

RESOLUTION NO. RES-2020-202

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA APPROVING AMENDMENT NO. 4 TO THE CITY'S EMPLOYMENT AGREEMENT WITH CITY MANAGER TO PROVIDE, EFFECTIVE JULY 7, 2019, (1) A 2.5% COST OF LIVING SALARY ADJUSTMENT AND (2) AN INCREASE IN 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

WHEREAS, the City Manager's Employment Agreement with the City dated August 5, 2014, ("Employment Agreement") states, "The City Manager's compensation shall change by the percentage of the cost of living salary adjustment, if any, and benefits, if any, paid to City's executive management in the then current fiscal year, unless the Council fixes some different amount for the City Manager in advance of May 1, 2015; and

WHEREAS, the Employment Agreement further states "A Retiree Health Savings Plan (RHS) shall be provided as provided to other executive management employees. Participation is mandatory and requires an employee contribution equal to 0.5% of salary, an employee leave contribution of 25% of immediate past fiscal year earned but unused sick pay, and 50% of unused vacation upon separation."; and

WHEREAS, on August 30, 2016, the Council approved revised Amendment No. 1 to the Employment Agreement by resolution providing a 2.5% cost of living adjustment in the City Manager's salary effective July 10, 2016, and modifying from May 1, 2015 to July 1 of the then current fiscal year, the date by which Council must fix different cost of living adjustment or other benefit adjustment for the City Manager if the City Manager is not to receive the same cost of living and benefit adjustments as the City's executive management; and

WHEREAS, on July 18, 2017, 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); and

WHEREAS, the Unit 10 Agreement provided effective the first full pay period following July 1, 2017, a 3% cost of living salary adjustment, and a City contribution, for the 2017-2018 fiscal year, in an amount equal to 0.25% of base wage to the Retiree Health Savings Plan provided effective the first full pay period following July 1, 2018, a 3% cost of living salary adjustment, and an increase in City contribution, for the 2018-2019 fiscal year, in an amount equal to 0.25% of base wage to the Retiree Health Savings Plan, for a total contribution of 0.5% of base wage and additionally provided effective the first full pay period following July 1, 2019, a 2.5% cost of living salary adjustment, and an increase in City contribution, for the 2019-2020 fiscal year, in an amount equal to 0.25% of base wage to the Retiree Health Savings Plan, for a total contribution of 0.75% of base wage; and

WHEREAS, on December 5, 2017, the City Council approved Amendment No. 2 to the Employment Agreement by resolution providing, a 3% cost of living adjustment in the City

Manager's salary effective July 9, 2017 and 0.25% of base salary contribution to the City Manager's Retiree Health Savings Plan; and

WHEREAS, June 26, 2018, the City Council approved Amendment No. 3 to the Employment Agreement by resolution providing, a 3% cost of living adjustment in the City Manager's salary effective July 8, 2018 and 0.25% of base salary contribution to the City Manager's Retiree Health Savings Plan.

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 Manager approves Amendment No. 4 to the City Manager's Employment Agreement, attached hereto as Exhibit A, providing, effective July 7, 2019, (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 Manager's base wage toward his Retiree Health Savings Plan, for a total contribution by the City of three-quarter percent (0.75%) of base wage.

IN COUNCIL DULY PASSED this 17th day of November, 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

Exhibit A – Amendment No. 4 to Employment Agreement