

DRAFT

November 17, 2008

Mr. Bryan C. Shuler
845 Tall Oaks Drive NW
Gainesville, GA 30501

Dear Bryan,

At your request, I am memorializing the events of last week, and specifically the terms of your employment contract as it relates to termination and how those benefits will be made available to you.

The specifics of last week's called Council Meeting are that the meeting was convened at 9:00 am. A motion was made by Council Member Dunagan to enter into executive session to discuss litigation, personnel and real estate at 9:01 am. Council Member Hamrick seconded the motion. Council Member Bruner was absent. The entire personnel matter in which your resignation letter was read and discussed took approximately 15 minutes. The motion to accept your resignation was made by Council Member Dunagan and seconded by Council Member Wangamann. The executive session was adjourned at 9:50 a.m. with the other time spent reviewing a real estate lease for Lee Gilmer Airport and other real estate matters.

Under the terms of your employment contract, you will receive six months of aggregate salary and continued benefit coverage. As I understand your preference at this point, the payout will be provided over the next six months on a bi-weekly basis. Included in this compensation is your monthly car allowance and 457 contribution made on your behalf by the City, in addition to your base salary. All benefits currently provided under your contract will extend through the payout period of six months and through the pay period ending May 12, 2009. The pay date of this check will be May 17, 2009. Upon completion of the severance period, you will be paid for your accrued vacation leave. At present that leave accrual is capped at 300 hours.

After six months, you will be offered COBRA coverage will be offered to you and the prevailing rates. This coverage will be extended for 18 months, unless you have a qualifying event during the COBRA period. This second qualifying event will enable you to extend the COBRA period for an additional 11 months.

Bryan, all of us sincerely hope that you and your family enjoy the best possible outcomes as you relocate to South Carolina. You will truly be missed by all.

Sincerely,

Myrtle Figueras, Mayor
City of Gainesville, GA