

# REPORT

To the Honorable Mayor and City Council  
From the City Manager

September 25, 2006

## **Subject**

City Attorney Compensation Adjustment

## **Recommendation**

Adjust the compensation of the City Attorney and authorize pre-payment of City home loan.

## **Background**

The City Attorney's anniversary for compensation adjustment is August of each year. As was the case with other Council appointed positions, incumbents suspended salary increases for multiple years. The last salary increase granted to the City Attorney was on July 29, 2002, more than four (4) years ago. The four year suspension of salary increases has caused the City Attorney's salary to fall significantly behind the median salary of the nine (9) comparable cities. We are recommending that the City Attorney's base salary be increased by six percent (6%) to be effective the first pay period nearest to August 5, 2005. This will increase the base monthly salary of the Attorney from \$13,519 to \$14,330. We are also recommending that an additional increase of 3.5% be granted effective the nearest pay period to August 5, 2006. In August 2006, the City Council did conduct a performance evaluation which supports this compensation adjustment retroactive to August of 2005.

In addition to the compensation adjustments, the City Attorney shall be authorized on an annual basis to cash out unused vacation, on a dollar for dollar basis, for the purpose of pre-paying his City home loan. Since vacation accrual is a funded benefit that is fully paid-out upon separation of service, there is no additional cost to the City for this pre-payment provision.

If approved, the City Attorney will make up two of the four years he has gone without an increase. The Attorney will still have suspended his salary increase due to him on August 2003 and August 2004. This two year freeze and sacrifice is consistent with what many other employee groups did to aid in the City's economic recovery.

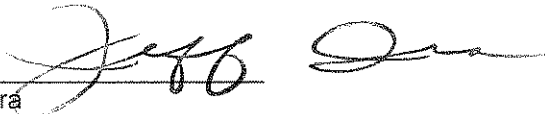
## **Alternative**

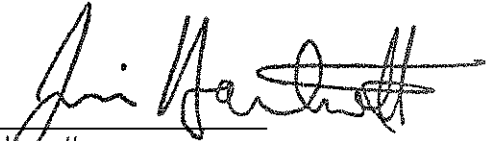
- Not grant salary increase at this time;
- Grant one of the two salary increases at this time;
- Grant a higher salary increase at this time.

The first two alternatives may increase the likelihood of the incumbent relinquishing his position with the City. Recruiting and retaining a City Attorney with comparable skills and experience would be both costly and difficult.

**Fiscal Impact**

The total cost of the salary increases and salary-related benefits is \$19,670 per fiscal year.

  
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Jeff Ira  
Council Member

  
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Jim Harrett  
Council Member

**Attachments:**

Resolution Authorizing Salary Increase

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

**RESOLUTION AMENDING SALARY SCHEDULE AND  
COMPENSATION PLAN FOR THE POSITION OF CITY ATTORNEY**

**BE IT RESOLVED BY THE COUNCIL OF THE CITY OF REDWOOD CITY, AS  
FOLLOWS:**

1. The base compensation for the position of City Attorney as then in effect on September 25, 2006, shall be retroactively increased by the sum of six percent (6%) from after the first pay period nearest to August 5, 2005; and
2. The base compensation for the position of City Attorney as amended by paragraph 1., above, shall be further increased, by the sum of three and one-half percent (3.5%) effective with the first pay period nearest to August 5, 2006; and
3. The City Attorney shall be authorized on an annual basis to cash out unused vacation, on a dollar for dollar basis, for the purpose of pre-paying his Redwood City home loan.
4. This resolution shall be effective upon the date of its adoption.

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