



*City of Arts & Innovation*

# City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: JANUARY 24, 2023

FROM: MAYOR PRO TEM CERVANTES WARDS: ALL

SUBJECT: MAYOR AND COUNCILMEMBER SALARY REVIEW

## **ISSUE:**

Review Mayor and City Council compensation, including salary and benefits, pursuant to Section 403 of the Riverside City Charter.

## **RECOMMENDATION:**

That the City Council review the current compensation, including salary and benefits, of the Mayor and City Council and determine whether to revise the compensation.

## **BACKGROUND:**

On November 4, 2004, the voters of the City of Riverside approved Measure EE, which amended Charter Section 403 of the Riverside City Charter. Measure EE eliminated the Mayor and City Council Members Salary Commission and requires the City Council, in January of every odd-numbered year, to review the compensation, including salary and fringe benefits, of the Mayor and City Council Members. Any increase in salary for the Mayor and/or Members of the City Council may not exceed five percent (5%) of their then-existing salary. Compensation shall be fixed by ordinance, adopted by at least five affirmative votes of the City Council, after a public hearing, notice of which has been given by publication by at least fourteen (14) days prior to such hearing.

On January 15, 2013, the City Council adopted Ordinance Nos. 7198 and 7199 establishing a monthly salary of \$6,569 for the Mayor and \$3,284 for the Members of the City Council. This action retained the same salaries established in 2007 and confirmed in 2009, 2011, and 2013. The Ordinances further provided certain fringe benefits to the Mayor and Members of the City Council consistent with those fringe benefits made available to the Executive Management employees of the City.

On February 6, 2015, the City Council adopted Ordinance Nos. 7278 and 7279, which provided a five percent (5%) salary increase and established the level of compensation of \$6,897 monthly for the Mayor and \$3,448 monthly for Members of the City Council, respectively, and provided certain fringe benefits.

On January 24, 2017, the City Council conducted a public hearing. The motion to increase compensation for the Mayor and Members of the City Council failed for lack of five affirmative votes.

On February 26, 2019, the City Council conducted a public hearing. The motion to increase compensation for the Mayor and Members of the City Council failed for lack of five affirmative votes.

On January 26, 2021, the City Council unanimously recommended not to adjust the salary or benefits of the Mayor and City Council.

The below chart summarizes Mayor and City Council compensation from 2002 through 2021.

MAYOR AND CITY COUNCIL SALARY		
YEAR	MAYOR	CITY COUNCIL
2002	\$6,256	\$3,128
2007	\$6,569	\$3,284
2009	\$6,569	\$3,284
2011	\$6,569	\$3,284
2013	\$6,569	\$3,284
2015	\$6,897	\$3,448
2017	\$6,897	\$3,448
2019	\$6,897	\$3,448
2021	\$6,897	\$3,448

### **DISCUSSION:**

As of 2015, the current monthly salary for the Mayor is \$6,897, and the City Council is \$3,448. The Ordinances adopted in 2015 provide certain fringe benefits to the Mayor and Members of the City Council consistent with those fringe benefits made available to the Executive Management employees of the City. The current fringe benefit schedule is attached. Should the City Council vote to increase the compensation by 5% (Mayor \$7,242, City Council \$3,620), a public hearing will be scheduled for February 28, 2023, for final action.

### **FISCAL IMPACT:**

There is no fiscal impact associated with the discussion of an increase. However, a five percent (5%) increase to the Mayor and City Council's salaries for the remainder of FY 2022/23 would be approximately \$7,500, which includes fringe benefits, such as PERS. For FY 2023/24, the fiscal impact would be roughly \$21,500, including fringe benefits. Funding for salaries and benefits is paid from the General Fund, however it is allocated among other funding sources due to the Mayor and Council's oversight of citywide operations. The current budget may be able to absorb the increase. However, if necessary, staff will monitor expenses and bring forth an adjustment to the City Council for approval.

Prepared by:

A handwritten signature in cursive script, reading "Clarissa Cervantes", is positioned above a horizontal line.

CLARISSA CERVANTES

Mayor Pro Tem

Approved as to form:           Phaedra A. Norton, City Attorney

Attachment: Summary of Current Benefits