



# City of Santa Rosa

## Legislation Details

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<b>File #:</b>	18-0440	<b>Version:</b>	1	<b>Name:</b>	Amendment No. 3 to City Manager's Employment Agreement and Ordinance
<b>Type:</b>	CC- Report	<b>Status:</b>			Agenda Ready
<b>File created:</b>	5/25/2018	<b>In control:</b>			City Council
<b>On agenda:</b>	6/26/2018	<b>Final action:</b>			

**Title:** REPORT - APPROVAL OF AMENDMENT NO. 3 TO CITY MANAGER'S EMPLOYMENT AGREEMENT AND INTRODUCTION OF ORDINANCE TO INCREASE THE COMPENSATION OF THE CITY MANAGER BY PROVIDING, EFFECTIVE JULY 8, 2018, (1) A 3% COST OF LIVING SALARY ADJUSTMENT, AND (2) AN INCREASE TO CONTRIBUTION BY THE CITY FOR THE 2018 -2019 FISCAL YEAR IN AN AMOUNT EQUAL TO 0.25% OF BASE WAGE TO THE CITY MANAGER'S RETIREE HEALTH SAVINGS PLAN, FOR A TOTAL CONTRIBUTION OF 0.5% OF BASE WAGE

BACKGROUND: The City Manager'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 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 \$19,365 per month.

The Employment Agreement provides that "the 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 year, 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 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 July 1, 2017. In Fiscal Year 2018-19, the Agreement includes, effective the first full pay period following June 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 Manager 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 Manager Employment Agreement and adopt an Ordinance establishing the City Manager's new compensation.

RECOMMENDATION: It is recommended by the Human Resources Department that the Council, by resolution, approve Amendment No. 3 to the Employment Agreement of the City Manager and introduce an Ordinance to increase the compensation of the City Manager by providing, effective July 8, 2018, (1) a 3% cost of living salary adjustment, and (2) a contribution by the City for Fiscal Year 2018-2019 in an amount equal to 0.25% of base wage to the City Manager's Retiree Health Savings Plan, for a total contribution of 0.5% of base wage.

**Sponsors:** Human Resources

**Indexes:** Not a Project

**Code sections:**

**Attachments:** 1. Staff Report, 2. Attachment A, 3. Resolution, 4. Exhibit A, 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