



Memorandum

TO: CITY COUNCIL

FROM: Mayor Sam Liccardo

SUBJECT: SEE BELOW

DATE: June 7, 2019

Approved

Date

SUBJECT: RICK DOYLE SALARY SETTING

RECOMMENDATION

Adjust the salary for the City Attorney to better align with other jurisdictions' chief counsels, to a base pensionable salary of \$285,000, plus the existing non-pensionable 5%.

DISCUSSION

The City Attorney's salary has a direct impact on the salary levels of the other senior attorneys on his staff, and so affects the office's ability to attract and retain highly skilled and experienced attorneys that will be the supervisors and key decision makers for the office. With several senior attorneys reaching retirement age, our ability to remain competitive in salary with other cities will be crucial in attracting and keeping top talent.

A simple salary survey readily reveals that the current City Attorney salary— \$252,146, plus a 5% non-pensionable supplement, for a total of \$264,753—lies well below that of many surrounding, smaller cities. Those towns have far less complex issues to tackle than a city of 1.1 million people with the County's largest police force, an international airport, a regional water pollution plant, and legal issues of national prominence, such as our recent lawsuits over immigration and the census. Here is a snapshot of a few surrounding towns and jurisdictions:

<u>Jurisdiction</u>	<u>Base Salary</u>
Palo Alto	\$298,480
Santa Clara	\$319,992
Mt. View	\$275,027
Sunnyvale	\$249,708
County Counsel	\$341,805

With the proposed base salary, the non-pensionable amount would reach just over \$299,000, an amount still less than several surrounding jurisdictions, but more competitive than previously.