



COUNCIL AGENDA: 4/24/2018  
ITEM: 2.10 (18-595)

# Memorandum

**TO:** HONORABLE MAYOR AND  
CITY COUNCIL

**FROM:** Toni J. Taber, CMC  
City Clerk

**SUBJECT:** SEE BELOW

**DATE:** April 20, 2018

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**SUBJECT:** Compensation and Benefit Changes for Council Appointees.

**RECOMMENDATION:**

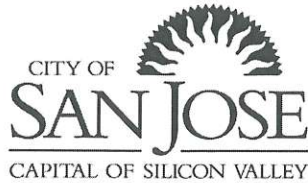
As recommended by the Rules and Open and Government Committee on April 18, 2018, adopt a resolution approving:

(a) Compensation and benefit changes for Council Appointees consistent with compensation and benefit changes to Executive Management (Unit 99) for Fiscal Years 2018-2019, 2019-2020, and 2020-2021. The City of San José Pay Plan shall be amended, if necessary.

(b) A 2.5% merit increase effective July 1, 2018 for the City Manager, City Attorney, City Clerk, and City Auditor.

CEQA: Not a Project, File No. PP17-003, Agreements/Contracts (New or Amended) resulting in no physical changes to the environment. (Mayor)

[Rules Committee referral 4/18/18 - Item A.1.a]



# 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

April 16, 2018

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

Page 2 of 2

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.