



# Charter Review Committee

*City of Arts & Innovation*

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**TO: CHARTER REVIEW COMMITTEE MEMBERS      DATE: SEPTEMBER 9, 2019**

**FROM: CITY CLERK      WARDS: ALL**  
**CITY ATTORNEY**

**SUBJECT: MAYOR AND COUNCILMEMBER SALARIES**

**ISSUE:**

To receive and file information regarding mayor and councilmember salaries from the five cities larger in population than Riverside, the five cities smaller in population than Riverside, and cities that are adjacent to the City of Riverside.

**RECOMMENDATION:**

That the Charter Review Committee:

1. Receive and file information regarding mayor and councilmember salaries from the five cities larger in population than Riverside, the five cities smaller in population than Riverside, and cities that are adjacent to the City of Riverside; and
2. Determine recommended method for setting salary of City of Riverside Mayor and Members of the City Council.

**BACKGROUND:**

At the August 12, 2019 Charter Review Committee meeting, the Committee considered the portions of the Charter that address City Council salaries.

Section 403 of the City Charter provides the following regarding salaries:

**Sec. 403 Compensation.**

The Mayor and members of the City Council shall receive compensation for their services as such, and in addition, when on official duty, shall receive reimbursement for their necessary expenses on order of the City Council. In January of every odd-number year, the City Council shall review the compensation including salary and benefits, of the Mayor and members of the City Council, and shall establish any increase in compensation of the Mayor and/or members of the City Council. No increase in salary shall exceed 5 percent of their then-existing salary. Compensation shall be fixed by ordinance, adopted by not fewer than five

affirmative votes of the City Council, after a noticed, public hearing, notice of which has been given by publication at least fourteen days prior to such hearing.

Once a level of compensation for City Council members and the Mayor is established, such level will not be permitted to change automatically by linking such compensation to internal or external factors.

The Committee considered the following four options:

1. Leave the City Charter regarding Mayor and Councilmember salaries as-is.
2. Amend the Charter to tie Mayor and Councilmember salaries to a certain percentage of an external salary (e.g., Superior Court Judge's salary);
3. Amend the Charter to create a citizen's board to make recommendations on Mayor and Councilmember salaries, subject to City Council approval; or
4. Amend the Charter to authorize City Council to approve Mayor and Councilmember pay raises beyond 5%.

The Committee declined to support an option and asked for the further information as to salaries of elected officials in other cities.

Staff evaluated data from five cities that are larger in population than Riverside, five cities smaller in population than Riverside, and contiguous cities. Attached hereto is a chart with the following information: population, per capita income, whether they are Charter or general law cities, Council annual salary, the provision of each city's charter or municipal code setting the mayor or city council salary, whether the position is full or part time, and mayor's right to vote. None of the cities reviewed had a section in their municipal code or city charter which required councilmembers' positions to be full time or part time. Staff did not review if these mayors or councilmembers had staff provided by their respective city.

The Committee also requested information as to the City of Riverside Councilmember salaries, including benefits and additional pay for service on regional organizations. The responsive information compiled by the Chief Financial Officer and City Clerk is attached hereto.

**FISCAL IMPACT:**

None at this time.

Prepared by: Colleen Nicol, City Clerk  
Susan Wilson, Assistant City Attorney

Approved as to form: Gary G. Geuss, City Attorney

Attachments: Councilmember Salaries from other Cities  
Mayor and City Council Salary and Benefit Costs  
Mayor and City Council Summary of Benefits  
Regional Organization Appointments and Stipends