



City of Arts & Innovation

City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: JANUARY 14, 2025

FROM: MAYOR PRO TEM MILL WARDS: ALL

SUBJECT: MAYOR AND CITY COUNCIL LEVEL OF COMPENSATION INCREASE AND PROVIDING CERTAIN FRINGE BENEFITS

ISSUE:

Determine whether to revise the compensation of the Mayor and Members of the City Council.

RECOMMENDATIONS:

That the City Council:

1. Conduct the public hearing to determine whether to increase compensation for the Mayor and Members of the City Council not exceeding 5% of the current salary;
2. With five affirmative votes, introduce and subsequently adopt an ordinance establishing the level of compensation of the Mayor and providing certain fringe benefits, and repealing Ordinance No. 7626 in its entirety;
3. With five affirmative votes, introduce and subsequently adopt an ordinance establishing the level of compensation for Members of the City Council and providing certain fringe benefits, and repealing Ordinance No. 7627 in its entirety; and
4. Alternatively, consider any revisions to the Mayor and Members of the City Council fringe benefits and direct the City Attorney to prepare the necessary ordinances and a resolution to amend the City's Fringe Benefits and Salary Plan, if necessary.

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.

Additionally, the Mayor and Members of the City Council shall receive those fringe benefits as are currently available pursuant to the City’s Fringe Benefits and Salary Plan, as specifically referenced in Resolution No. 21052. The relevant portions of Resolution No. 21052 are attached hereto.

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

DISCUSSION:

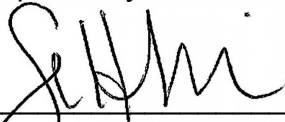
According to Charter Section 403, any increase in salary for the Mayor and members of the City Council cannot exceed five percent of their current salary. Compensation must be established by an ordinance that receives at least five affirmative votes of the City Council, following a public hearing. Proper public notice of this hearing must be published at least fourteen (14) days in

advance.

FISCAL IMPACT:

A five percent (5%) increase to the Mayor and City Council's salaries for the remainder of FY 2024/25 would be approximately \$10,971, which includes fringe benefits, such as PERS. For FY 2025/26, the fiscal impact would be roughly \$21,284, 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:



SEAN H. MILL
Mayor Pro Tem

Certified as to availability
of funds:

Kristie Thomas, Finance Director/Assistant Chief Financial Officer

Approved by:

Edward Enriquez, Assistant City Manager/Chief Financial Officer

Approved as to form:

Jack Liu, Interim City Attorney

Attachments:

1. Charter Section 403
2. Summary of Current Benefits
3. Excerpt from City's Fringe Benefits and Salary plan, Table 7 - Automobile Allowance
4. Ordinances
5. Hearing Notice