



STAFF REPORT

DATE: January 26, 2021

TO: James Cagle, City Manager

FROM: Eva Bark, Executive Director of Human Resources

SUBJECT: Annual Evaluation and Pay Increase of City Auditor

BACKGROUND AND FINDINGS:

The position of City Auditor is currently filled by Matthew Grady. Matthew Grady has served in this capacity since January 17, 2017. Per City Charter Section 40, the City Council may appoint a city auditor to carry out the internal audit functions as the City Council shall assign to him and the city auditor shall be a Certified Public Accountant.

On January 19, 2021, the City Council met with Mr. Grady for his annual performance evaluation and based on the majority consensus, the City Council discussed a three percent (3%) salary increase for the City Auditor and what would equate to an extra one-week vacation time to be added to the Auditor's current vacation time.

THE ALTERNATIVES CONSIDERED:

- 1) Council can choose not to approve a three percent (3%) salary increase and not to approve what would equate to an extra one-week vacation time to be added to Auditor's current vacation time; or
- 2) Council can choose to approve a three percent (3%) salary increase and to approve what would equate to an extra one-week vacation time to be added to Auditor's current vacation time.

Which alternative is recommended? Why?

Staff recommends that the Council approve a three percent (3%) salary increase and what would equate to an extra one-week vacation time, for the City Auditor, Matthew Grady, based on the majority consensus reached at the City Council workshop held on January 19, 2021.

CONFORMITY TO CITY POLICY:

City Charter section 40 provides that the governing body may appoint a city auditor. The city auditor shall carry out the internal audit functions, shall perform such other duties as the city council shall assign to him and shall be a Certified Public Accountant.

FINANCIAL IMPACT:

What is the amount of the expenditure in the current fiscal year? For future years?

The City Auditor's current annual salary is \$88,868. A three percent (3%) salary increase will bring the total annual salary to \$91,534. The associated wage-based benefits for the 3% salary increase are budgeted in the respective benefit accounts.

Is this a one-time or recurring expenditure?

This is a recurring expenditure.

Is this expenditure budgeted?

Yes, it is budgeted in accounts 010-0308-413.40-05 through 010-0308-413.40-89.

Is there a sufficient amount in the budgeted line-item for this expenditure?

Yes

RECOMMENDATION:

Staff recommends that the Council approve a three percent (3%) salary increase and what would equate to an extra one-week vacation time, for the City Auditor, Matthew Grady, based on the majority consensus reached at the Council workshop held on January 19, 2021.

DEPARTMENTAL CLEARANCES:

Finance
City Attorney

ATTACHED SUPPORTING DOCUMENTS:

Evaluation