



City Council Memorandum

City of Arts & Innovation

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: APRIL 9, 2024
FROM: MAYOR PRO TEM STEVE HEMENWAY WARDS: ALL
SUBJECT: APPROVAL OF THE FIRST AMENDMENT TO THE EMPLOYMENT AGREEMENT FOR CITY MANAGER

ISSUE:

Approve the attached First Amendment to the Employment Agreement with City Manager Charles M. Futrell.

RECOMMENDATION:

That the City Council approve the attached First Amendment to the Employment Agreement with City Manager Charles M. Futrell effective April 9, 2024.

DISCUSSION:

On March 19, 2024, the City Council reviewed and approved revisions in closed session to the employment agreement for the City Manager. Consistent with Chapter 2.32.030 of the Riverside Municipal Code, the following provisions are included in the proposed amended City Manager Employment Agreement:

1. Term of the agreement shall be five (5) years, expiring on January 9, 2029.

STRATEGIC PLAN ALIGNMENT:

Adopting the Resolution to amend the Master Fringe Benefits and Salary Plan to amend the employment agreement for the City Clerk contributes to the City of Riverside's Strategic Priority of a High Performing Government, Goal 5.1: *Attract, develop, engage and retain a diverse and highly skilled workforce across the entire City organization.*

1. **Community Trust** – Necessary adjustments to the Fringe Benefit and Salary Plan allows the City to retain a highly skilled workforce.
2. **Equity** – The amendments to this employment agreement are exclusive for the City Manager. Benefits are regularly reviewed to ensure they reflect equitable internal alignment.

3. **Fiscal Responsibility** – Negotiated modifications or adjustments to employee benefits are only recommended when necessary and within policy parameters for minimal fiscal impact. The recommended adjustments align with the Fringe Benefits and Salary Plan.
4. **Innovation** – Modifications to fringe benefits ensure appropriate alignment both internally and within the City’s market basket.
5. **Sustainability & Resiliency** – Fringe benefit adjustments are necessary to retain a diverse range of highly skilled employees who can adapt to the changing needs of the City both internally and externally.

FISCAL IMPACT:

There is no fiscal impact associated with this report since there are no changes to the City Manager’s fringe benefits.

Prepared by: Rene Goldman, Human Resources Director
Certified as to
Availability of funds: Kristie Thomas, Finance Director
Approved as to form: Susan Wilson, Assistant City Attorney

Concurs with:



STEVE HEMENWAY
Mayor Pro Tem

Attachment:

1. Exhibit A - First Amendment to the City Manager Employment Agreement