



**DATE:** February 8, 2022

**CATEGORY:** New Business

**DEPT.:** Human Resources

**TITLE:** **Appointment of City Attorney and Authorization to Execute Employment Agreement with Jennifer Logue**

### **RECOMMENDATION**

1. Appoint Jennifer Logue to serve as City Attorney for the City of Mountain View and authorize the Mayor to execute an employment agreement with Ms. Logue.
2. Adopt a revised salary plan to reflect the updated compensation for the City Attorney classification (Attachment 1 to the Council report).

### **BACKGROUND**

The City of Mountain View conducted an extensive recruitment and selection process for the City Attorney position following the prior City Attorney's retirement in December 2021. The purpose of this agenda item is to authorize the Mayor to enter into an employment agreement with Jennifer Logue for the City Attorney position, based on the terms set forth in this staff report, and formally appoint Ms. Logue as the City Attorney. She brings more than 22 years of legal experience in local government and the private sector, including 13 years serving in various roles for the City of Oakland City Attorney's Office. Ms. Logue holds a Juris Doctorate degree from Georgetown University and a Bachelor of Arts degree from Whittier College.

### **ANALYSIS**

Following the City Council's approval of Ms. Logue's appointment, an employment agreement will be drafted. Staff recommends approval of the following terms and compensation and authorization for the Mayor to execute the agreement on behalf of the City Council:

- Salary of \$293,000 annually.
- 457 Deferred Compensation Contribution: 2%.

- Participation in the CalPERS retirement system under the 2.7% at 55 retirement formula, with the employee's share of the CalPERS contribution deducted from salary (8%) as well as 3.5% cost-share of the employer contribution deducted from salary, for a total of 11.5% deducted from salary as provided to Miscellaneous Classic CalPERS members.
- Participation in health, retirees' health, life, and disability insurance plans with the same employer contribution as provided to department heads.
- Holidays, sick leave, and management leave as provided to department heads.
- Vacation leave in the amount of 23 days per year, increasing to 24 days after one year of service. Initial bank of 80 hours vacation and 60 hours sick leave.
- Cell phone allowance of \$50 per month as provided to department heads.
- Eligible to request relocation reimbursement and a loan through City Council Policy D-13, Mountain View Employee Homebuyer and Relocation Assistance Program, subject to City Council approval and availability of funds at the time of the request, as provided to department heads.
- In the event of termination of the employment agreement, six months of severance as provided to Council Appointees.

### **FISCAL IMPACT**

There are sufficient funds in the Fiscal Year 2021-22 budget for the proposed compensation.

### **ALTERNATIVES**

1. Provide different direction regarding the employment agreement.

**PUBLIC NOTICING** – Agenda posting.

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SCR-ASR/4/CAM  
032-02-08-22CR  
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Attachment: 1. Revised Salary Plan (Revision No. 6)