

RESOLUTION NO. RES-2022-049

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA APPROVING AMENDMENT NO. 3 TO THE CITY'S EMPLOYMENT AGREEMENT WITH CITY ATTORNEY TO PROVIDE (1) A 3% COST OF LIVING SALARY ADJUSTMENT EFFECTIVE NOVEMBER 7, 2021, (2) A 2.5% COST OF LIVING SALARY ADJUSTMENT EFFECTIVE APRIL 10, 2022, (3) ONE-TIME NON-PENSIONABLE LUMP SUM PAYMENT OF \$5,000, AND (4) \$500 ANNUALLY FOR WELLNESS

WHEREAS, the City Attorney's Employment Agreement with the City dated April 18, 2017 ("Employment Agreement") states, "the City Attorney's compensation shall change by the percentage of the cost of living salary adjustment, if any, paid to the City's executive management employees for the 2018-19 fiscal year and each fiscal year thereafter. The City Attorney's compensation shall also change by the benefits adjustment, if any, paid to the City's executive management for the 2017-18 fiscal year and each fiscal year thereafter. In addition, upon completion of an annual performance evaluation as set forth in section 5, the City Council shall consider whether to provide a merit increase in the City Attorney's salary subject to the maximum salary range establish for the City Attorney classification."; and

WHEREAS, on June 26, 2018, the City Council approved Amendment No. 1 to the Employment Agreement by resolution providing, a 3% cost of living adjustment in the City Attorney's salary effective July 8, 2018, and an increase in the contribution to the City Attorney's 0.25% of base salary contribution to the City Attorney's Retiree Health Savings Plan for a total City contribution of 0.5% of base wage; on December 3, 2019, Council approved Amendment No. 2 to the Employment Agreement by resolution providing effective May 12, 2019, (1) A seven and a half percent (7.5%) merit increase, (2) a two and a half percent (2.5%) increase in deferred compensation for a total contribution of five percent (5%) of base pay, and effective July 7, 2019, (the date benefit increases were received by Executive Management), (1) a two and a half percent (2.5%) cost of living salary adjustment, and (2) an increase in contribution by the City for the 2019-2020 fiscal year in an amount equal to one-quarter percent (0.25%) of the City Attorney's base wage toward her Retiree Health Savings Plan, for a total contribution by the City of point seven five percent (0.75%) of base wage; and

WHEREAS, on November 9, 2021, the Council approved a three-year Wages, Hours and other Terms and Conditions of Employment for Employees in the City's Unit 10 – Executive Management (Unit 10 Agreement) providing (1) a 3% cost of living salary adjustment effective November 7, 2021, (2) a 2.5% cost of living salary adjustment effective April 10, 2022, (3) a one-time non-pensionable lump sum payment of \$5,000 and (4) \$500 annually for wellness effective November 7, 2021.

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NOW, THEREFORE, BE IT RESOLVED that the Council of the City of Santa Rosa, in accordance with the provisions set forth in the Employment Agreement for the City Attorney, approves Amendment No. 3 to the City Attorney’s Employment Agreement, attached to this resolution as Exhibit A and made a part of herein.

BE IT FURTHER RESOLVED that the Council approves the following: (1) a 3% cost of living salary adjustment effective November 7, 2021; (2) a 2.5% cost of living salary adjustment effective April 10, 2022; (3) a one-time non-pensionable lump sum payment of \$5,000; and (4) \$500 annually for wellness effective November 7, 2021.

IN COUNCIL DULY PASSED this 15th day of March, 2022.

AYES: (7) Mayor C. Rogers, Vice Mayor Alvarez, Council Members Fleming, MacDonald, N. Rogers, Sawyer, Schwedhelm

NOES: (0)

ABSENT: (0)

ABSTAIN: (0)

ATTEST: _____ APPROVED: _____
City Clerk Mayor

APPROVED AS TO FORM: _____
Chief Assistant City Attorney

Exhibit A – Amendment No. 3 to Employment Agreement