



# Amendment to City Classification and Salary Plan for City Attorney and Water Director

City Council Meeting  
December 6, 2016

Rhonda McKinnon  
Interim Human Resources Director, Human Resources

# BACKGROUND

- A Total Compensation Survey was requested for currently vacant executive classifications. In consideration of today's competitive job market, it was concluded that an upward adjustment to the salary ranges would enhance the ability to recruit well-qualified and highly experienced candidates.
- The classifications reviewed were City Attorney and Water Director.

# FINDINGS

## City Attorney:

- 12 comparable agencies were surveyed
- The monthly salaries range from \$15,548 to \$23,546
- The average monthly salary for the comparable agencies is \$18,232
- The current monthly salary for Santa Rosa is \$16,865
- Accounting for total compensation factors, the monthly salary for Santa Rosa is out, or below the average by 5.90%

# FINDINGS

## Water Director:

- 10 comparable agencies were surveyed
- The monthly salaries ranged from \$9,389 to \$20,509
- The average monthly salary for the comparable agencies is \$15,010
- The current monthly salary for Santa Rosa is \$14,752
- Accounting for total compensation factors, the monthly salary for Santa Rosa is above the average by 1.32%

# FISCAL IMPACT

The cost of the City Attorney increase in Fiscal year 2016-2017 is approximately \$14,783, including salary and benefits. The cost increase is a General Fund expenditure. The future budgetary impact is approximately \$26,636 annually and will be integrated into next Fiscal Year's Budget.

The cost of the Water Director increase in Fiscal Year 2016-2017 is approximately \$6,543, including salary and benefits. The cost increase is absorbed by the Water and Wastewater Enterprise Funds and will not impact the General Fund. The future budgetary impact is approximately \$11,789 annually and will be integrated into next Fiscal Year's budget.

# RECOMMENDATION

- It is recommended by the Human Resources Department that the Council, by resolution, approve the 10% increase in salary for City Attorney, which brings it from \$16,685 to \$18,232 monthly
- It is recommended by the Human Resources Department that the Council, by resolution, approve the 5% increase in salary for Water Director, which brings it from \$14,752 to \$15,490 monthly

# QUESTIONS?