

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
FROM: DOMINIQUE BLANQUIE, DIRECTOR OF HUMAN RESOURCES
SUBJECT: APPOINTMENT OF CITY ATTORNEY, APPROVAL OF CITY
ATTORNEY EMPLOYMENT AGREEMENT AND INTRODUCTION
OF ORDINANCE SETTING CITY ATTORNEY SALARY

AGENDA ACTION: RESOLUTION AND INTRODUCTION OF ORDINANCE

RECOMMENDATION

It is recommended that the Council, by resolution, appoint Teresa Stricker to the position of City Attorney and approve the Employment Agreement – City Attorney. It is further recommended that the Council introduce an ordinance for first reading only, waiving full reading of the text, establishing the salary of the City Attorney in the amount of \$24,500 per month or \$294,000 annually effective November 6, 2023.

EXECUTIVE SUMMARY

After a nationwide recruitment, selection process and candidate interviews, the City Council intends to appoint Teresa Stricker as the City Attorney. Council reached satisfactory terms and conditions for an employment contract.

BACKGROUND

City Attorney Sue Gallagher retired from her position as City Attorney effective July 28, 2023.

Teresa Stricker has agreed to the terms and conditions set forth in the Employment Agreement – City Attorney attached as Exhibit A to the Resolution. The term of the agreement will commence on November 6, 2023, and continue until terminated as provided in the contract.

The City Charter requires that the compensation for the salary of the City Attorney be established by ordinance. A Proposed Ordinance is included for introduction by the Council.

ANALYSIS

As legally allowed under the Brown Act and appropriate as a personnel matter, the City Council held discussions and interviews for the City Attorney position in Closed Session

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over the past few months. The City was fortunate to have a number of highly qualified applicants.

With over two decades in municipal law, Teresa Stricker has demonstrated her proficiency in addressing a wide spectrum of legal matters crucial to the effective functioning of our City.

Ms. Stricker's recent roles, including City Attorney for the City of San Pablo and prior service as City Attorney for Richmond, showcase her ability to provide strategic counsel to city officials, manage complex litigation, and optimize legal operations. Her tenure as Partner and Managing Partner at Renne Public Law Group highlights her leadership skills and her proactive approach to advising public agencies on a multitude of municipal challenges. Ms. Stricker's proven ability to navigate intricate legal landscapes, foster collaboration, and provide practical solutions aligns seamlessly with Santa Rosa's vision for continued growth and development.

FISCAL IMPACT

The proposed City Attorney salary of \$294,000 for the current fiscal year is approximately \$30,000 higher than the current budgeted amount for the position. This increase will be offset in the current fiscal year by position vacancies in the City Attorney Office and will be incorporated into future adopted budgets.

ENVIRONMENTAL IMPACT

This action is exempt from the California Environmental Quality Act (CEQA) because it 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 Guidelines Section 15378.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable.

ATTACHMENTS

- Resolution / Exhibit A - Employment Agreement – City Attorney
- Ordinance

PRESENTER

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Dominique Blanquie, Director of Human Resources