



Memorandum

TO: CITY COUNCIL

FROM: Sam Liccardo

SUBJECT: SEE BELOW

DATE: April 16, 2018

Approved: _____

Date: _____

4-16-18

SUBJECT: COMPENSATION CHANGES FOR COUNCIL APPOINTEES FOR FISCAL YEARS 2018-2019, 2019-2020, and 2020-2021

RECOMMENDATION

Adopt a resolution:

- A. Approving compensation for Council Appointees (City Manager, City Attorney, City Clerk, Independent Police Auditor, and City Auditor), consistent with Unit 99 “management and professional employees,” for Fiscal Year 2018-2019, 2019-2020, and 2020-2021, and amend the pay plan, if necessary.
- B. Based upon the Annual Performance Reviews for those appointees that have had a review—the City Manager, City Attorney, City Clerk, and City Auditor—authorize a 2.5% increase in merit pay for each of the appointees effective July 1, 2018.

OUTCOME

Adoption of this resolution and authorization to approve compensation changes will result in an approximately 5% ongoing non-pensionable compensation increase for Fiscal Year 2018-2019, and an approximately 3% pensionable general wage increase for Fiscal Year 2019-2020 and 2020-2021 for Council Appointees.

BACKGROUND

My recommended compensation changes for Council Appointees are based upon similar increases that have been negotiated with most of the City’s non-sworn bargaining units. Specifically, Executive Management (Unit 99) and other unrepresented non-management employees will receive a 5% general wage increase as of July 1, 2018, with 3% pensionable general wage increases in the two years following.

HONORABLE MAYOR AND CITY COUNCIL

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Based on their favorable annual performance reviews, I also recommend merit increases for our Council Appointees, consistent with the process we've implemented with Unit 99 performance evaluations.

These actions will cost approximately \$78,893 in Fiscal Year 2018-2019 and will be absorbed by each Council Appointee Office budget. These recommended increases are consistent with other non-sworn bargaining units already approved by the Council.