



# City of Santa Rosa

## Legislation Details

<b>File #:</b>	17-0945	<b>Version:</b>	1	<b>Name:</b>	Amendment No. 2 to City Manager's Employment Agreement and Ordinance
<b>Type:</b>	CC- Report	<b>Status:</b>			Agenda Ready
<b>File created:</b>	10/4/2017	<b>In control:</b>			City Council
<b>On agenda:</b>	12/5/2017	<b>Final action:</b>			

**Title:** REPORT - RESOLUTION APPROVING AMENDMENT NO. 2 TO CITY MANAGER'S EMPLOYMENT AGREEMENT AND INTRODUCTION OF ORDINANCE INCREASING THE COMPENSATION OF THE CITY MANAGER BY PROVIDING, EFFECTIVE JULY 9, 2017, (1) A 3% COST OF LIVING SALARY INCREASE AND (2) A CONTRIBUTION BY THE CITY FOR THE 2017-2018 FISCAL YEAR EQUAL TO 0.25% OF BASE SALARY TO THE CITY MANAGER'S RETIREE HEALTH SAVINGS PLAN

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

As established by ordinance, and provided in the City Manager's employment agreement as previously amended ("Employment Agreement"), the City Manager's current salary is \$18,801 per month.

The Employment Agreement provides that "[t]he City Manager's compensation shall change by the 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, unless the Council fixes some different amount for the City Manager in advance of July 1st."

The Employment Agreement further provides that the City shall provide the City Manager with a Retiree Health Savings Plan "under the same terms it is provided to other executive management employees."

On July 18, 2017, the Council approved a 3% cost of living salary increase and, for the current fiscal year, a 0.25% of base salary retiree health savings plan contribution for executive management. These benefits took effect on July 9, 2017. The Council has not yet taken action to provide the City Manager with a cost of living increase or a retiree health savings plan contribution for the current fiscal year.

RECOMMENDATION: It is recommended by the Human Resources Department that the Council, by resolution, approve Amendment No. 2 to the Employment Agreement of the City Manager and introduce an Ordinance to increase the compensation of the City Manager by providing, effective July 9, 2017, (1) a 3% cost of living salary increase, and (2) a contribution by the City for the current fiscal year equal to 0.25% of base salary to the City Manager's Retiree Health Savings Plan.

**Sponsors:** Human Resources

**Indexes:** Not a Project

**Code sections:** 15378 - Not a Project

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

Date	Ver.	Action By	Action	Result
12/5/2017	1	City Council	to waive reading of the text and adopt	Pass
12/5/2017	1	City Council	to waive reading of the text and adopt	Pass