforce any term or

condition of this Agreement with or without notice to the other notwithstanding any prior waiver of that term or condition.

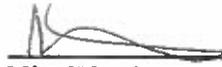
**20. Amendments**

This represents the entire agreement between the parties. Amendments to this agreement may be made at such times as approved by the City Manager and Department Director and shall be in writing.

Dated: 7/18/16

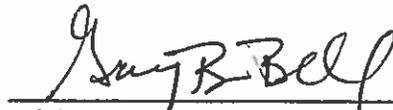
  
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Tim Rundel, City Manager

Dated: 06/27/16

  
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Nita Wracker  
Finance Director

Approved as to form:

Dated: 7/18/16

  
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Michael Cobden, Asst. City Attorney  
Gary B. Bell