



City of Arts & Innovation

City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: JANUARY 28, 2025

FROM: MAYOR PRO TEM MILL WARDS: ALL

SUBJECT: ADOPT ORDINANCE TO ESTABLISH LEVEL OF COMPENSATION FOR MAYOR - INTRODUCE ORDINANCE TO ESTABLISH LEVEL OF COMPENSATION AND ADOPT RESOLUTION AMENDING FRINGE BENEFITS ADJUSTMENTS FOR CITY COUNCIL AND MAYOR PRO TEM

ISSUE:

Adopt an Ordinance establishing a five percent increase in salary for the Mayor and introduce an ordinance establishing a five percent increase in salaries for City Council and Mayor Pro Tem, repealing Ordinances No. 7626 and 7627, respectively. Adopt a resolution amending the Fringe Benefits and Salary Plan increasing the City Council and Mayor Pro Tem automobile allowance to \$500 per month

RECOMMENDATIONS:

That the City Council:

1. Adopt an ordinance establishing the level of compensation of the Mayor and providing certain fringe benefits, and repealing Ordinance No. 7626 in its entirety; and
2. Introduce an ordinance establishing the level of compensation for Members of the City Council and the Mayor Pro Tem and providing certain fringe benefits, and repealing Ordinance No. 7627 in its entirety.
3. Adopt a Resolution amending the Master Fringe Benefits and Salary Plan to reflect an increase to City Council and Mayor Pro Tem automobile allowance to \$500 per month.

INTRODUCTION OF ORDINANCE:

On January 14, 2025, the City Council held a public hearing to discuss a proposed salary increase for the Mayor and City Council members. The City Council voted to approve introduction of ordinances establishing a five percent (5%) increase for the Mayor and City Council, providing certain fringe benefits, including repealing Ordinances No. 7626 and 7627, in accordance with the Riverside City Charter. The vote resulted in five (5) in favor and two (2) against, with Councilmembers Conder and Perry opposing the increase. Additionally, the City Council unanimously approved an amendment to the City Fringe Benefits and Salary Plan, increasing the City Council and Mayor Pro Tem automobile allowance to \$500 per month. The

ordinance introduced for the City Council did not reference the increases to the automobile allowances nor the Mayor Pro Tem salary and therefore is being reintroduced for subsequent adoption on February 4, 2025.

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. Measure EE became effective on January 18, 2005. The next salary review was conducted in 2007.

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, February 26, 2019, and January 26, 2021, the City Council held public hearings. The motions to increase compensation for the Mayor and City Council members failed to pass because they did not receive the required five affirmative votes.

On March 14, 2023, the City Council adopted Ordinance Nos. 7626 and 7627, which provided a five percent (5%) salary increase and established the monthly compensation for the Mayor at \$7,242 and for Members of the City Council at \$3,629.

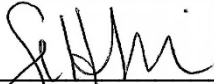
The chart below shows the compensation for the Mayor and City Council from 2002 through 2023.

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
2023	\$7,242	\$3,629

FISCAL IMPACT:

A five percent (5%) increase to the Mayor, Mayor Pro Tem and City Council's salaries for the remainder of FY 2024/25 would be approximately \$16,971, which includes fringe benefits, such as PERS. For FY 2025/26, the fiscal impact would be roughly \$35,684, 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.

Approved by:



SEAN H. MILL
Mayor Pro Tem

Approved as to form: Jack Liu, Interim City Attorney

Attachments:

1. Ordinances
2. Resolution
3. Fringe Benefits and Salary Plan