



**Department:** Human Resources  
**Cost Center:** 2007  
**For Agenda of:** 4/2/2024  
**Placement:** Consent  
**Estimated Time:** N/A

**FROM:** Mayor Erica A. Stewart

**Prepared By:** Nickole Domini, Director of Human Resources

**SUBJECT:** APPOINTED OFFICIAL COMPENSATION

## RECOMMENDATION

1. Adopt a Draft Resolution entitled, "A Resolution of the City Council of the City of San Luis Obispo, California, amending a Contract of Employment for City Attorney," approving an amendment to the City Attorney's employment contract; and
2. Authorize the Mayor to execute the amended contract of employment with the City Attorney adjusting her salary.

## POLICY CONTEXT

The official City Attorney's evaluation was conducted in accordance with the Appointed Officials Evaluations Guide. The recommendations in this report are consistent with the Council's adopted Compensation Philosophy.

## DISCUSSION

### Background

In 1999, the Council implemented a structured annual evaluation process to formally review the performance of its two appointed officials, the City Manager and City Attorney. The process is facilitated by a consultant who collects Council input on appointed officials' performance and their progress achieving Council adopted goals, typically in March or April of each year. This process also includes review and consideration of changes to the appointed officials' compensation and benefits.

The Council met with a consultant in closed session on February 29, 2024, to discuss the City Attorney's official performance. Due to City Manager Johnson's resignation, the Council evaluated only City Attorney Christine Dietrick. The Council concluded that the City Attorney had met or exceeded performance expectations in all categories, accomplished the 2023-24 goals provided by the Council, and was eligible for a compensation review. Upon examination of the compensation review, the City Attorney's current effective salary is approximately one (1%) percent below the median of the

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comparison agencies. The Council further evaluated the City Attorney’s compensation, carefully weighing the extraordinary wisdom and guidance City Attorney Dietrick provides the organization, the skills necessary to navigate complex issues facing the City, and the willingness to play a pivotable role in the successful transition and onboarding of the new City Manager. Ultimately, the Council recommended a five (5%) percent salary increase for the City Attorney effective the first pay period in April 2024, in an effort to pay the City Attorney competitively with the market in accordance with Council adopted Compensation Philosophy.

### Public Engagement

Compensation for the City Attorney official in comparison agencies was considered by Council. No other public engagement was conducted as the City Attorney is appointed and serve at the will of the Council.

### CONCURRENCE

No other departments were asked to review this report as the appointed officials’ evaluations and compensation are the authority of the Council.

### ENVIRONMENTAL REVIEW

The California Environmental Quality Act does not apply to the recommended action in this report, because the action does not constitute a “Project” under CEQA Guidelines Sec. 15378.

### FISCAL IMPACT

Budgeted: Yes

Budget Year: 2024-25

Funding Identified: Yes, a contingency fund exists for negotiated increases.

### Fiscal Analysis:

<b>Funding Sources</b>	<b>Total Budget Available</b>	<b>Current Funding Request</b>	<b>Remaining Balance</b>	<b>Annual Ongoing Cost</b>
General Fund	\$	\$2,645	\$	\$13,754
State				
Federal				
Fees				
Other:				
<b>Total</b>	<b>\$</b>	<b>\$2,645</b>	<b>\$</b>	<b>\$13,754</b>

Providing increases to the City Attorney the first full pay period in April 2024 will result in approximately \$2,645 funding needed through the end of the fiscal year, and \$13,754 annually ongoing. There is enough funding in existing resources to cover these increases.

**ALTERNATIVES**

Renegotiate adjustments to the City Attorney compensation based on new or different information. This alternative is not recommended because this process represents a good faith negotiation between the appointed official and the Council.

**ATTACHMENTS**

- A - Draft Resolution amending the City Attorney's Employment Contract
- B - Amended Contract of Employment with the City Attorney