



Legislation Text

File #: 20-043, Version: 1

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SUBJECT: Adoption of Resolutions Amending the Annual Base Salary and Approving the Publically Adopted Pay Scale for the City Attorney as Set Forth in the City Attorney Employment Agreement as Approved by the City Council and Amending the Annual Base Salary and Publically Adopted Pay Scale for the City Manager as Set Forth in the Second Amendment to the City Manager Employment Agreement as Approved by the City Council

REPORT IN BRIEF

Considers the adoption of Resolution 2020-04 and 2020-05 to adopt the annual base salaries and the publically adopted pay scales for the City Attorney and City Manager as set forth in the City Attorney Employment Agreement and the Second Amendment to the City Manager Employment Agreement.

RECOMMENDATION

City Council - Adopt a motion:

- A. Adopting **Resolution 2020-04**, a Resolution of the City Council of the City of Merced, California amending the salary range for the City Attorney; and,
- B. Adopting **Resolution 2020-05**, a Resolution of the City Council of the City of Merced, California amending the salary range for the City Manager; and,
- C. Authorizing staff to submit the adopted Resolutions to the California Public Employees' Retirement System (CalPERS) for confirmation of annual salary amounts and pay scales.

ALTERNATIVES

- 1. Refer the Resolutions back to the City Council for further review; or,
- 2. Take no action.

AUTHORITY

Charter of the City of Merced, Sections 200, 300, 500 and 600.

CITY COUNCIL PRIORITIES

N/A

DISCUSSION

On October 1, 2018, the City Council approved an employment agreement with Phaedra A. Norton

as the City Attorney, establishing the annual base salary of \$204,600 as well as certain benefits and terms and conditions of her employment. This included an annual cost-of-living adjustment (COLA) to her salary on the first pay period of each calendar year, of the actual COLA, but no greater than two and a half percent (2.5%). The COLA per the agreement is based on the California CPI for Urban Wage Earners and Clerical Workers for the 12 months between December and December. The calculated CPI percentage of increase is 2.73%. The annual base salary set at the maximum increase of 2.5% is \$209,715.03.

On October 15, 2018, the City Council approved the second amendment to the employment agreement for Steven S. Carrigan as the City Manager, establishing the annual base salary of \$209,723 as well as certain benefits and terms and conditions of his employment. This included an annual cost-of-living adjustment (COLA) to his salary on the first pay period of each calendar year, of the actual COLA, but no greater than two and a half percent (2.5%) based on employee's performance, as determined by the City Council. The COLA per the agreement is based on the California CPI for Urban Wage Earners and Clerical Workers for the 12 months between December and December. The calculated CPI percentage of increase is 2.73%. The annual base salary set at the maximum increase of 2.5% is \$214,966.15.

The adoption of Resolution 2020-04 and 2020-05 is requested for the purpose of adopting the annual base salary and the publically adopting pay scale for the City Attorney and City Manager, which have already been approved by the City Council in the respective employment agreements. The adoption of these Resolutions will satisfy the requirements established by the California Public Employees' Retirement System (CalPERS) to qualify for future retirement benefits.

ATTACHMENTS

1. Resolution 2020-04
2. Resolution 2020-05