

TOWN OF ADDISON, TEXAS

RESOLUTION NO. R12-003

A RESOLUTION OF THE CITY COUNCIL OF THE TOWN OF ADDISON, TEXAS FIXING THE COMPENSATION FOR THE CITY MANAGER FOR THE PERIOD OF TIME SET FORTH HEREIN; PROVIDING AN EFFECTIVE DATE AND AN EXPIRATION DATE.

WHEREAS, Section 3.02 of the City Charter of the Town of Addison, Texas (the "City") provides in part that the "City Manager shall receive compensation as fixed by the Council"; and

WHEREAS, for many years the City's program and plan for establishing the compensation of the City Manager has been to set the compensation for each entire calendar year at a point during the first several weeks of the calendar year, and the same is true for this calendar year as set forth herein; and

WHEREAS, the City Council desires to fix the compensation of Ron Whitehead, City Manager, as set forth herein.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE TOWN OF ADDISON, TEXAS:

Section 1. The compensation for City Manager Ron Whitehead for the period of time from January 1, 2012 through December 31, 2012, shall be fixed as set forth in Exhibit A attached hereto and incorporated herein for all purposes.

Section 2. This Resolution shall take effect upon its passage and approval.

PASSED AND APPROVED by the City Council of the Town of Addison, Texas this the 5th day of March, 2012.

Todd Meier, Mayor

ATTEST:

By: _____
Chris Terry, City Secretary

APPROVED AS TO FORM:

By: _____
John Hill, City Attorney

EXHIBIT A
TO RESOLUTION NO. _____

Compensation for the City Manager for the period of time beginning January 1, 2012, and continuing through and ending December 31, 2012 is fixed as follows:

- *Base Salary* - Base salary of \$217,500.00.
- *Incentive Pay* - The City Council expects a high level of performance from the City Manager, and the provision of increasingly challenging levels of performance with commensurate financial rewards is intended to stimulate the City Manager to higher levels of excellence for the Town. Accordingly, the City Manager may, subject to the provisions herein and to law, earn incentive compensation for work performed during that portion of the period above that begins with the date of adoption of this Resolution and runs through the end of 2012.

Such incentive compensation, if any, shall be based on the City Council's evaluation of the work of the City Manager in accomplishing or advancing the Town's Strategic Plan and the goals and objectives of the City Council. If the City Council determines, in its sole discretion and opinion, that the City Manager has succeeded therein, in whole or in part, the City Council may authorize the payment of a lump sum amount not to exceed five percent (5%) of the base salary set forth above.

An evaluation and determination made by the City Council pursuant to this provision may be made at any time by the Council on or after August 1, 2012 and not later than January 31, 2013.

- *Other Compensation* - All other compensation received by the City Manager (e.g., car allowance), is not changed and shall remain at their levels and amounts for 2011.

The compensation described above is subject to adjustment as may be determined by the City Council. Unless adjusted by the City Council, the Base Salary and Other Compensation set forth above shall remain in effect beyond the period of time set forth herein until such time as they may be changed by the City Council.