



THE CITY OF SAN DIEGO

July 15, 2013

Walt Ekard
[REDACTED]

Dear Mr. Ekard,

Congratulations! It is my pleasure to offer you the position of Chief Operating Officer for Mayor Bob Filner. The position is an Unclassified Position, exempt from the Civil Service provisions of the City Charter and is an "at will" position. The following terms apply to this offer of employment:

Employment Date: The start date of your appointment is July 15, 2013.

Salary: Your annual salary will be \$275,000 paid on a biweekly basis. Adjustments in the future will be determined by the Mayor or designee within a broad range established by the City Council. Please note that unclassified non-safety employees will have a 1.25% reduction in compensation per the adopted Fiscal Year 2014 Salary Ordinance.

Vehicle Allowance: You will receive, per the adopted Salary Ordinance, a vehicle allowance of \$800.00 per month paid on a biweekly basis which may be taxable. A reserved parking space is also made available in the City's Parkade.

Employment Benefits: The City's fringe benefits package can be discussed with Valerie VanDeweghe of the Risk Management Department at 619-236-6785. New hires with offers of employment made on or after July 20, 2012, with no prior City service will be placed in the SPSP-H Plan, which is being used as an Interim Defined Contribution Retirement Plan for benefited employees. Non-safety new hire employees will be required to contribute 9.2% of their compensation to the plan, which will also be matched by the City. Employee contributions are post-tax and both contributions are immediately 100% vested. Once a Permanent Defined Contribution Retirement Plan is in place, eligibility for any death and disability benefits offered under the permanent plan will apply retroactively to October 1, 2012.

Annual Leave Accrual: Your position will accrue Annual Leave at the rate of 6.77 hours each biweekly pay period, equivalent to approximately 22 eight-hour days per year for the first 15 years of service. Annual Leave increases to 8.31 hours per biweekly pay period, equivalent to approximately 27 eight-hour days per year beginning the 16th year.

Human Resources

1200 Third Avenue, Suite 1316, MS 56L • San Diego, CA 92101
Tel (619) 236-6313 Fax (619) 235-5265



You may accrue and retain up to 350 hours of Annual Leave in any fiscal year. If Annual Leave exceeds the accrual limit, you may cash in up to 125 hours per year of Annual Leave (pay-in-lieu of Annual Leave). Annual Leave may be used for vacation, sick leave or for personal leave. Any leave hours remaining when you terminate from the City or retire may only be taken in pay.

Your position will also receive, per the adopted Salary Ordinance, 80 hours of Management Administrative Leave per fiscal year. These leave hours cannot be carried forward from one fiscal year to the next.

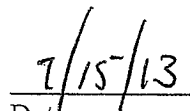
You should be aware that the City is evaluating numerous benefits currently offered to employees and the City may make changes in the future, including reductions, subject to legal vesting rights. After reviewing the above, it is requested that you sign below to acknowledge your agreement with these terms.

Sincerely,


Bob Filner, Mayor

OFFER ACCEPTANCE


Walter Ekard


Date

cc: Hadi Dehghani, Personnel Director
Valerie VanDeweghe, Acting Director, Risk Management Department
Michelle Villa, Payroll Supervisor, Comptrollers
Rimah Khouri, Acting Deputy Director, Human Resources Department- Liaison