



Public Hearings and Second Readings of Ordinances authorizing salary increases for the City Manager, City Attorney and Municipal Judge

**Noel Mink, Human Resources Director
May 2, 2023 City Council Meeting**

Process

- Annual Review based on compilation of City Council feedback and ratings
 - City Manager: Third Party 360 feedback process from internal and external stakeholders
 - Municipal Judge: Judicial Review Board feedback
 - Compensation increases consistent with:
 - General Government non-union employee merit increases with similar performance ratings
 - Market
- City Charter Requirement
 - Compensation of City Manager, City Attorney and Municipal Judge is fixed by City Council via ordinance process



City Manager

- Annual Review conducted on March 7, 2023
- Rating: Substantially Exceeds Expectations
 - Merit Increase of 5.25%
 - Current Salary = \$260,740.00
 - FY 2023 Salary Retroactive to March 9, 2023 = \$274,428.85
 - One Time Performance Bonus: \$10,000
 - Increase employer's contribution to City's 401(k) retirement savings plan to 11% of employee's base salary



City Attorney

- Annual Review conducted on March 21, 2023
- Rating: Exceeds Expectations
 - Merit Increase of 4.75%
 - Current Salary = \$235,111.80
 - FY 2023 Salary Retroactive to March 9, 2023 = \$246,279.61



Municipal Judge

- Annual Review conducted on March 21, 2023
- Reappointment of Mark C. Gonzales as Presiding Municipal Judge effective retroactively to May 18, 2022 for a term of four years
- Rating: Meets Expectations
 - Merit Increase of 4.25%
 - Current Salary = \$177,302.52
 - FY 2023 Salary Retroactive to March 9, 2023 = \$184,837.88
 - Increasing paid time off accrual rate from 6.14 hours (4 weeks) per pay period to 9.23 hours (6 weeks) per pay period





**City Council Questions
Public Hearings
City Council Actions**

