

## II. Outside Activities

Simmons shall devote substantially his entire time and attention to the duties of Chief of Administration. Notwithstanding the foregoing, Simmons may, without additional compensation from the City, participate in outside professional activities, including, but not limited to consulting, speaking, teaching and writing, with or without compensation, provide they do not materially interfere with his full-time duties as Chief of Administration and do not present a conflict of interest.

## III. Compensation

### A. Base Salary

Simmons shall be paid an annual base salary of \$120,000 for the first year of this agreement. For the second and third year of this agreement, the annual base pay shall be increased no less than \$5,000 per year at the anniversary date of this agreement. Simmons shall be paid on a weekly basis in an amount that is 1/52 of the annual salary plus any other additional payment. Simmons shall be eligible for other compensation as provided to City employees.

## IV. Additional Compensation and Benefits

### A. Health and Related Benefits

Simmons shall be entitled to the health benefits including but not limited to medical, dental prescription, vision and other benefits as provided to management employees of the City.

### B. Retirement Benefits

Simmons shall be entitled to receive any retirement benefits otherwise available to management employees of the City. Simmons shall be eligible to purchase any previous City time or military time in accordance with the rules of the pension system upon signing of this agreement.

### C. Sick Leave

During the term of this agreement, Simmons shall be entitled to 15 days sick leave days per year beginning the first year of this agreement. Simmons may accrue any unused sick leave in accordance with the personnel policies of the City and will be compensated for accrued time at the end of this agreement.

### D. Personal Time

Simmons shall be entitled to personal leave as allowed to management employees of the City and in accordance with the personnel policies of the City.