

City of Piedmont
COUNCIL AGENDA REPORT

DATE: November 7, 2022

TO: Mayor and Council

FROM: Sara Lillevand, City Administrator

SUBJECT: Consideration of a Resolution Amending the Salary of the Chief of Police

RECOMMENDATION

By motion, approve a resolution amending the salary of the Chief of Police.

BACKGROUND

At the February 22, 2022 City Council meeting, the City Council approved the Employment Resolution for Management Personnel for the Period of 7/1/2021 thorough 6/30/2025. The Resolution included a provision that the Council would consider an adjustment to the Chief of Police's salary sometime before March 2023. In September and October, 2022 the City Council met twice to review and consider the Chief's performance and salary. Based on the Council's consideration and direction, it is recommended that the Chief of Police's salary be adjusted upward by 2.74%. The resulting annual salary of \$245,000.00 is consistent with the City's practice of being within 3% of median of our comparator cities.

The attached resolution revises the salary for the Chief of Police position. In accordance with CalPERS Regulations, the City's public pay schedule will also be updated.

ORAL REPORT PURSUANT TO CALIFORNIA GOVERNMENT CODE § 54953(c)(3)

Before taking final action, Council must state / read in public: As required by California Government Code section 54953(c)(3), the following is a summary of the recommended final action on the salary and benefits for the Chief of Police. Effective November 8, 2022, the Chief of Police will receive a 2.74% salary increase. Thus, the annual base salary for the Chief of Police will be \$245,000. All other benefits and compensation as they apply to the Chief of Police, set forth in the Employment Resolution for Management Personnel, remain unchanged.

ATTACHMENT

A: Resolution

By: Stacy A. Jennings, Human Resources Administrator

RESOLUTION _____

WHEREAS, the City Council approved Resolution 12-2022 on February 22, 2022, which set employment and compensation details for management employees for the period of July 1, 2021 through June 30, 2025; and

WHEREAS, Section 11.8 of Resolution 12-2022 committed the City to review the salary of the Police Chief before March 2023; and

WHEREAS, in September and October 2022, the City Council did review the salary of the Police Chief; and

WHEREAS, based upon this review, it is recommended that the Police Chief's salary be adjusted by 2.74%, for an annual base salary of \$245,000, which is consistent with the City's practice of being within 3% of median of our comparable cities.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Piedmont does hereby resolve, declare, determine, and order as follows:

1. Section 3.1.2 of Resolution 12-2022 is hereby amended to read as follows:

	Effective 7/1/21	Effective 7/1/22	Effective 7/1/23	Effective 7/1/24
Assistant City Administrator/City Clerk	\$13,905	\$14,322	\$14,787	\$15,268
Finance Director	\$16,230	\$16,717	\$17,260	\$17,821
Fire Chief	\$18,883	\$19,449	\$20,081	\$20,734
Planning & Building Director	\$15,447	\$15,910	\$16,427	\$16,961
Public Works Director	\$15,810	\$16,284	\$16,813	\$17,360
Recreation Director	\$15,835	\$16,310	\$16,840	\$17,387
	Effective 7/1/21	Effective 11/8/22	Effective 7/1/23	Effective 7/1/24
Police Chief	\$19,293	\$20,417	\$21,081	\$21,766

2. In accordance with CalPERS Regulations, the City's Public Pay Schedule will be updated to reflect the above.

[END OF RESOLUTION]