Appointment of City Attorney, Approval of Employment Agreement and Introduction of Ordinance Setting City Attorney Salary

City Council Meeting

August 22, 2023

Dominique Blanquie,

Human Resources Director

Background

- City Attorney Sue Gallagher retired from her position as City Attorney effective July 28, 2023.

- After a nationwide recruitment, selection process and candidate interviews, the City Council intends to appoint Teresa Stricker as the City Attorney. Council reached satisfactory terms and conditions for an employment contract.

Background

- The term of the agreement will commence on November 6, 2023, and continue until terminated as provided in the contract.

- The City Charter requires that the compensation for the salary of the City Attorney be established by ordinance. A Proposed Ordinance is included for adoption by the Council.

- Salary to be set in the amount of $24,500 per month or $294,000 annually effective November 6, 2023.

Salary / Benefits

Annual Salary: $294,000
Deferred Compensation/457: City contribution of 5.5% of base salary
Moving Relocation Expenses: Not to exceed amount of $10,000 with receipts if moving to Marin or Sonoma County.
Severance: 6 months
Vacation: Initial bank of 160 hours, Accrual
Sick Leave: Initial bank 96 hours, Same accrual as Executive Management Unit 10
Admin Leave: Initial bank 80 hours, Every July 1 receive 80 hours each year, does not accumulate
Holidays: Same as Executive Management Unit 10
Term Life Insurance: Policy of $250,000
Auto allowance: $350/month
Wellness Benefit: $400/month
Other benefits: As provided to Executive Management Unit 10 MOU
Reimbursement/Payment: State Bar dues and membership in up to two CLA sections.

Recommendation

- It is recommended that the Council, by resolution, appoint Teresa Stricker to the position of City Attorney and approve the Employment Agreement – City Attorney. It is further recommended that the Council introduce an ordinance establishing the salary of the City Attorney in the amount of $24,500 per month or $294,000 annually effective November 6, 2023.