

6/11/2019

RESOLUTION NO. \_\_\_\_\_

**A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN JOSE APPROVING A SALARY ADJUSTMENT FOR THE CITY ATTORNEY, EFFECTIVE JUNE 18, 2019**

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SAN JOSE THAT:

1. The salary adjustment for the City Attorney to a base pensionable salary of \$285,000, plus the existing non-pensionable 5%, effective June 18, 2019 is hereby approved.
2. The terms of the salary adjustment are set out and described in the memorandum to the City Council from Mayor Sam Liccardo, dated June 7, 2019, attached hereto as Attachment A, and incorporated in this Resolution.

ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_, 2019, by the following vote:

AYES:

NOES:

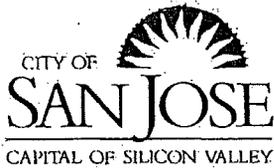
ABSENT:

DISQUALIFIED:

\_\_\_\_\_  
SAM LICCARDO  
Mayor

ATTEST:

\_\_\_\_\_  
TONI J. TABER, CMC  
City Clerk



# 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.

EXHIBIT "A"