

## RESOLUTION 2023-105

### **RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN PABLO AUTHORIZING THE MAYOR TO EXECUTE AMENDED EMPLOYMENT AGREEMENTS WITH CITY ATTORNEY, TERESA STRICKER, EFFECTIVE APRIL 19, 2023, AND CITY MANAGER, MATT RODRIGUEZ, EFFECTIVE JUNE 20, 2023**

WHEREAS, the City of San Pablo City Attorney, Teresa Stricker and City Manager, Matt Rodriguez are at-will contract employees whose terms and conditions of employment are governed by an employment agreement (Employment Agreement);

WHEREAS, Government Code Section 3511.2(a) provides that any contract executed or renewed between a local agency and a local agency executive shall not provide for an automatic renewal of a contract that provides for an automatic increase in the level of compensation that exceeds a cost-of-living adjustment;

WHEREAS, "Cost-of-living" under that provision is defined as the California Consumer Price Index for Urban Wage Earners and Clerical Workers as calculated by the Department of Industrial Relations;

WHEREAS, proposed changes to both the City Manager and City Attorney employment agreements are necessary to comply with Government Code Section 3511.2(a);

WHEREAS, the City Council rated Ms. Stricker extremely favorably during her recent annual performance evaluation and instructed staff in closed session on May 15, 2023 to bring forward for Council's consideration a proposed amendment to her employment agreement to increase her salary by 5%, to \$262,500 annually, effective April 19, 2023 which is Ms. Stricker's 1<sup>st</sup> year anniversary date;

WHEREAS, under the current terms of her employment agreement, Ms. Stricker was not eligible for the 5% Cost-of-Living Adjustment (COLA) all other full-time employees of the City received on July 1, 2022; instead, her employment agreement provides that she was eligible to be considered for a salary increase as of her first anniversary date, following her first performance review;

WHEREAS, under the terms of the amended agreement, Ms. Stricker will still receive the July 1, 2023 COLA that City Council previously approved via Resolution 2022-111.

NOW, THEREFORE BE IT RESOLVED that the City Council of the City of San Pablo hereby authorizes the Mayor to execute the attached Amended Employment Agreements with the City Attorney, effective April 19, 2023, and City Manager, effective June 20, 2023.

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ADOPTED this 20<sup>TH</sup> day of June 2023, by the following votes:

AYES:	COUNCILMEMBERS:	Xavier,Pabon-Alvarado, Cruz and Ponce
NOES:	COUNCILMEMBERS:	None
ABSENT:	COUNCILMEMBERS:	Pineda
ABSTAIN:	COUNCILMEMBERS:	None

ATTEST:

APPROVED:

/s/ Dorothy Gantt  
Dorothy Gantt, City Clerk

/s/ Patricia Ponce  
Patricia Ponce, Vice Mayor