

ORDINANCE NO. ORD-2020-013

ORDINANCE OF THE COUNCIL OF THE CITY OF SANTA ROSA INCREASING THE COMPENSATION OF THE CITY MANAGER BY PROVIDING, EFFECTIVE JULY 7, 2019, (1) A 2.5% COST OF LIVING SALARY ADJUSTMENT AND (2) AN INCREASE TO CONTRIBUTION BY THE CITY FOR THE 2019-2020 FISCAL YEAR EQUAL TO 0.25% OF BASE WAGE TO THE CITY MANAGER'S RETIREE HEALTH SAVINGS PLAN, FOR A TOTAL CONTRIBUTION OF 0.75% OF BASE WAGE

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 August 5, 2014, and as subsequently amended ("Employment Agreement"), "the City Manager's compensation shall change by the same percentage of the cost of living salary adjustment, if any, and benefits adjustment, if any, paid to the City's executive management in the then current fiscal year, unless the Council fixes some different amount of the City Manager in advance of July 1." Additionally, the Employment Agreement provides that the City Manager shall a Retiree Health Savings Plan (RHS) "as provided to other management employees."

Section 2. To match the cost of living salary adjustment the Council approved by Resolution RES-2017-146 in July 2017 to take effect the first full pay period following July 1, 2018 for executive management, commencing July 7, 2019, the salary of the City Manager shall be increased by two and a half percent (2.5%) cost of living salary adjustment, so that the monthly salary for the City Manager shall be \$20,445.

Section 3. To match the RHS contribution by the City the Council approved in July 2017 to take effect the first full pay period following July 1, 2019 for executive management for the 2019-2020 fiscal year, commencing July 7, 2019, the City shall increase the City contribution for the 2019-2020 fiscal year in an amount equal to 0.25% of base wage to the City Manager's RHS, for a total contribution of 0.75% of base wage.

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 (CEA) under CEQA Guidelines Sections 15378 and 15061(b)3 in that the Council finds there is no possibility that the implementation of this ordinance may have significant effects on the environment.

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 cost of living increase and RHS contribution set forth in this ordinance shall be effective as of July 7, 2019, and may be paid retroactively if necessary to implement the change as of July 7, 2019.

This ordinance was introduced by the Council of the City of Santa Rosa on November 17, 2020.

IN COUNCIL DULY PASSED AND ADOPTED this 1st day of December, 2020.

AYES: (7) Mayor Schwedhelm, Vice Mayor Fleming, Council Members Dowd, Olivares, Rogers, Sawyer, Tibbetts

NOES: (0)

ABSENT: (0)

ABSTAIN: (0)

ATTEST: \_\_\_\_\_ APPROVED: \_\_\_\_\_  
City Clerk Mayor

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney