



LEGISLATIVE MEMORANDUM

TO: Honorable Mayor and Members of the City Council

FROM: Patricia Smith, City Attorney

THRU: Patricia D. Smith

DATE: July 18, 2024

RE: Request for Salary Increase for Deputy City Attorneys

SUMMARY:

The City currently employs a Chief Deputy City Attorney and two Deputy City Attorneys. The attorneys in the City Attorney's Office have significant experience. Mr. Rodriguez has over 20 years of local government experience, Mr. Edwards has been employed with the City for over eight years and Mr. Messenger has been employed with the City Attorneys office for over five years. The City is self-insured and most litigation matters are handled in house by the City Attorney's Office. The attorneys defend the City in civil and administrative proceedings, in state and federal court, while also reviewing contracts, ordinances and advising staff and boards.

City employees received salary increases after the salary survey. Since the increases, other cities have increased pay for their attorneys thereby reducing the competitiveness of the attorneys' salaries. The salaries of the Deputy City Attorneys in particular, (\$113,578) and (\$111,867) respectively, are not competitive with the pay of other Deputy and Assistant City Attorney positions. We conducted a salary survey of 11 cities. The Palm Bay Deputy City Attorneys each make less than the Melbourne Assistant City Attorneys (\$131,639 and \$118,655.89). Moreover, of 123 municipal attorneys, the Deputy City Attorneys rank 106 and 108.

The City has increased the salaries of various members of management, making the attorneys salaries lower in comparison to other Group 1 employees. For instance, Chief Deputy City Attorney Michael Rodriguez and Deputy City Manager Joan Junkala both earned \$158,165 as of October 1, 2023. Due to 5% increases for the Deputy City Managers, both Ms. Junkala (\$166, 073) and Ms. Misconi (\$158, 524) now earn more than the Chief Deputy City Attorney. In addition, the Deputy City Attorneys salaries of (\$113,578) and (\$111,867) are less than several assistant department heads.

Honorable Mayor and Members of the City Council

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REQUESTING DEPARTMENTS:

City Attorney's Office

FISCAL IMPACT:

The City Attorney's Office has had a vacant Deputy City Attorney position this entire fiscal year, so there are savings to fund increases to the salaries of the Chief Deputy City Attorney and the two Deputy City Attorney positions in personnel account, 512-1425-519.12-10.

STAFF RECOMMENDATION:

Motion to approve salary increases for the Chief Deputy City Attorney and the Deputy City Attorneys.

ATTACHMENTS:

1.