

**RESOLUTION NO. 2020-42**

**A RESOLUTION OF CITY COUNCIL OF THE CITY OF  
LOS ALAMITOS, CALIFORNIA, AWARDING THE CITY  
MANAGER A PERFORMANCE BASED INCENTIVE  
BONUS FOR CALENDAR YEAR 2020**

**WHEREAS**, on January 21, 2020, the City Council and Chester C. Simmons entered into that certain City of Los Alamitos Employment Agreement for Non-Represented Employee (City Manager) ("Employment Agreement"), which is incorporated herein by this reference; and,

**WHEREAS**, Section 3.3.3 of the Employment Agreement provides that the City Manager may be entitled to up to a two percent (2%) performance based incentive bonus at the end of each calendar year; and,

**WHEREAS**, pursuant to Government Code Sections 54957(b)(1) and 54957.6, the City Council convened in closed session on November 16, 2020 to evaluate the City Manager's performance and compensation; and,

**WHEREAS**, the City Council has determined that the City Manager has met or exceeded expectations during the 2020 calendar year, and is therefore eligible for a performance based incentive bonus.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LOS  
ALAMITOS DOES RESOLVE AS FOLLOWS:**

SECTION 1. The City Council of the City of Los Alamitos, California, finds that the above recitals are true and correct.

SECTION 2. The City Manager is hereby awarded a two percent (2%) performance based incentive bonus totaling three thousand seven hundred and ninety-two dollars (\$3,792.00) for the period of January 21, 2020 to December 31, 2021. This performance based incentive bonus shall be provided as a lump sum payment and shall not be added to the City Manager's base salary.

SECTION 3. The City Clerk shall certify as to the adoption of this Resolution.

**PASSED, APPROVED, AND ADOPTED** this 14th day of December 2020.

  
Richard D. Murphy, Mayor

ATTEST:

DocuSigned by:  
*Windmera Quintanar*  
54BCC26B4CA8409...  
Windmera Quintanar, MMC, City Clerk

APPROVED AS TO FORM:

DocuSigned by:  
*Michael S. Daudt*  
D2A022E0E4DF418...  
Michael S. Daudt, City Attorney

STATE OF CALIFORNIA )  
COUNTY OF ORANGE ) ss  
CITY OF LOS ALAMITOS )

I, Windmera Quintanar, MMC, City Clerk, of the City of Los Alamitos, do hereby certify that the foregoing Resolution was adopted at a regular meeting of the City Council held on the 14<sup>th</sup> day of December, 2020, by the following vote, to wit:

AYES: COUNCILMEMBERS: Murphy, Hasselbrink, Chirco, Doby, Grose  
NOES: COUNCILMEMBERS: None  
ABSENT: COUNCILMEMBERS: None  
ABSTAIN: COUNCILMEMBERS: None

DocuSigned by:  
*Windmera Quintanar*  
54BCC26B4CA8409...  
Windmera Quintanar, MMC, City Clerk