

RESOLUTION NO. RES-2025-107

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA APPROVING AMENDMENT NO. 1 TO THE CITY'S EMPLOYMENT AGREEMENT WITH CITY ATTORNEY TO REFLECT THAT THE CITY ATTORNEY WAIVED COST OF LIVING INCREASES FROM JULY 2025 THROUGH JULY 2026

WHEREAS, on August 22, 2023, by resolution RES-2023-15, the Council appointed Teresa Stricker to the position of City Attorney and approved the City Attorney Employment Agreement dated September 12, 2023 ("Employment Agreement" or "City Attorney's Employment Agreement"); and

WHEREAS, the City Attorney's Employment Agreement states, "The City Attorney's salary shall be \$294,000.00 annually effective November 6, 2023 and she shall receive cost of living increases in salary, in accordance with the cost of living increases 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."; and

WHEREAS, the City Attorney's Employment Agreement also states, "In addition, upon completion of each annual performance evaluation as set forth in Section 5, the City Council shall consider whether to provide a merit increase in the City Attorney's salary subject to the maximum salary range established for the City Attorney classification. Whether to provide a merit increase, and the amount of any such increase, shall be in the exclusive discretion of the City Council, and such determinations shall be final."; and

WHEREAS, on July 9, 2024, by resolution RES-2024-122, 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 provides effective the first full pay period following July 1, 2025, receive a 4% cost of living salary adjustment; and

WHEREAS, the Unit 10 Agreement provides effective the first full pay period following July 1, 2026, receive a 4% cost of living salary adjustment; and

WHEREAS, due to the City's current and foreseeable projected budget deficits, the City Attorney has offered to waive her right to receive cost of living salary increases provided for under the Unit 10 Agreement in July 2025 and 2026.

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, approves Amendment No. 1 to the City Attorney's Employment Agreement, attached hereto as Exhibit A, to reflect

that the City Attorney waived any cost of living salary increase from July 2025 through July 2026.

BE IT FURTHER RESOLVED by the Council of the City of Santa Rosa, that, except as provided herein and in Exhibit A attached hereto, all other provisions of the City Attorney's Employment Agreement shall remain in full force and effect, without change.

IN COUNCIL DULY PASSED this 17th day of June, 2025.

AYES: (7) Mayor Stapp, Vice Mayor Alvarez, Council Members Bañuelos, Fleming, MacDonald, Okrepkie, Rogers

NOES: (0)

ABSENT: (0)

ABSTAIN: (0)

RECUSE: (0)

ATTEST: _____ APPROVED: _____
City Clerk Mayor

APPROVED AS TO FORM: _____
Special Counsel

Exhibit A – Amendment No. 1 to Employment Agreement - City Attorney