

**CITY OF CLOVERDALE CITY COUNCIL
RESOLUTION NO. 119-2019**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLOVERDALE AMENDING THE SALARIES OF THE CITY MANAGER, ASSISTANT CITY MANAGER/COMMUNITY DEVELOPMENT DIRECTOR, CHIEF OF POLICE, FINANCE DIRECTOR, CITY ENGINEER/PUBLIC WORKS DIRECTOR, AND CITY CLERK, AUTHORIZING THE CITY ATTORNEY TO PREPARE AMENDMENTS TO THE AT-WILL EMPLOYMENT AGREEMENTS AS NECESSARY, AUTHORIZING THE MAYOR TO EXECUTE THE AMENDMENT TO THE CITY MANAGER'S EMPLOYMENT AGREEMENT, AND AUTHORIZING THE CITY MANAGER TO EXECUTE ANY AMENDMENTS NECESSARY TO THE EMPLOYMENT AGREEMENTS FOR THE ASSISTANT CITY MANAGER/COMMUNITY DEVELOPMENT DIRECTOR, CHIEF OF POLICE, FINANCE DIRECTOR, CITY ENGINEER/PUBLIC WORKS DIRECTOR, AND CITY CLERK

WHEREAS, the City Council for the City of Cloverdale has entered into At-Will Employment Agreements for the positions of City Manager, Assistant City Manager/Community Development Director, Chief of Police, Finance Director, City Engineer/Public Works Director, and City Clerk; and

WHEREAS, earlier this year, the City's Labor Negotiation Team began the process of preparing to negotiate successor memoranda of understanding ("MOUs") with the three (3) recognized Employee Associations; and

WHEREAS, the goal of labor negotiations was to be consistent with the overall vision and goals set by the City Council and to adjust salary and benefits to a level comparable to similar cities, while making sure the City was financially capable of making the adjustments; and

WHEREAS, as part of the review and update process, the City Council also discussed and wished to update compensation for at-will employees consistent with increases for other employees. Pursuant to Cloverdale Municipal Code section 2.48.040, the City Manager, Assistant City Manager/Community Development Director, Chief of Police, Finance Director, City Engineer/Public Works Director, and City Clerk are at-will employees; and

WHEREAS, the City Council recognizes that in order to attract and maintain a strong professional workforce, it is important to compensate employees in a competitive way and in a way that appropriately recognizes their responsibilities; and

WHEREAS, it is the intent of this Resolution and the City Council to implements a two and a half percent (2.5%) cost of living adjustment for fiscal year 2019, and a two and a half percent (2.5%) cost of living adjustment for fiscal year 2020 for the City's City Manager and Senior Staff employees.

NOW, THEREFORE, BE IT RESOLVED that the City Council does hereby amend and supersede the annual salary for the City Manager to One Hundred Fifty-Five Thousand Five Hundred and Sixty-One Dollars and Twenty-Three Cents (\$155,561.23) effective July 1, 2019, and One Hundred Fifty-Nine Thousand Four Hundred and Fifty Dollars and Twenty-Six Cents (\$159,450.26) effective July 1, 2020. This implements a two and a half percent (2.5%) cost of living adjustment for fiscal year 2019, and a two and a half percent (2.5%) cost of living adjustment for fiscal year 2020.

BE IT FURTHER RESOLVED that the City Council does hereby amend and supersede the compensation range for the Assistant City Manager/Community Development Director, effective July 1, 2019, by increasing Step 1 of the salary range two and a half percent (2.5%) to One Hundred Sixteen Thousand Three Hundred and Forty-Six Dollars and Six Cents (\$116,346.06), with steps 2, 3, 4, and 5 being calculated to provide a five percent (5%) increase in salary at each step. The amended compensation range will be One Hundred Sixteen Thousand Three Hundred and Forty-Six Dollars and Six Cents (\$116,346.06) to One Hundred Forty-One Thousand Four Hundred and Nineteen Dollars and

Thirty-Six Cents (\$141,419.36). The compensation range for the Assistant City Manager/Community Development Director will be amended and superseded again, effective July 1, 2020, by increasing Step 1 of the salary range an additional two and a half percent (2.5%) to One Hundred Nineteen Thousand Two Hundred and Fifty-Four Dollars and Seventy-One Cents (\$119,254.71), with steps 2, 3, 4, and 5 being calculated to provide a five percent (5%) increase in salary at each step. The amended compensation range will be One Hundred Nineteen Thousand Two Hundred and Fifty-Four Dollars and Seventy-One Cents (\$119,254.71) to One Hundred Forty-Four Thousand Nine Hundred and Fifty-Four Dollars and Eighty-Five Cents (\$144,954.85).

BE IT FURTHER RESOLVED that the City Council does hereby amend and supersede the compensation range for the Chief of Police, effective July 1, 2019, by increasing Step 1 of the salary range two and a half percent (2.5%) to One Hundred Twenty-Eight Thousand Two Hundred and Seventy-One Dollars and Fifty-Two Cents (\$128,271.52), with steps 2, 3, 4, and 5 being calculated to provide a five percent (5%) increase in salary at each step. The amended compensation range will be One Hundred Twenty-Eight Thousand Two Hundred and Seventy-One Dollars and Fifty-Two Cents (\$128,271.52) to One Hundred Fifty-Five Thousand Nine Hundred and Fourteen Dollars and Eighty-Four Cents (\$155,914.84). The compensation range for the Chief of Police will be amended and superseded again, effective July 1, 2020, by increasing Step 1 of the salary range an additional two and a half (2.5%) to One Hundred Thirty-One Thousand Four Hundred and Seventy-Eight Dollars and Thirty-One Cents (\$131,478.31), with steps 2, 3, 4, and 5 being calculated to provide a five percent (5%) increase in salary at each step. The amended compensation range will be One Hundred Thirty-One Thousand Four Hundred and Seventy-Eight Dollars and Thirty-One Cents (\$131,478.31) to One Hundred Fifty-Nine Thousand Eight Hundred and Twelve Dollars and Seventy-One Cents (\$159,812.71).

BE IT FURTHER RESOLVED that the City Council does hereby amend and supersede the annual salary for the Finance Director to One Hundred Fourteen Thousand Five Hundred and Ninety-Five Dollars and zero Cents (\$114,595.00) effective July 1, 2019, and One Hundred Seventeen Thousand Four Hundred and Fifty-Nine Dollars and Eighty-Eight Cents (\$117,459.88) effective July 1, 2020. This implements a two and a half percent (2.5%) cost of living adjustment for fiscal year 2019, and a two and a half percent (2.5%) cost of living adjustment for fiscal year 2020.

BE IT FURTHER RESOLVED that the City Council does hereby amend and supersede the annual salary for the City Engineer/Public Works Director to One Hundred Forty-One Thousand Four Hundred and Nineteen Dollars and Thirty-Six Cents (\$141,419.36) effective July 1, 2019, and One Hundred Forty-Four Thousand Nine Hundred and Fifty-Four Dollars and Eight-Four Cents (\$144,954.84) effective July 1, 2020. This implements a two and a half percent (2.5%) cost of living adjustment for fiscal year 2019, and a two and a half percent (2.5%) cost of living adjustment for fiscal year 2020.

BE IT FURTHER RESOLVED that the City Council does hereby amend and supersede the compensation range for the City Clerk, effective July 1, 2019, by increasing Step 1 of the salary range two and a half percent (2.5%) to Ninety-One Thousand Six Hundred and Twelve (\$91,612.00), with steps 2, 3, 4, and 5 being calculated to provide a five percent (5%) increase in salary at each step. The amended compensation range will be Ninety-One Thousand Six Hundred and Twelve Dollars (\$91,612.00) to One Hundred and Eleven Thousand Three Hundred and Fifty-Four Dollars and Ninety-Six

Cents (\$111,354.96). The compensation range for the City Clerk will be amended and superseded again, effective July 1, 2020, by increasing Step 1 of the salary range an additional two and a half percent (2.5%) to Ninety-Three Thousand Nine Hundred and Two Dollars and Thirty Cents (\$93,902.30), with steps 2, 3, 4, and 5 being calculated to provide a five percent (5%) increase in salary at each step. The amended compensation range will be Ninety-Three Thousand Nine Hundred and Two Dollars and Thirty Cents (\$93,902.30) to One Hundred and Fourteen Thousand One Hundred and Thirty-Eight Dollars and Eighty-Three Cents (\$114,138.83).

BE IT FURTHER RESOLVED that the City Council does hereby authorize the Mayor to execute the amendment to the City Manager's At-Will Employment Agreement adjusting his annual salary.

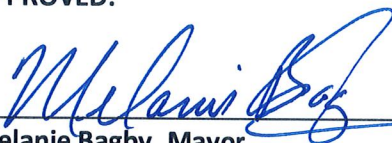
BE IT FURTHER RESOLVED that the City Council does hereby authorize the City Manager to execute the amendments needed to the At-Will Employment Agreements for the Assistant City Manager/Community Development Director, Chief of Police, Finance Director, City Engineer/Public Works Director, and City Clerk adjusting their annual salaries as reflected in this Resolution.

BE IT FURTHER RESOLVED that the City Council does hereby authorize the City Manager to amend the compensation range/salary schedules for the Assistant City Manager/Community Development Director, Chief of Police, Finance Director, and City Clerk as reflected in this Resolution.

The foregoing **Resolution No. 119-2019** was duly introduced and adopted by the City Council of the City of Cloverdale at its regular meeting held on the **11th day of December 2019** by the following roll call vote:

Ayes: (4) Councilmember Brigham, Councilmember Turner, Vice Mayor Wolter and Mayor Bagby
Noes: (0) None
Absent: (0) None
Abstaining: (1) Councilmember Cruz

APPROVED:



Melanie Bagby, Mayor

ATTEST:



Irene Camacho-Werby, City Clerk

I, IRENE CAMACHO-WERBY, City Clerk of the City of Cloverdale, do hereby certify that the foregoing is a full, true, and correct copy of Resolution No. 119-2019 adopted by the City Council of the City of Cloverdale on the 11th day of December 2019.

