

City of Santa Rosa



Legislation Details

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File created:	5/23/2018	In control:		In control:	City Council
On agenda:	6/26/2018	Final action:		Final action:	
Title:	REPORT - RESOLUTION APPROVING AMENDMENT NO. 1 TO CITY ATTORNEY'S EMPLOYMENT AGREEMENT AND ORDINANCE TO INCREASE THE COMPENSATION OF THE CITY ATTORNEY BY PROVIDING, EFFECTIVE JULY 8, 2018, (1) A 3% COST OF LIVING SALARY ADJUSTMENT, AND (2) A CONTRIBUTION BY THE CITY FOR THE 2018-2019 FISCAL YEAR EQUAL TO 0.5% OF BASE WAGE TO THE CITY ATTORNEY'S RETIREE HEALTH SAVINGS PLAN				

BACKGROUND: The City Attorney's salary and compensation are set by ordinance adopted by City Council as required by the City Charter, and the City's employment agreement with the City Attorney is approved by the Council by resolution.

As established by ordinance, and provided in the City Attorney's employment agreement ("Employment Agreement"), the City Attorney's current salary is \$17,083.34 per month.

The Employment Agreement currently provides that "the City Attorney's compensation shall change by the percentage of the cost of living salary adjustment, if any, paid to the City's executive management employees for the 2018-19 fiscal year and each fiscal year thereafter. The City Attorney's compensation shall also change by the benefits adjustment, if any, paid to the City's executive management for the 2017-18 fiscal year and each fiscal year thereafter."

The Employment Agreement further provides "A Retiree Health Savings Plan (RHS) shall be provided under the same terms it is provided to other executive management employees."

On July 18, 2017, the Council approved a three-year Wages, Hours and other Terms and Conditions of Employment Agreement for Executive Management. In Fiscal Year 2017-18, the Agreement includes a 3% cost of living salary increase and a 0.25% of base wage retiree health savings plan contribution for executive management, effective the first full pay period following July 1, 2017. In Fiscal Year 2018-19, the Agreement includes, effective the first full pay period following July 1, 2018, a 3% cost of living salary adjustment and an increase in City's contribution by 0.25% of base wage retiree health savings plan contribution, for a total contribution of 0.5% of base wage.

To provide the City Attorney with the same cost of living salary adjustment, and the same retiree health savings plan contribution provided to the executive management team in Fiscal Year 2018-2019, Council must approve, by resolution, an amendment to the City Attorney Employment Agreement and adopt an Ordinance establishing the City Attorney's new compensation.

RECOMMENDATION: It is recommended by the Human Resources Department that the Council, by resolution, approve Amendment No. 1 to the Employment Agreement of the City Attorney and introduce an Ordinance to increase the compensation of the City Attorney by providing, effective July 8, 2018, (1) a 3% cost of living salary adjustment, and (2) a contribution by the City for Fiscal Year 2018-19 of 0.5% of base wage to the City Attorney's Retiree Health Savings Plan.

Sponsors: Human Resources

Indexes:

Code sections:

Attachments: 1. Staff Report, 2. Attachment, 3. Resolution, 4. Exhibit, 5. Ordinance, 6. Presentation

Date	Ver.	Action By	Action	Result
6/26/2018	1	City Council	to waive reading of the text and adopt	Pass
6/26/2018	1	City Council	to waive reading of the text and introduce	Pass