



DATE: October 28, 2014

CATEGORY: New Business

DEPT.: City Council

TITLE: **Adjust Compensation for City Attorney, City Clerk, and City Manager**

RECOMMENDATION

Adopt a Resolution Approving Compensation Increases for the City Attorney, City Clerk, and City Manager for Performance During the 2013-14 Fiscal Year, to be read in title only, further reading waived (Attachment 1 to the Council report).

BACKGROUND

City Council appointees receive annual performance evaluations and, as in the case with other City employees, may receive merit and/or equity increases and cost-of-living (COLA) compensation increases. Consistent with City Council Policy D-9, the City Council utilized the Standard Performance Evaluation Process to evaluate the performance of the City Attorney, City Clerk, and City Manager. As a result of that process, the City Council is considering salary increases for each Council appointee.

ANALYSIS

The City Council selects, appoints, and is responsible for the performance of three City officials: City Attorney, City Clerk, and City Manager. The 2014 performance evaluation process resulted in favorable overall ratings for the appointees; therefore, the City Council recommends compensation adjustments.

As indicated above, appointees may be considered each year for merit and/or equity adjustments in addition to COLA increases. Typically, Council appointees receive the same COLAs provided to other unrepresented employees; however, compensation increases are implemented at Council's direction. Other unrepresented employees received 2 percent COLAs effective June 22, 2014.

After evaluating the performance of all three appointees and in comparing their compensation with those of their peers in comparable agencies, the City Council is supporting the following compensation adjustments retroactive to June 22, 2014:

City Attorney: 2.0 percent cost-of-living increase
 2.0 percent merit increase

City Clerk: 2.0 percent cost-of-living increase
 2.0 percent merit increase

City Manager: 2.0 percent cost-of-living increase
 2.0 percent merit increase

FISCAL IMPACT

Funding for these salary increases is available in the Operating Budget for Fiscal Year 2014-15.

ALTERNATIVES

Provide alternative direction to staff regarding compensation for Council appointees.

PUBLIC NOTICING – Agenda posting.

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JMcA/SR/4/CAM
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Attachment: 1. Resolution