

AMENDMENT NO. 1 TO EMPLOYMENT
AGREEMENT

City Attorney

This Amendment No. 1 to Employment Agreement is dated this ____ day of June 2025, between the City of Santa Rosa (“City”) and Teresa Stricker, (“City Attorney” or “employee”).

RECITALS

WHEREAS, the City and the City Attorney entered into an Employment Agreement approved by Council on August 22, 2023, by Resolution No. RES-2023-153 (“Employment Agreement”); and

WHEREAS, the City Attorney’s Employment Agreement also provides that, “[the City Attorney] 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, on July 9, 2024, the Council, by Resolution No. RES-2024-112, adopted a three-year Wages, Hours and other Terms and Conditions of Employment Agreement for Employees in the City’s Unit 10 – Executive Management plan (Unit 10 Document); and

WHEREAS, the Unit 10 Document provides for 4% cost of living salary increases for all Executive Management employees of the City (other than the City Manager and City Attorney) effective the first full pay periods following July 1, 2025 and July 1, 2026; and

WHEREAS, on June 3, 2025, the City Council considered a request made by the City Attorney, in light of the City’s current and projected budget deficits, to waive any cost of living increases she is entitled to receive from July 2025 through July 2026; and

WHEREAS, the City Council and the City Attorney wish to amend the Employment Agreement to implement the City Attorney’s request.

AMENDMENT

NOW, THEREFORE, in consideration of the recitals above, it is agreed to amend the Employment Agreement for the City Attorney as follows:

Amendment No. 1
Employment Agreement – Teresa Stricker

1. Section 3. Salary:

Section 3 of the Employment Agreement is hereby amended to read as follows:

“3. Salary.

- i. 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. 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. In setting the City Attorney’s annual compensation, the City Council recognizes the City Attorney’s salary should be set at a reasonable differential higher than the salaries of the attorneys whom she supervises, giving consideration for the comprehensive responsibilities of managing the City Attorney’s Office.
 - ii. The City Attorney has agreed to waive her right to receive any cost of living salary increase provided to other Executive Management employees of the City from July 2025 through July 2026.”
2. Except as set forth herein, all other terms of the Employment Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Amendment No. 1 as of the day and year provided below.

DATED: _____

DATED: _____

MAYOR

CITY ATTORNEY

By: _____

Mark Stapp

By: _____

Teresa Stricker

APPROVED AS TO FORM:

Special Counsel