

ORDINANCE NO. ORD-2022-003

ORDINANCE OF THE COUNCIL OF THE CITY OF SANTA ROSA INCREASING THE COMPENSATION OF THE CITY MANAGER TO PROVIDE, EFFECTIVE APRIL 10, 2022, A 2.5% COST OF LIVING SALARY ADJUSTMENT AND \$500 ANNUALLY FOR WELLNESS

THE PEOPLE OF THE CITY OF SANTA ROSA DO ENACT AS FOLLOWS:

Section 1. Pursuant to the Employment Agreement between the City and the City Manager dated November 10, 2021 (“Employment Agreement”), “The City Manager’s salary shall be \$270,000.00 annually, effective January 3, 2022. Thereafter, the City Manager shall receive cost of living increases in salary, in accordance with the cost of living increases subsequently provided to other Executive Management employees of the City pursuant to the City’s Compensation Plan for Executive Management employees. Said cost of living increases shall not exceed the annual California Consumer Price Index for Urban Wage Earners and Clerical Workers as calculated by the Department of Industrial Relations, unless expressly approved by the Santa Rosa City Council.” The Employment Agreement also provides that the City Manager “shall receive all other benefits provided to the City’s executive management employees.”

Section 2. To match the cost of living salary adjustment the Council approved by Resolution RES-2021-193 in November 2021 for executive management, the salary of the City Manager shall be increased by a two and a half percent (2.5%) cost of living salary adjustment, so that the annual salary for the City Manager shall be \$276,750, effective April 10, 2022.

Section 3. To match the annual wellness payment the Council approved in November 2021 for executive management, the City shall provide the City Manager an annual wellness payment of \$500.

Section 4. Except as provided by this Ordinance, the other compensation and benefits payable to the City Manager shall remain unchanged as provided in the Employment Agreement.

Section 5. Environmental Determination. The Council finds that the adoption and implementation of this ordinance are exempt from the provisions of the California Environmental Quality Act (CEQA) in that the ordinance is not a project which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, pursuant to CEQA Guideline section 15378.

Section 6. Severability. If any section, subsection, sentence, clause, phrase or word of this ordinance is for any reason held to be invalid and/or unconstitutional by a court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this ordinance.

Section 7. Effective Date. This ordinance shall take effect on the 31st day following its adoption. Notwithstanding the effective date of this ordinance, the annual wellness benefit shall

be effective as of January 1, 2023. The cost of living increase shall be effective as of April 10, 2022 and may be paid retroactively if necessary to implement the change as of April 10, 2022.

This ordinance was introduced by the Council of the City of Santa Rosa on March 29, 2022.

IN COUNCIL DULY PASSED AND ADOPTED this 12th day of April, 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: \_\_\_\_\_  
City Attorney