

EXHIBIT R

CHARTER REVIEW COMMITTEE

**City of Riverside
April 22, 2004, 6 p.m.
Norte Vista High School
Performing Arts Center
6585 Crest Avenue**

MINUTES

PRESENT: Chair Eric Haley and Members Barry Johnson, Marjorie von Pohle, Gar Brewton, Damon Castillo, Dale McNair, Ray Higgins, Rusty Bailey, Marcia McQuern, Rose Mayes, Dorothy Bailey, Connie Leach, Mike Teer, Sharon Tyrrell, Art Garcia, Ben Johnson, and Stan Stosel

ABSENT: None

STAFF PRESENT: Gregory Priamos, Susan Wilson, Tricia Ruiz, Cheryl Balz, and Judy Truett

ALSO PRESENT: Phyllis Purcell, Barbara Purvis, Daphne Areta, Victoria Nurre, Tom Powell, Sue Mitchell, Janet Wasson, Duong Nguyen, and others

Chair Haley convened the Charter Review Committee meeting at 6:03 p.m.

The Pledge of Allegiance was given to the Flag.

ORAL COMMUNICATIONS FROM THE AUDIENCE

There were no comments presented at this time.

MINUTES

Motion was made and seconded to approve the Minutes of March 25, 2004, as presented. Motion carried unanimously with Members Garcia and Tyrell abstaining.

DISCUSSION AND DELIBERATION

General Obligation Bonds - Mail Ballot Elections

Following discussion and without formal motion, discussion of use of mail ballot elections for general obligation bonds was continued to the meeting of May 27, 2004, to have Registrar of Voters Mischelle Townsend available for questions.

General Obligation Bonds - Negotiated or Private Sale

Discussion ensued regarding granting the City Council authority to determine whether general bonds, notes, or other indebtedness shall be sold at public sale by notice or by negotiated private sale. Member Castillo and others questioned the matrix reference of major fiscal impact. Deputy City Attorney Wilson and City Attorney Priamos explained that the fiscal impact may be significantly positive under certain circumstances. This proposal would grant the City Council flexibility to choose the method of sale depending upon the conditions.

See page CRC-55

Following further discussion, it was moved by Member McQuern and seconded by Member Castillo supporting this amendment. Motion carried unanimously.

Local Preference

Chair Haley reviewed the charted survey of other cities in Southern California showing a blanket rejection of local preference for public works construction contracts with the exception of Cities of Los Angeles and Napa.

Member McQuern had concerns that allowing a local preference would start a trade war and may result in unintended negative consequences. Chair Haley added that any company that has major headquarters in other cities could find themselves injured by the competitive cycling. Major players would feel the ripple effect throughout Southern California.

Member Garcia opposes local preference and feels there was some reason that most all the surveyed cities rejected the concept which could have adverse consequences for Riverside. Member Brewton stated that local businesses already have the advantage because they are already working at home.

Motion was made by Member Brewton and seconded by Member Garcia to reject the concept of local preference for public works contracts.

Member Castillo asked if there was any input from the Greater Riverside Chambers of Commerce on this issue. Chair Haley indicated that the Chamber was not present and his impression was that there was not an official position of the Greater Riverside Chambers of Commerce but there would be an opportunity to revisit the issue at future meetings.

Member R. Bailey reminded the Committee that the Shop Riverside campaign urges residents to shop Riverside and that the City should do the same with respect to public works contracts. Chair Haley responded that this is a preliminary position and that barring a clear position they should reject local preferences for reasons of competitiveness. Member Garcia urged quick resolve to issues in light of the Committee's timeline. Member D. Bailey suggested that someone from the Greater Riverside Chambers of Commerce should have been present if it was a point of contention for them.

City Attorney Priamos clarified that this proposal would not change the Charter and public works contracts would continue to be awarded to the lowest responsible bidder. Member D. Bailey noted that the Chamber was well aware of this meeting and the opportunity to comment on the issues before the Committee.

The motion carried with Members R. Bailey and von Pohle voting no and Members Johnson and Tyrrell abstaining.

Phyllis Purcell commented that it would be cheaper to Shop Riverside because the money would stay in Riverside. The City should follow what we are asking the public to do. Member Teer responded that the current policy allows the City the option to Shop Riverside. Changing the Charter would send the wrong message to surrounding cities.

Mayor and City Council Salaries

Chair Haley announced that four members of the Mayor and City Councilmembers Salary Commission were present and invited Tom Powell to offer an overview of the process the Commission employed during their deliberations and recommendations to the City Council.

Tom Powell thanked the Committee for inviting him and noted his service on the Commission during the 2001 and 2003 sessions. The Commission met for ten to twelve weeks each session. The Commission was set up as an ad hoc committee for the purpose of reviewing the Mayor and Councilmember salaries. The Commission reviewed information provided by staff and compared data with similar communities which proved to be problematic. Although similar in size, individual cities have differing forms of government and operate differently. The responsibilities of elected officials were different. The Commission attempted to define the job descriptions as there are none in the current Charter and was placed in the position of reviewing the positions and salaries without such a job description. The Commission focused on responsibilities and not performance of individuals. Most Commission members view the City Council similar to a Board of Directors holding policy-making roles rather than managing staff.

Vice Chair Johnson agrees that the Mayor and City Council are a governance body as opposed to handling day-to-day duties of staff.

Mr. Powell noted that the Commission's 2001 recommendations were accepted by the City Council yet in 2003 the City Council did not accept the recommendations. The Commission felt they had wasted twelve weeks and that the process of trying to decide salaries was not effective.

Commissioner Sue Mitchell expressed appreciation for the professionalism of City staff and her peers on the Commission. The Commission members took their job seriously and understood that their role was to make recommendations to the City Council for their consideration. Although the Commission recommended no raise, the City Council voted for a 60% salary increase. There were multiple motions of the City Council - some in jest - and the City Council wasn't even sure of the fiscal impact of the motion at the time. Ms. Mitchell recommends the word "salary" be eliminated from the debate. Councilmembers serve as a public service and compensation should be in the form of a stipend or honorarium. She also had recommended referral of this issue to the Charter Review Committee to identify an alternative process for setting Mayor and Councilmember compensation. Compensation for other elected local officials ranges from \$600 a year to \$40,000 a year. The Commission deliberated if the position of Councilmember was full-time or part-time. Upon interview, each Councilmember reported 40 to 50 hours per week dedicated to the Office. The Commission felt there could be time saved through more effective use of staff and avoidance of micromanagement. The Commission agreed the position could be considered part-time.

Ms. Mitchell recommends (1) eliminating the word "salary" as it confuses the process; (2) leaving Charter language vague whether the position is full-time or part-time; (3) finding a public policy group that can help determine how to compensate for public service; (4) determining a fair number that is not too large as to encourage career politicians; (5) granting a modest cost of living raise concurrent with that granted to City employees; and (6) elimination of the Mayor and Council Members Salary Commission.

Commissioner Rich Biber also experienced frustration with the process which should be replaced. The current process is unfair to the Councilmembers and Commissioners as well. It is difficult to carry out the charge of the Commission due to the vagueness of the City Charter. The City Councilmembers are policy makers and should not deal with mundane issues which could be handled by staff. Mr. Biber encouraged definition of the parameters of the Commission. The work of the Commission was demeaned by the deliberations at the City Council level. The Charter Review Committee has the opportunity to improve the process. It is difficult for Councilmembers to keep pace with their personal jobs if they are working full-time as Councilmembers.

Chair Haley thanked the speakers.

Member Higgins was astonished after the first Commission meeting realizing that with the exception of one, Commissioners had already determined that the City Council was a minimalist organization that really did nothing and therefore deserved nothing. The Chair and Vice Chair were not present for voting on final recommendations to the City Council. The City Council is not similar to a Board whose members in most cases are appointed by a CEO and are not elected officials. Government and business are very different. He noted the extensive time required for review of weekly City Council packets. Those who excel at multi-tasking are capable of the Office of Councilmember. He foresaw difficulties with the Commission's 2002 recommendation. The Council felt slighted at the proposal of no salary increase. Member Higgins supports sunset of the Mayor and City Councilmember Salary Commission.

Member Leach asked how often City employees were given a raise. City Attorney Priamos advised that the City has ten bargaining units and that the average over the last 10 years has been a 3 to 4 percent cost of living raise per year. All contracts have expired or will expire soon. Future raises are yet to be determined.

Member Leach favors allowing the voters to determine salaries. Member McQuern asked Sue Mitchell how to determine what compensation was fair and if that number should be a part of the Charter. Sue Mitchell responded that determining the appropriate number is difficult. Member McQuern suggested creation of a salary commission that has final authority or tying the salary to a percentage of another official such as a judge.

Tom Powell stated that no one on the Commission ever desired having the final decision. Tying salary to another factor would be acceptable. Tom Powell feels the current salaries are too high.

Member Garcia stated he publicly acknowledged his support of the City Council receiving one-half of the Mayor's salary in light of the amount of work. Councilmembers should have additional administrative support staff with the Council primarily addressing policy-making issues. He favors tying salary to an external factor. The amount of compensation is difficult to determine because people have different opinions about the amount of work it takes to be a Councilmember. The Commissioners were not treated fairly at the City Council meeting. Compensation should be adequate so that blue-collar workers have the opportunity to serve.

Sue Mitchell reminded the Committee of Paul Flick's suggestion that City Council meetings be held two nights a week - one to have the Council meeting and the other to take care of all other business allowing everyone to run for office. The only other solution is to identify a salary that is adequate.

Member von Pohle asked if the Commission looked at the work the City Council performs and the agenda packets they must review. She supported granting the Councilmembers a raise.

Tom Powell responded that each Councilmember was interviewed and their comments considered. He suggested that reports be reduced to minimize reading time. Councilmembers should rely on professionals to analyze issues and make recommendations.

Member McNair felt the Commission could have been more representative of the community. Mr. Powell referred to the Charter section defining the selection process.

Rich Biber applied for the Airport Commission but was subsequently appointed to the Mayor and Councilmembers Salary Commission. At the time he supported making the Council position a full-time position with a salary of \$75,000 per year. His views changed as the work of the Commission proceeded. The determination of full-time vs. part-time would be the basis of the salary decision.

City Attorney Priamos read the Charter section describing the preferred membership of the Commission.

Member Brewton feels that Councilmembers must have unique skills and salaries should be created to encourage these individuals to run for City Council. Because the Council makes management decisions, they should have professional backgrounds. Candidates should not run just to make money. The City Council is doing a great job and they are good businessmen but the salary needs to be adjusted - not upward.

Member Mayes suggested identification of a public policy group in California or Washington, D.C. who has studied these issues. The salary surveys were not very helpful. The salaries must be tied to a factor. The salary should not be so high that people would quit their full-time jobs to run for office. Those who give up their time should be compensated. The work of Commissions should not be unappreciated. Ms. Mayes suggests a Think Tank to make recommendations to the committee.

Sue Mitchell felt it was difficult to determine compensation for public service.

Member Castillo agreed with Ms. Mitchell and supported the comments by Member Brewton. He doesn't see public service commitment as a salaried job. Councilmembers understand that the job involves long hours. Staff resources are available to the elected officials.

Vice Chair Johnson indicated that Alvord Unified School District Board Members receive a \$400 stipend per month. The positions are for public service and not focused on compensation. He prefers using the term "stipend" rather than salary. Support staff and the use of technology could minimize the time commitment. He thanked the Commission for their service.

Member McNair reminded the Committee that the discussion was on process, not the level of salary.

Member Stosel pointed out that the public wants to speak directly with the elected official. Sacrifices are involved but there needs to be a middle ground. Public service should be compensated but the process should be depoliticized.

Chair Haley recalled his service as a Councilmember. Councilmembers must return even routine calls. Citizens expect direct response from Councilmembers and the job must be taken seriously. The City Council should have a voice in their salary but within a structure that preserves reasonable adjustability. He asked what the rationale would be for rolling back salaries.

Ms. Mitchell stated that the Commission recommended the process be revisited with perhaps a small cost of living increase included. Member Brewton does not favor the City Council voting on their salary.

Public Comments

Yolanda Garland stated that the City Council is the highest paid in the country according to the size of the city. They approved large increases even though the commission recommended no increase. Councilmembers should receive benefits only after a period of service. She suggested all City Council candidates receive a job description and salary range before they run for office and the salary should be capped. If the Council did not micromanage, the time commitment would be reduced. She asked why both the City Manager and Mayor positions were needed. She thanked the Committee for their work.

Phyllis Purcell taught civics to 7th and 8th graders and identified how local level government affects their day-to-day life. All residents should have open access to elected representatives. Staff support is fine as long as access to Councilmembers is not limited. The Council should be compensated. The Commission did not have an effective process.

High School Senior Daphne Areta feels that Councilmembers raising their salaries is illegal. How salaries should be determined is unknown but the Councilmembers should not make this decision. Member R. Bailey concurred and feels the matter should be decided by the voters. The 27th Amendment prohibits Congress from raising their salaries for their current term.

Sue Mitchell suggested the position should be part-time with no benefits. No one questions how hard Councilmembers work. They have a substantial benefit package.

Member Higgins referenced the County's temporary organization with a budget of \$6 million which didn't have the oversight by the elected officials. The six million became \$25 million. Oversight by elected officials is important.

Chair Haley thanked the members of the Mayor and Council Members Salary Commission. Following further discussion, it was moved and seconded to continue this matter to May 13, 2004, at 5 p.m. in Mayor's Ceremonial Room. Motion carried unanimously.

Preamble Subcommittee Report

Member Castillo reported that the subcommittee requested Member R. Bailey to present draft language submitted by subcommittee members to his students for a report back at the next regular meeting.

Proposed Charter Amendments Matrix

Member Garcia spoke about the March 11, 2004, minutes reflecting "at the request of Member Garcia granting of greater responsibility to boards and commissions will be added to the matrix as well as specifically citing additional existing boards/commissions in the Charter." An example would be the Parking, Traffic, and Streets Commission having final authority on granting of speed humps, for example, with appeal to the City Council. He requested this be discussed and become part of the matrix early enough to allow a subcommittee time to study and make recommendations to the full committee before the deadline to place the recommendations on the ballot.

Chair Haley requested this matter be included in the matrix.

Member Higgins suggested the next meeting be held in the Mayor's Ceremonial Room as the acoustics were poor at the performing arts center and large arenas are no longer needed. Member Brewton suggest that the members stand when speaking.

Member Leach asked why the reference to Charter Section 1202 in the matrix mentioned no change to current procedure in seeking City Council approval for contracts over \$25,000 when the current Charter already is written for amounts over \$50,000. City Attorney Priamos clarified that Section 1202 is the authority of the Board of Public Utilities which is different from City Council authority provisions. There may be instances where we do not seek Board approval but must seek Council approval. The Board of Public Utilities asked to increase their authority to be able to approve contracts without Council approval.

City Attorney Priamos also clarified the concern raised by Member Garcia about the Parking, Traffic, and Streets Commission. The current Charter only reflects five commissions although we have a whole series of boards and commission that are not identified in the Charter.

Member Garcia said his intent is to have a sub-committee or the full committee review all Boards and Commissions to see if it would be appropriate to add or remove others from the Charter.

The Committee adjourned at 7:55 p.m.

Respectfully submitted,



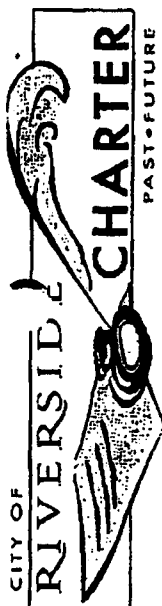
CHERYL BALZ
Deputy City Clerk

ACCOMPLISHMENTS

1. Continued policy deliberations and formulating positions

TO DO:

1. Continue discussion regarding the Mayor and Councilmembers salaries
2. Continue discussion regarding Preamble language
3. Continue deliberations and take positions on remaining matrix issues



CHARTER REVIEW COMMITTEE
Local Preference Policies for Public Works Contracts

City	Charter/General Law	Local Preference Policy Yes/No
Colton	General	No
Escondido	General	No
Lake Elsinore	General	No
Murrieta	General	No
Oceanside	General	No
Perris	General	No
Redlands	General	No
Rialto	General	No
Temecula	General	No
Anaheim	Charter	No
Bakersfield	Charter	No
Corona	General	No
Fresno	Charter	No
Long Beach	Charter	No
Los Angeles	Charter	Yes. 10% for contracts of \$100,000, or less. Local Preference provided to any entity within the County of Los Angeles.
Ontario	General	No

City	Charter/General Law	Local Preference Policy Yes/No
Napa	Charter	Yes. 3% preference provided to local businesses. Local Preference provided to any entity within the County of Napa.
Sacramento	Charter	No
San Bernardino	Charter	No
San Diego	Charter	No
San Francisco	Charter	No
San Jose	Charter	No
Santa Ana	Charter	No
Stockton	Charter	No

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MAYOR AND COUNCIL MEMBERS SALARY COMMISSION
MONDAY, MARCH 4, 2002, 11:30 A.M.
3900 MAIN STREET
Seventh Floor Conference Room

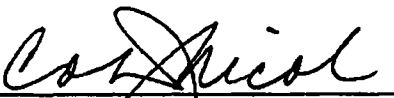
MINUTES

PRESENT: Duane Lowe and Frank Mott

ALSO PRESENT: Colleen Nicol, Deen Teer, Judy Griffith, Rhonda Strout, and
Gregory Priamos

At 12 p.m., the City Clerk adjourned the meeting for lack of a quorum.

Respectfully submitted,


COLLEEN J. NICOL
City Clerk

**MAYOR AND COUNCIL MEMBERS
SALARY COMMISSION
MONDAY, JUNE 19, 2002, 11:30 A.M.
SEVENTH FLOOR CONFERENCE ROOM**

MINUTES

PRESENT: Commissioners Powell, Ashley, Daniels, Fick, Biber, and Mitchell (Alternate)

ABSENT: Commissioners Yancu and Lowe

ALSO PRESENT: Rhonda Strout, Gregory Priamos, Colleen Nicol, Judith Griffith, Duke Steppe, Deen Teer, and Ray Higgins

The meeting convened at 12 p.m.

INTRODUCTIONS

Following self-introductions, the items remaining on the agenda were considered.

ELECTION OF OFFICERS

Following discussion, it was moved by Commissioner Biber and seconded by Commissioner Fick nominating Tom Powell as Chair. Motion carried unanimously.

Following further discussion, it was moved by Chairman Powell and seconded by Commissioner Fick nominating Commissioner Biber as Vice-Chair. Motion carried unanimously.

COMMISSION'S PURPOSE/CHARGE

Interim City Attorney Priamos reviewed the purpose and charge of the Mayor and Council Members Salary Commission as set forth in the Riverside Charter and Brown Act requirements. No formal action was required or taken.

MAYOR AND COUNCILMEMBER INTERVIEW QUESTIONNAIRE AND SALARY SURVEY

Human Resources Director Judith Griffith presented the draft interview questionnaire and partial salary survey of the five cities larger and five cities smaller than Riverside which will be completed in full and presented at the next meeting

Following discussion, and without formal motion, staff was requested to provide (1) a listing of Mayor/City Council regional board/commission assignments,

whether the participation was voluntary or required, if a stipend is offered, and any personal costs incurred; (2) City Council standing committees; (3) research on whether the positions have been identified as part-time or full-time; (4) the salary survey being conducted by Human Resources including the duration of meetings; and (5) research on length of Riverside City Council meetings.

Following further discussion, it was moved by Commissioner Fick and seconded by Commissioner Biber authorizing staff to complete revisions to the questionnaire and distribute to the Mayor and City Council specifying May as the month to be itemized by activity. Motion carried unanimously.

FUTURE MEETING SCHEDULE

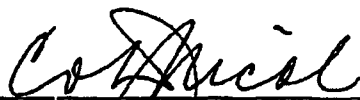
Following discussion it was moved by Commissioner Biber and seconded by Commissioner Fick setting future meetings for Mondays at 4:30 .m. beginning July 1, 2002, and convening as needed. Motion carried unanimously.

ORAL COMMUNICATIONS FROM THE AUDIENCE

There were no oral comments presented.

The meeting adjourned at 1:05 p.m.

Respectfully submitted,


COLLEEN J. NICOL
City Clerk

**MAYOR AND COUNCILMEMBERS SALARY COMMISSION
MONDAY, JULY 1, 2002, 4:30 P.M.
MAYOR'S CEREMONIAL ROOM**

PRESENT: Commissioners Biber, Yancu, Mitchell (Alternate), Ashley, and Fick

ABSENT: Commissions Lowe, Daniels, and Chairman Powell

ALSO PRESENT: Colleen Nicol, Deen Teer, Greg Priamos, Rhonda Strout, Judith Griffith, and Duke Steppe

The meeting was called to order at 4:30 p.m. by Vice-Chair Biber followed by self-introductions. Staff was requested to agendize approval of the minutes at each meeting and to move oral communications from the audience to the beginning of the agenda.

RESEARCH

City Clerk Colleen Nicol reviewed research provided on regional organization and committee assignments, Councilmember term expirations, length of City Council meetings, and part-time versus full-time status of Councilmember positions. Interim City Attorney Gregory Priamos noted that the law is silent with respect to Councilmember positions being full- or part-time and that the Commission's charge is to determine the appropriate level of compensation rather than if the positions are full or part-time.

The Commission discussed vacation, sick leave, and retirement benefits.

MAYOR AND COUNCILMEMBER QUESTIONNAIRE AND SALARY SURVEY

Following discussion and a report from Human Resources Director Judith Griffith, the Commission requested the questionnaire be amended to (1) ask if the reported month is light, medium, or heavy; (2) read "Redevelopment Agency" rather than "Agency"; (3) change columns to request date, work performed, check required or discretionary, and time required; (4) list events chronologically; (5) indicate which months of the year are light, medium, or heavy; (6) provide a small section for other comments; (7) use May as the reporting month; (8) ask, "Do you currently hold a full-time or part-time job while fulfilling your duties as a Council Member?"; (9) in the fringe benefits section, add auto allowance and cell phones, remove vacation and sick leave, and ask if there are any other benefits they would like to have provided; and (10) how many days elected officials are out of town on City business.

Ms. Griffith distributed preliminary salary information for Councilmembers and Mayors from other cities.

**MAYOR AND COUNCILMEMBERS SALARY COMMISSION
MONDAY, JULY 15, 2002, 4:30 P.M.
MAYOR'S CEREMONIAL ROOM**

PRESENT: Commissioners Daniels, Mitchell, Fick, Ashley, Biber, Yancu,
and Chairman Powell

STAFF PRESENT: Colleen Nicol, Jim Smith, Deen Teer, Gregory Priamos,
Rhonda Strout, and Judy Griffith

ALSO PRESENT: Ray Higgins

The meeting was called to order at 4:30 p.m. by Chairman Powell.

ORAL COMMUNICATIONS FROM THE AUDIENCE

Ray Higgins proposed providing staff support to Councilmembers as compensation. A budget should be assigned to individual Councilmembers which can be used for personal assistance.

INTRODUCTIONS

Chairman Powell called for self-introductions.

APPROVAL OF MINUTES

Following discussion, it was moved by Commissioner Fick and seconded by Commissioner Mitchell that the minutes of June 19, 2002, be amended adding that Ray Higgins offered comments that the name of the commission should be changed to the Mayor and Councilmembers Compensation Commission and as a form of compensation that the Mayor and Councilmembers be provided with professional staff. Motion carried unanimously.

Following further discussion, it was moved by Commissioner Fick and seconded by Commissioner Biber that the minutes of the meetings of June 19 and July 1, 2002, be approved as amended. Motion carried unanimously with Commissioner Yancu abstaining with respect to the minutes of June 19, 2002.

Following discussion and without formal motion, the Commission requested the City Clerk to prepare action minutes of all Commission meetings and to include public comments made throughout the meeting.

IMPORTANT FACTS/REFERENCE GUIDE

Council Relations Administrator Teer presented materials identifying staff roles, Commission roster, and a fact sheet. No formal action was required or taken.

FUTURE MEETING SCHEDULE

Vice-Chair Biber indicated that at the next meeting the Commission will discuss the salary information from other cities, solidify the questionnaire, and identify interview dates.

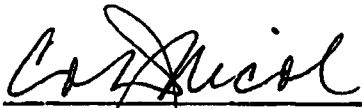
OTHER BUSINESS

The Commissioners were notified to contact Deen Teer if they would like business cards. The Commissioners unanimously declined to be issued name badges. Staff will provide Commissioner Yancu with the booklet on ethics distributed at the new Board and Commission Members' workshop.

ADJOURN

The meeting adjourned at 5:40 p.m.

Respectfully submitted,



COLLEEN J. NICOL
City Clerk

CITY COUNCIL MINUTES RESEARCH

The City Clerk presented City Council minutes for the month of May 2002 and the research request to determine which agenda items are required by State law, Federal law, City Charter or policy, or are ceremonial or informational. Staff informed the Commission that at least 80% require City Council approval and the remaining may be ceremonial or informational. No further research was requested on this matter.

SALARY AND COMPENSATION SURVEY

Human Resources Director Griffith presented an updated salary and compensation survey of comparable cities. The Commission discussed stipends, Redevelopment Agency salaries, if members of the public could serve as the Agency members, travel reimbursements, car allowance, benefits, staffing, and other related matters.

Several Commissioners feel it is appropriate for the Commission to forward recommendations to the City Council regarding salary as well as organizational changes. Staff advised that the charge of the Commission as outlined in the Charter precludes making recommendations on staffing or City Council responsibilities and is limited to recommendations with respect to salary.

The next Commission agenda will include structure of Mayor and City Council interview questions.

MAYOR AND COUNCILMEMBER SALARY QUESTIONNAIRE

Human Resources Director Griffith presented the revised Mayor and Councilmember Salary Questionnaire and noted that the references to sick leave and vacation will be removed. The survey will be distributed on July 16, 2002, and the Mayor and Councilmembers will be asked to respond within ten days.

MAYOR AND COUNCILMEMBER INTERVIEW DATES

Following discussion, it was moved by Commissioner Fick and seconded by Commissioner Biber that determination of specific interview dates for the Mayor and Councilmembers be continued for one week. Motion carried unanimously.

The meeting adjourned at 5:55 p.m.

Respectfully submitted,



COLLEEN J. NICOL
City Clerk

**MAYOR AND COUNCIL MEMBERS SALARY COMMISSION
MONDAY, JULY 22, 2002, 4:30 P.M.
MAYOR'S CEREMONIAL ROOM**

MINUTES

PRESENT: Commissioners Daniels, Yancu, Biber, and Chair Powell

ABSENT: Commissioners Ashley, Fick, and Mitchell

ALSO PRESENT: Colleen Nicol, Corey Neeld, Gregory Priamos, Rhonda Strout, Deen Teer, Judy Griffith, Laurie Payne, and Duke Steppe

Chairman Powell called the meeting to order at 4:30 p.m.

ORAL COMMUNICATIONS FROM THE AUDIENCE

Ray Higgins asked that the Commissioners remember that compensation is for the job and not for the individual and that what is required and what is custom be examined. Not all Councilmembers work the same number of hours. Relative to the minutes of July 15, 2002, he also advised that "constituent services" is the term he used rather than "personal assistance".

INTRODUCTIONS

Chairman Powell called for self-introductions.

APPROVAL OF MINUTES

It was moved by Commissioner Biber and seconded by Commissioner Daniels, that the minutes of the meeting of July 15, 2002, be approved as presented, but amending Mr. Higgins comments to replace "personal assistance" with "constituent services". Motion carried unanimously.

RESEARCH ASSIGNMENTS

Council Relations Administrator Deen Teer announced that a listing of the research assignments requested by the Commission are included in the packet for information and will be presented to the Commission as the research is completed.

At the request of Chairman Powell, Human Resources will provide historical statistics on the CPI, negotiated increases, and employee groups.

MAYOR AND COUNCILMEMBER INTERVIEWS

Following discussion, it was moved by Commissioner Yancu and seconded by Commissioner Daniels setting the following format for interviews with the Mayor and Councilmembers:

Five minute opening statement by the elected official
Three minutes of questions from each Commissioner
Three to four minutes for follow-up questions from the Commission
Two minutes for final Councilmember/Mayor comments

Three interviews will be scheduled per meeting. The Mayor will be scheduled with only one other Councilmember.

Motion carried unanimously.

MAYOR AND COUNCILMEMBER INTERVIEW DATES

Following discussion, it was moved by Commissioner Biber and seconded by Commissioner Yancu that three interviews will be conducted on August 5, the Mayor plus one Councilmember on August 12, and three Councilmembers on August 19, 2002. The Council Relations Administrator will schedule the interviews with the elected officials. The motion carried unanimously.

SALARY AND COMPENSATION SURVEY

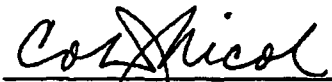
Human Resources Director Griffith presented a survey of comparable cities showing salary, compensation, and other benefits. No formal action was required or taken.

ADJOURNMENT

It was moved by Commissioner Daniels and seconded by Commissioner Yancu to adjourn to August 5, 2002. The Commission will not meet on July 29, 2002. Motion carried unanimously.

The meeting adjourned at 5:10 p.m.

Respectfully submitted,



COLLEEN J. NICOL
City Clerk

**MAYOR AND COUNCILMEMBERS SALARY COMMISSION
MONDAY, AUGUST 5, 2002, 5 P.M.
MAYOR'S CEREMONIAL ROOM**

PRESENT: Commissioners Biber, Daniels, Fick, Mitchell, Yancu, and
Chairman Powell

ABSENT: Commissioner Ashley

STAFF PRESENT: Jim Smith, Deen Teer, Eileen Teichert, Rhonda Strout, Judy
Griffith, Corey Neeld, and Jan Lowry

ALSO PRESENT: Ray Higgins

The meeting was called to order at 5:05 p.m. by Chairman Powell.

INTRODUCTIONS

Chairman Powell called for self-introductions.

ORAL COMMUNICATIONS FROM THE AUDIENCE

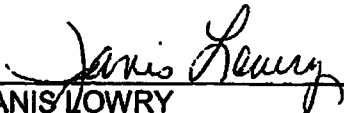
Ray Higgins spoke regarding the duties of the Councilmembers including the time required to prepare for the City Council meetings and inquired on the process for the Councilmember interviews.

ELECTED OFFICIALS' INTERVIEWS

Councilmembers Joy Defenbaugh and Ameal Moore were individually interviewed by the members of the Mayor and Councilmembers Salary Commission.

The meeting adjourned at 6:25 p.m.

Respectfully submitted,



JANIS LOWRY
Deputy City Clerk

MAYOR AND COUNCIL MEMBERS SALARY COMMISSION
MONDAY, AUGUST 12, 2002, 4:30 P.M.
7TH FLOOR CONFERENCE ROOM

MINUTES

PRESENT: Commissioners Biber, Yancu, Fick, Mitchell, Daniels, and
Chairman Powell

ABSENT: Commissioner Ashley

ALSO PRESENT: Judith Griffith, Colleen Nicol, Deen Teer, Rhonda Strout, and
Eileen Tiechert

Chairman Powell called the meeting to order at 4:35 p.m.

ORAL COMMUNICATIONS FROM THE AUDIENCE
There were no comments presented at this time.

ELECTED OFFICIAL INTERVIEWS

Council Relations Administrator Teer reported that Councilmembers Schiavone and Adkison had declined to participate at this time. The Commission required Ms. Teer to again encourage their participation in the interviews.

The Commission interviewed Councilmember Hart and Mayor Loveridge.

The Commission adjourned at 5:50 p.m.

Respectfully submitted,



COLLEEN J. NICOL
City Clerk

**MAYOR AND COUNCILMEMBERS SALARY COMMISSION
MONDAY, AUGUST 19, 2002, 4:30 P.M.
MAYOR'S CEREMONIAL ROOM**

PRESENT: Commissioners Biber, Daniels, Fick, Mitchell, Yancu, and
Chairman Powell

ABSENT: Commissioner Ashley

STAFF PRESENT: Deen Teer, Eileen Teichert, Rhonda Strout, Corey Neeld,
and Janis Lowry

ALSO PRESENT: Ray Higgins

The meeting was called to order at 4:35 p.m. by Chairman Powell.

INTRODUCTIONS

Chairman Powell called for self-introductions.

ORAL COMMUNICATIONS FROM THE AUDIENCE

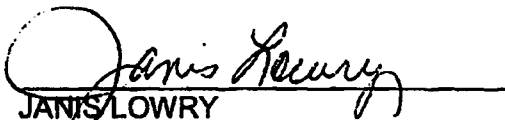
There were no oral communications presented at this time.

ELECTED OFFICIALS' INTERVIEWS

Councilmembers Chuck Beaty and Laura Pearson were individually interviewed
by the members of the Mayor and Councilmembers Salary Commission.

The meeting adjourned at 5:40 p.m.

Respectfully submitted,


JANIS LOWRY
Deputy City Clerk

**MAYOR AND COUNCIL MEMBERS SALARY COMMISSION
THURSDAY, AUGUST 22, 2002, 4:30 P.M.
MAYOR'S CEREMONIAL ROOM**

MINUTES

PRESENT: Commissioners Fick, Biber, Daniels, Mitchell, and Powell

ABSENT: Commissioners Ashley and Yancu

ALSO PRESENT: Colleen Nicol, Rhonda Strout, Deen Teer, and
Gregory Priamos

Chairman Powell called the meeting to order at 4:35 p.m.

INTRODUCTIONS

Chairman Powell called for self-introductions

ORAL COMMUNICATIONS FROM THE AUDIENCE

There were no oral comments presented at this time.

ELECTED OFFICIAL INTERVIEW

The Commissioners conducted an interview with Councilmember Frank Schiavone.

CITY MANAGER INTERVIEW

The Commission requested staff to forward the following questions to the City Manager in preparation for the upcoming interview:

Suggested changes to the structure of Riverside's local government.

Are the Mayor and Councilmember positions part-time or full-time as currently structured?

Should the positions be full-time or part-time?

If part-time, what needs to be done to restructure?

What is your experience in other cities with structure and length of City Council meetings?

Please comment on Councilmember Schiavone's proposal to reallocate the City Council budget to individual members to be utilized for staffing, travel, or other needs as appropriate to each.

Who has authority to define the Mayor and City Council positions as part-time or full-time?

The Commission set September 25, 2002, at 4:30 p.m. for a public hearing.

The Commission adjourned at 5:55 p.m.

Respectfully submitted,



COLLEEN J. NICOL
City Clerk

**MAYOR AND COUNCIL MEMBERS SALARY COMMISSION
MONDAY, SEPTEMBER 9, 2002, 4:30 P.M.
MAYOR'S CEREMONIAL ROOM**

MINUTES

PRESENT: Commissioners Fick, Biber, Daniels, Mitchell, Powell, Ashley, and Yancu

ABSENT: None

ALSO PRESENT: Colleen Nicol, Rhonda Strout, Deen Teer, Judith Griffith, Kathleen Gonzales, Corey Neeld, Ray Higgins, and Letitia Pepper

Chairperson Powell called the meeting to order at 4:30 p.m.

ORAL COMMUNICATIONS FROM THE AUDIENCE

Ray Higgins does not feel that the City Council is similar to a Board of Directors and compensation is not comparable.

CITY OFFICIALS' INTERVIEWS

The Commission interviewed Councilmember Ed Adkison and City Manager George Carvalho.

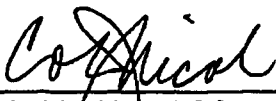
MEETING SCHEDULE

Following discussion, it was moved by Commissioner Fick and seconded by Commissioner Yancu that the meeting of September 11, 2002, be cancelled. Motion carried unanimously.

ADJOURNMENT

The meeting adjourned at 6:05 p.m.

Respectfully submitted,



COLLEEN J. NICOL
City Clerk

**MAYOR AND COUNCIL MEMBERS SALARY COMMISSION
THURSDAY, SEPTEMBER 12, 2002, 4:30 P.M.
SEVENTH FLOOR CONFERENCE ROOM**

MINUTES

PRESENT: Commissioners Fick, Biber, Daniels, Mitchell, Powell, Ashley, and Yancu

ABSENT: None.

ALSO PRESENT: Kelly Palmer, Rhonda Strout, Deen Teer, Judith Griffith, Eileen Teichert, and Ray Higgins

Chairperson Powell called the meeting to order at 4:35 p.m.

INTRODUCTIONS

Chairperson Powell called for self-introductions.

MINUTES

Motion was made by Commissioner Mitchell and seconded by Commissioner Fick to approve the Minutes of July 22, August 5, 12, 19, and 22, 2002, as presented. Motion carried unanimously with Member Ashley abstaining.

ORAL COMMUNICATIONS FROM THE AUDIENCE

Ray Higgins commented on the multiple Mayor and Council Members Salary Commission meetings held this year and suggested there be two cycles with the City Clerk to provide information to future Commission members to reduce the number of meetings.

SALARY/BENEFIT/CPI DATA

Human Resources Director Judith Griffith offered to answer any questions relative to salaries, benefits, and Consumer Price Index (CPI) data as presented in the written staff report. No formal action was required or taken.

COMMISSION RECOMMENDATIONS TO CITY COUNCIL

Following discussion relative to the salary and benefits of the City Council, motion was made by Commissioner Fick and seconded by Commissioner Daniels, recommending there be no increase in the City Council salary because the position is part-time. Motion carried on the following voice vote:

Ayes: Commissioners Powell, Biber, Fick, Daniels, Mitchell, and Yancu

Noes: Commissioner Ashley

Following discussion relative to the salary and benefits of the Mayor, motion was made by Commissioner Fick and seconded by Commissioner Daniels, tentatively recommending, pending further review and public input, a \$90,000 base annual salary plus fringe benefits currently being paid with no unaccountable expense account or car allowance. Motion carried unanimously.

Chairperson Powell indicated the recommendations today are in part with the understanding there will be one additional meeting on September 26, 2002, following the September 25, 2002, public hearing to finalize the recommendations and write the report to the City Council.

ADJOURNMENT

Motion was made by Commissioner Fick and seconded by Commissioner Biber to adjourn the meeting at 6:45 p.m. Motion carried unanimously.

Respectfully submitted,



KELLY PALMER
Assistant City Clerk

**MAYOR AND COUNCILMEMBERS SALARY COMMISSION
WEDNESDAY, SEPTEMBER 25, 2002, 4:30 P.M.
MAYOR'S CEREMONIAL ROOM**

MINUTES

PRESENT: Commissioners Daniels, Fick, Yancu, Powell, and Mitchell

ABSENT: Commissioners Ashley and Biber

ALSO PRESENT: Colleen Nicol, Eileen Teichert, Judith Griffith, and Deen Teer

Chairman Powell called the meeting to order at 4:30 p.m.

ORAL COMMUNICATIONS

There were no oral comments presented at this time.

APPROVAL OF MINUTES

It was moved by Commissioner Fick and seconded by Commissioner Daniels to approve the minutes of the meetings of September 9 and 12, 2002, as presented. Motion carried unanimously.

PUBLIC HEARING

Chairman Powell read aloud the proposed recommendation to the City Council.

Ray Higgins noted that the City is in the process of redistricting wherein each Councilperson will have 38,000 constituents in their respective Wards. If the Councilmembers are not given a raise, they are essentially receiving a pay cut. The workload is heavier than ever. He suggests they be given a cost of living increase and additional staffing assistance. Mr. Higgins does not support the proposed salary increase for the Mayor as the Mayor does not vote or create policy.

Commissioner Fick noted two telephone calls received in opposition to the proposed salary increase for the Mayor.

It was moved by Commissioner Fick and seconded by Commissioner Yancu to close the public hearing. Motion carried unanimously.

ADJOURNMENT

It was moved by Commissioner Mitchell and seconded by Commissioner Fick that the meeting be adjourned. Motion carried unanimously.

The meeting adjourned at 4:50 p.m.

Respectfully submitted,



COLLEEN J. NICOL
City Clerk

**MAYOR AND COUNCIL MEMBERS SALARY COMMISSION
THURSDAY, SEPTEMBER 26, 2002, 4:30 P.M.
SEVENTH FLOOR CONFERENCE ROOM**

MINUTES

PRESENT: Commissioners Fick, Daniels, Mitchell, Yancu, and Ashley

ABSENT: Commissioner Biber and Chairman Powell

ALSO PRESENT: Colleen Nicol, Deen Teer, Eileen Teichert, and Judith Griffith

The meeting was called to order at 4:43 p.m. by Commissioner Fick.

ORAL COMMUNICATIONS FROM THE AUDIENCE

Mr. Ray Higgins spoke in opposition to a raise in the Mayor's salary.

Ms. Joanna Mercereau spoke in opposition to a raise in the Mayor's salary.

COMMISSION RECOMMENDATIONS TO THE CITY COUNCIL

Following discussion of salary and compensation for members of the City Council, it was moved by Commissioner Mitchell and seconded by Commissioner Yancu recommending to the City Council that (1) Councilmembers receive no salary increase; and (2) current fringe benefits and car allowance be maintained. Motion carried on the following voice vote:

AYES: Commissioners Mitchell, Fick, Yancu, and Daniels

NOES: Commissioner Ashley

Following further discussion, it was moved by Commissioner Mitchell and seconded by Commissioner Ashley recommending that the City Manager (1) ensure appropriate staff support for Councilmembers; (2) work with the City Council to set a culture of policy-making rather than micromanaging; and (3) share and implement successful systems, policies, and cultures from his past working experiences. Motion carried unanimously.

Chairman Powell arrived during the following discussion and presided.

Following discussion relative to the salary and compensation for the Mayor, it was moved by Commissioner Mitchell and seconded by Commissioner Daniels that the City Council set the Mayor's salary at \$84,000 per year plus a \$500 per month car allowance. Motion carried unanimously.

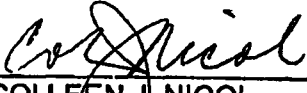
Following further discussion, it was moved by Commissioner Fick and seconded by Commissioner Yancu recommending to the City Council that the change in compensation for Mayor be effective at the first pay period following City Council action. Motion carried unanimously.

Following further discussion, it was moved by Commissioner Ashley and seconded by Commissioner Daniels authorizing Commissioners Fick and Mitchell and Chairman Powell to finalize the written report for City Council consideration at their meeting of October 15, 2002, at 7 p.m. Motion carried unanimously.

Following further discussion, it was moved by Commissioner Mitchell and seconded by Commissioner Daniels that the meeting be adjourned. Motion carried unanimously.

The meeting adjourned at 6:15 p.m.

Respectfully submitted,



COLLEEN J. NICOL
City Clerk



CITY OF RIVERSIDE

INTEROFFICE MEMO



TO: Mayor and Council Members Salary Commission

DATE: March 10, 2000

FROM: Deen Teer *DT*
Council Relations Administrator

SUBJECT: Interview of Terri Thompson

Councilwoman Terri Thompson has served on the City Council since 1989. She is currently completing her third term and plans to run for a fourth. During the interview, she acknowledged some changes in workload during this period. There seems to be more mail and more issues to address at the various meetings. Since her injury, she is not able to participate out in her ward as much as she would like. She has continued her major responsibilities such as attending City Council meetings, committee assignments, etc. She participates in other activities when she can.

She feels that a Council member could do less but would not serve their ward as well by doing so. Constituents have come to expect more from the Council member now.

The salary is adequate in her case because she has another source of income. The current salary is not enough to make a living wage. She would be uncomfortable with full-time status, however. She does not favor individual staff but would support additional general staff.

DT/MEMTTinterview

**CITY OF RIVERSIDE HUMAN RESOURCES DEPARTMENT
MAYOR BENEFITS AND SALARY SURVEY MARCH 21, 2000**

City	Population	Total City Budget	Utilities Administered	Council Meeting Days/Times	Annual Salary for Mayor	Expense Account Amount	Types of Expenses	Monthly Car Allowance	ESTIMATED COMPENSATION
Each	425,000	\$511.9 mil.	Refuse, Water, Wastewater, Electric, Gas	Tuesdays, 5:00 p.m.	\$92,914	N/A	N/A	\$450	\$98,314
	415,000	\$588.5 mil.	Refuse, Water, Wastewater	Tuesdays, 9:00 a.m.	\$99,360	\$660/mo.	Misc.	\$300	\$110,88
into	399,032	\$512 mil.	Refuse, Water, Wastewater	Tuesdays, 2:00 p.m. or 7:00 p.m.	\$1,200 plus stipends for attending boards and commissions for a total of \$30,156	\$1800/mo., and \$60/day when traveling	Exp.; ent.; tech.	\$450	\$57,156
	382,900	\$621.1 mil.	N/A	Tuesdays, 7:30 p.m.	\$97,740	Paid for through Council Budget	N/A	N/A	\$97,740
na	315,000	\$296.3 mil.	Water	1st and 3rd Mondays, 6:00 p.m.	\$2,400 plus \$150/ Redev. Agency (\$10,800 ann. max.) and \$50/ Housing Auth. (\$2,400 ann. max.)	\$50/day when traveling	Travel, mileage, lodging	\$500	\$21,600
a	300,000	\$631 mil.	Water, Electric	Tuesdays, 5:00 p.m.	\$12,000 plus \$50/meeting	Reimbursed for expenses	Related to Job	Option of car or \$475	\$20,300
2	243,700	\$225.4 mil.	Water, Wastewater	Tuesdays, 5:30 p.m.	\$16,704	\$100 Mayor Allowance	N/A	N/A	\$17,904
eld	230,771	\$224 mil.	Refuse, Water, Wastewater	Wednesdays, 7:00 p.m.	\$23,908	\$200 biweekly	Car and mileage	Part of expense account	\$28,100
3	199,178	\$391 mil.	Refuse, Water, Wastewater, Electric	Tuesdays, 6:00 p.m.	\$9,600	No	N/A	N/A	\$9,600
ton Beach	190,000	\$200 mil.	N/A	1st and 3rd Mondays, 7:00 p.m.	\$1,200	\$1200/mo.	N/A	N/A	\$15,600
	146,767	\$237.7 mil.	Refuse, Water, Wastewater	1st and 3rd Tuesdays, 6:30 p.m.	\$15,600 plus \$30/Redev. (\$1440 ann max.); \$50/Housing (\$2400 ann. max.); \$80/LPA (\$960 ann. max.)	\$50/week for expenses; \$175/month for communication	N/A	\$500	\$31,100
1a	142,500	\$379 mil.	Refuse Water, Electric	Mondays, 6:30 p.m.	\$18,000	N/A	N/A	N/A	\$18,000
	141,000	\$206.1 mil.	Refuse, Water, Wastewater	Mondays, 7:00 p.m.	\$14,440	\$1,200/mo.	N/A	No	\$28,800
3E		\$386.5 mil.			\$34,771				\$42,771
IDE	256,843	\$416.1 mil.	Refuse, Water, Wastewater, Electric	Tuesdays, 9:00 a.m. 4th Tuesday of each month 6:00 p.m.	\$48,000	\$875/mo.	N/A	\$500	\$64,500

**CITY OF RIVERSIDE HUMAN RESOURCES DEPARTMENT
COUNCIL BENEFITS AND SALARY SURVEY MARCH 21, 2000**

City	Population	Total City Budget	Utilities Administered	Council Meeting Days/Times	Annual Salary for Council	Expense Account Amount	Types of Expenses	Monthly Car Allowance	ESTIMATED 1 COMPENSA
each	425,000	\$511.9 mil.	Refuse, Water, Wastewater, Electric, Gas	Tuesdays, 5:00 p.m.	\$23,229	N/A	N/A	\$450	\$28,629
	415,000	\$588.5 mil.	Refuse, Water, Wastewater	Tuesdays, 9:00 a.m.	Council Member - \$33,120; Council President - \$49,680	Council Member - \$165; Council President - \$220	Misc.	\$260	\$38,220
ento	399,032	\$512 mil.	Refuse, Water, Wastewater	Tuesdays, 2:00 p.m. or 7:00 p.m.	\$1,200 plus stipends for boards and commissions for a total of \$30,156.	\$775/month, \$60/day when traveling	Exp., entertainment, technology	\$450	\$44,850
d	382,900	\$621.1 mil.	N/A	Tuesdays, 7:30 p.m.	\$60,000	Paid for through Council Office Budget	N/A	\$500	\$66,000
una	315,000	\$296.3 mil.	Water	2nd and 3rd Mondays, 6:00 p.m.	\$1,500 plus \$150/Redevel. Agency (\$7200 ann. max.) and \$50/Housing Auth. (\$2400 ann. max.)	\$50/day when traveling	Travel, mileage, lodging	\$500	\$17,100
m	300,000	\$631 mil.	Water, Electric	Tuesdays, 5:00 p.m.	\$12,000 plus \$25/meeting	No \$ amount Reimbursed for related expenses	Related	Option of car or \$475	\$19,000
m	243,700	\$225.4 mil.	Water, Wastewater	Tuesdays, 5:30 p.m.	\$8,352	N/A	N/A	N/A	\$8,352
field	230,771	\$224 mil.	Refuse, Water, Wastewater	Wednesdays, 7:00 p.m.	\$1,200	\$200 biweekly plus mileage	Car and mileage	Part of expense acct.	\$6,400
le	199,178	\$391 mil.	Refuse, Water, Wastewater, Electric	Tuesdays, 6:00 p.m.	\$9,600	No	N/A	\$399	\$14,380
pton Beach	190,000	\$200 mil.	N/A	1st and 3rd Mondays, 7:00 p.m.	\$2,100	\$1000/month	N/A	N/A	\$14,100
	146,767	\$237.7 mil.	Refuse, Water, Wastewater	1st and 3rd Tuesdays, 6:30 p.m.	\$12,240 plus \$30/Redev. (\$1440 ann. max.); \$50/Housing (\$2400 ann. max.); \$80/LRA (\$960 ann. max.)	\$30/week for expenses; \$175/month for communications.	N/A	\$350	\$24,900
ina	142,500	\$379 mil.	Refuse, Water, Electric	Mondays, 6:30 p.m.	\$12,000				\$12,000
a	141,000	\$206.1 mil.	Refuse, Water, Wastewater	Mondays, 7:00 p.m.	\$7,200	\$600/month	N/A	No	\$14,400
IGE		\$386.5 mil.			\$17,469				\$23,710
SIDE	256,843	\$416.1 mil.	Refuse, Water, Wastewater, Electric	Tuesdays, 9:00 a.m. 4th Tuesday of each month 6:00 p.m.	\$19,920	No	N/A	\$300	\$23,520

**MAYOR AND COUNCILMEMBER SALARY COMMISSION
PUBLIC HEARING**

April 6, 2000

FACT SHEET

COMPARISON OF SALARY ADJUSTMENTS WITH CPI (IN PERCENTS)

FISCAL YEAR	CPI¹	INCREASES FOR MANAGEMENT & CONFIDENTIAL EMPLOYEES	INCREASES FOR MAYOR AND CITY COUNCIL
1994-95	2.3	4.5	0
1995-96	1.2	2.0	0
1996-97	1.7	5.5	0
1997-98	1.8	0	0
1998-99	2.3	3.0	0
1999-00 ²	2.5	2.5	0
2000-01		3.0	0
2001-02		0	0
TOTAL 1994-00	11.8³	20.5⁴	0

1. CPI information is for fiscal year ending June.
2. CPI information is for year ending December 1999.
3. Compounded CPI equates to 12.4%.
4. Compounded increases equates to 22.3%.

**MAYOR AND COUNCILMEMBER SALARY COMMISSION
PUBLIC HEARING
April 6, 2000**

FACT SHEET

**MONTHLY COMPENSATION FOR
CITY COUNCILMEMBERS**

	CURRENT	PROPOSED
SALARY	\$1,600	\$1,957 ¹
EXPENSES	0	394 ²
CAR ALLOWANCE	300	350 ³
REDEVELOPMENT AGENCY	60	60
TOTAL	\$1,960	\$2,761 ⁴

1. Salary increased by 22.3% which is equivalent to the compounded increases for City management and confidential employees during the period of 1994 through 2000.
2. Expense allowance added which represents 40% of the Mayor's expense allowance, since Councilmembers receive 40% of the Mayor's salary.
3. Car allowance increased by \$50 per month to maintain same level as that of City Department Heads.
4. Represents a total compensation increase of 40.9%.

**MAYOR AND COUNCILMEMBER SALARY COMMISSION
PUBLIC HEARING**

April 6, 2000

FACT SHEET

MONTHLY COMPENSATION FOR MAYOR

	CURRENT	PROPOSED
SALARY	\$4,000	\$4,892 ¹
EXPENSES	875	984 ²
CAR ALLOWANCE	500	500 ³
REDEVELOPMENT AGENCY	0	0
TOTAL	\$5,375	\$6,376 ⁴

1. Salary increased by 22.3% which is equivalent to the compounded increases for City management and confidential employees during the period of 1994 through 2000.
2. Expense allowance increased by 12.4% which is the compounded CPI for 1994 through December, 1999.
3. Car allowance remains the same, as it is the same amount provided the City Manager.
4. Represents a total compensation increase of 18.6%.

COMPARISON OF SALARY ADJUSTMENTS WITH CPI (IN PERCENTS)

FISCAL YEAR	CPI¹	MANAGEMENT/CONFIDENTIAL INCREASES
1994-95	2.3	4.5
1995-96	1.2	2.0
1996-97	1.7	5.5
1997-98	1.8	0
1998-99	2.3	3.0
1999-00 ²	2.5	2.5
2000-01		3.0
2001-02		0
TOTAL 94-00	11.8	20.5

1. CPI information is for fiscal year ending June.
2. CPI information is for year ending December 1999.

COMPARISON OF SALARY ADJUSTMENTS WITH CPI (IN PERCENTS)

Fiscal Year	CPI*	General	Mgmt./ Confidential	Fire Assoc.	Fire Mgmt.	Police Assoc.	Police Mgmt.	Util. Field	Util. Mgmt.	Refuse*
1971-72	3.1	3.5	3.5	3.5	3.5	5.0	5.0	3.5	5.0	3.5
1972-73	5.1	3.0-10.0	5.0	7.0	7.0	4.0	4.0	5.0	5.0	3.0-10.0
1973-74	10.7	5.0	5.0	9.5	9.5	7.5	7.5	5.5	5.5	5.0
1974-75	10.6	8.0	8.0	7.0	7.0	7.0	7.0	12.0	12.0	8.0
1975-76	6.8	8.0	3.0-5.0	12.0	3.0	12.0	3.0	8.0	3.0-5.0 4	8.0
1976-77	6.9	8.0	5.0-11.0	15.0	15.0	8.0	15.0-17.0	7.5	5.0	8.0
1977-78	7.7	8.0	4.0-9.5	8.0	8.0	8.0	8.0	8.0	4.0-7.0 4	8.0
1978-79	10.5	3.0	6.0-9.0	7.0	7.0	10.0	10.0	7.0	6.0-7.0 4	3.0
1979-80	16.0	9.0	10.0	9.5	9.5	8.0	8.0-10.0	14.5	10.0	9.0
1980-81	9.4	11.0	11.0	9.0	9.0	8.0	8.0	11.0	11.0	11.0
1981-82	6.3	7.0(PERS) 2	7.0(PERS) 5.0 3	9.0(PERS) 5.0 3	9.0(PERS) 2	9.0(PERS) 2.5 3	9.0(PERS) 2	10.5	10.5	7.0(PERS) 2
1982-83	1.8	5.0	5.0	8.0	8.0	8.0	10.5	5.0(PERS) 5.0 3	5.0(PERS) 5.0 3	5.0
1983-84	3.9	7.5	7.5	8.0	8.0	8.0	8.0	2.0(PERS) 9.0 3	2.0(PERS) 9.0 3	7.5
1984-85	5.0	10.0	7.0	10.0	10.0	10.0	10.0	8.0	8.0	10.0
1985-86	3.0	6.0	6.0	4.0	4.0	5.0	5.0	5.0	5.0	6.0
1986-87	4.0	5.0	5.0	6.0	10.0	5.0	5.0	5.0	5.0	5.0
1987-88	4.8	5.0	5.0	7.0	7.0	4.5	4.5	5.0/6.0 4	5.0/6.0 4	5.0
1988-89	5.7	5.0	5.0	5.0	5.0	7.5	7.5	5.5/5.5 4	5.5/5.5 4	0.0
1989-90	5.1	4.5	4.5	4.75	4.75	5.0	5.0	5.0/7.0 4	5.0/7.0 4	4.5

1. PERC until January, 1989.

2. The City began paying the employees' portion of the PERS retirement contributions. This amount has been added in to the total salary adjustments, although an actual salary increase did not take place.

3. The City began paying the employees' portion of the PERS retirement contributions. A salary increase also became effective during this time period. Both amounts have been added in to the total salary adjustments.

4. The amount on the left reflects salary increases for employees of the Water Division. The amount on the right reflects salary increases for employees of the Electric Division.

COMPARISON OF SALARY ADJUSTMENTS WITH CPI (IN PERCENTS)

Fiscal Year	CPI ¹	General	Mgmt./ Confidential	Fire Assoc.	Fire Mgmt.	Police Assoc.	Police Mgmt.	Util. Field	Util. Mgmt.	Refuse ¹
1990-91	4.4	5.0	5.0	5.0	5.0	0.0 (Retiree Medical) ⁶	5.0	5.0	5.0/5.0 ⁴	0.0
1991-92	3.7	0.0 (Retiree Medical) ⁵	5.0	5.0	5.0	10.0	5.0	5.0/7.0 ⁴	5.0/7.0 ⁴	5.0
1992-93	2.4	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0
1993-94	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1994-95	2.3	2.0	4.5	3.0	3.0	3.0	3.0	7.0	7.0	2.0
1995-96	1.2	2.0	2.0	3.0	3.0	3.0	3.0	0.0	0.0	2.0
1996-97	1.7	3.0	5.5	0.0	0.0	0.0	0.0	0.0	0.0	3.0
1997-98	1.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1998-99	2.3	3.0	3.0	6.0	6.0	0.0	0.0	5.0	5.0	0.0
1999-00	2.5 ⁷	2.5	2.5	4.0	6.0	10.0	10.0	2.5	2.5	0.0
2000-01		3.0	3.0	3.0						
2001-02				3.0						

TOTAL 90-00	23.4	27.5	27.5	26.0	28.0	26.0	26.0	24.5/26.5	24.5/26.5	17.0
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5. General Unit employees, represented by PERC, negotiated a Health Insurance Premium Supplement for retirees in lieu of a salary increase.
6. Police Unit employees, represented by RPOA, negotiated a Health Insurance Premium Supplement for retirees in lieu of a salary increase.
7. CPI information is for year ending December 1999.
8. CPI information is for fiscal year ending June.

6-30

Annual Budget

Department / Section: Mayor / Mayor
101 - 010000

Object	GL Key	Description	Actual 1997/98	Budgeted 1998/99	Estimated 1998/99	Approved 1999/00	% Budget Change
411100	0100000	Salaries-Regular	174,286	174,715	175,000	184,009	5 %
411110	0100000	Salaries-Temp & Part Time	29,427	36,357	33,000	38,425	5 %
412000	0100000	Emp Pension & Benefits	72,128	74,997	77,124	66,870	(10) %
Personnel Services Total			275,841	286,069	285,124	289,304	1 %
421000	0100000	Professional Services	255	0	0	0	—
422000	0100000	Utility Services	8,154	8,246	7,750	8,246	%
423000	0100000	Rentals & Transport	23	0	0	0	—
424000	0100000	Maint & Repairs	99	374	50	374	%
425000	0100000	Office Exp & Supplies	12,615	11,639	9,975	12,363	6 %
425200	0100000	Periodicals/Dues	673	803	799	915	13 %
426000	0100000	Materials & Supplies	6,038	4,000	3,950	3,500	(12) %
427100	0100000	Travel & Meeting	7,558	6,655	6,600	6,655	%
427200	0100000	Training	508	500	499	500	%
428400	0100000	Insurance/All Other	2,475	2,860	2,860	3,356	17 %
Non-personnel Expenses Total			38,402	35,077	32,483	35,909	2 %
450006	0100000	Sister Cities	2,343	2,500	2,500	2,500	%
450121	0100000	Senior Citizens	347	0	0	0	—
450315	0100000	Kaiser Neighborhood Conference	831	0	0	0	—
450502	0100000	Mayor's Night Out	1,389	0	0	0	—
Special Projects Total			4,912	2,500	2,500	2,500	—
462308	0100000	Office Furn & Eq-Computer Acq	0	0	0	7,600	—
Equipment Outlay Total			0	0	0	7,600	—
881100	0100000	General Fund Allocation Chgs	69,732	61,942	61,942	56,652	(8) %
881200	0100000	Central Svc Allocation Chgs	78,248	112,661	112,661	109,830	(2) %
Charges From Others Total			147,980	174,603	174,603	166,482	(4) %
891100	0100000	General Fund Allocation Chrges	(335,018)	(360,911)	(360,911)	(359,681)	() %
Charges to Others Total			(335,018)	(360,911)	(360,911)	(359,681)	() %
Net Budget			132,118	137,338	133,799	142,114	3 %

Annual Budget

Department / Section: City Council / City Council
101 - 020000

Object	GL Key	Description	Actual 1997/98	Budgeted 1998/99	Estimated 1998/99	Proposed 1999/00	% Budget Change
Personnel Services							
411100	0200000	Salaries - Regular	0	291,601	305,564	305,564	4 %
412210	0200000	Workers Compensation Ins	0	8,624	8,624	8,085	(6) %
412220	0200000	Health Insurance	0	38,600	28,943	43,580	10 %
412222	0200000	Dental Insurance	0	2,640	1,750	2,640	0 %
412230	0200000	Life Insurance	0	1,461	1,503	1,516	3 %
412240	0200000	Unemployment Insurance	0	290	290	301	3 %
412250	0200000	Disability Insurance	0	272	272	272	0 %
412310	0200000	PERS Retirement	0	51,613	51,813	32,083	(37) %
412320	0200000	Medicare OASDI	0	3,377	3,377	3,529	4 %
412430	0200000	Deferred Compensation	0	12,000	14,550	18,000	50 %
412500	0200000	Automobile/Expense Allowance	0	25,200	26,300	25,200	0 %
413250	0200000	Dbl Time Subj To Retirement	0	776	776	796	2 %
Personnel Services Total			0	437,454	442,462	441,528	0 %
Non-personnel Expenses							
421000	0200000	Professional Services	0	11,900	1,900	11,900	0 %
422100	0200000	Telephone	0	3,000	3,462	6,000	0 %
422120	0200000	Telephones - Cellular	0	3,380	2,400	3,360	0 %
424220	0200000	All Other Equip Maint/Repair	0	600	602	600	0 %
426200	0200000	Periodicals & Dues	0	300	300	300	0 %
425400	0200000	General Office Expense	0	2,000	1,600	2,000	0 %
425500	0200000	Postage	0	1,500	960	1,500	0 %
425600	0200000	Central Printing Charges	0	7,000	7,000	4,000	(42) %
425700	0200000	Software Purchase/Licensing	0	1,000	1,000	0	—
425800	0200000	Computer Equip Purc Undr \$1000	0	2,000	2,000	0	—
426000	0200000	Special Department Supplies	0	4,000	4,000	4,000	0 %
427100	0200000	Travel & Meeting Expense	0	15,338	15,338	15,338	0 %
428400	0200000	Insurance / All Other	0	3,948	3,948	4,809	16 %
429420	0200000	Insurance Charges - Direct	0	1,013	1,013	1,013	0 %
Non-personnel Expenses Total			0	59,959	47,623	54,620	(8) %
Equipment Outlay							
Charges From Others							
881100	0200000	General Fund Allocation Chgs	0	181,883	181,883	181,883	0 %
881200	0200000	Central Svc Allocation Chgs	0	210,775	210,775	210,775	0 %
882101	0200000	Utilization Chgs From 101 Fc	0	16,180	16,180	17,814	8 %
Charges From Others Total			0	408,838	408,838	410,472	0 %
Charges to Others							
891100	0200000	General Fund Allocation Chgs	0	(860,808)	(860,808)	(860,808)	0 %
Charges to Others Total			0	(860,808)	(860,808)	(860,808)	—
Net Budget			0	48,443	38,115	45,312	0 %

Department/Cent Center		Position Quota		Proposed 1999/00
Fund		Budgeted 1998/99	Proposed 1999/00	
Job Code	Job Title	Footnote(s)		
City Council				
101-102000				
Full Time Personnel				
199810	Mayor Pro Tempore	1.00	1.00	20,563
199820	Council Member	6.00	6.00	116,124
	Subtotal	7.00	7.00	136,687
Council Staff Support				
1570	Secretary	1.00	1.00	36,667
178975	Council Relations Assistant	2.00	2.00	69,865
179630	Council Relations Administrator	1.00	1.00	62,345
	Subtotal	4.00	4.00	168,877
	Total	11.00	11.00	305,564



CITY OF RIVERSIDE CITY COUNCIL STANDING COMMITTEES

POLICY COMMITTEE	MEMBERS	REGULAR MEETINGS
DEVELOPMENT	Chair: BETRO Vice Chair: MOORE Member: ADAMS	3rd Thursday 3 p.m. 7th Floor Conf. Rm.
COMMUNITY SERVICES & YOUTH	Chair: HART Vice Chair: ADAMS Member: GAGE	2nd Monday 2:30 p.m. 7th Floor Conf. Rm.
FINANCE	Chair: GAGE Vice Chair: SCHIAVONE Member: BETRO	2nd & 4th Mondays 3:30 p.m. 7th Floor Conf. Rm.
GOVERNMENTAL AFFAIRS	Chair: SCHIAVONE Vice Chair: ADKISON Member: MOORE	1st Thursday 9:00 a.m. 7th Floor Conf. Rm.
UTILITY SERVICES/ LAND USE/ENERGY DEVELOPMENT	Chair: ADKISON Vice Chair: GAGE Member: SCHIAVONE	2nd & 4th Thursdays 8:30 a.m. City Council Bd. Rm.
MAYOR'S NOMINATING & SCREENING COMMITTEE	Chair: LOVERIDGE Member: MOORE Member: ADKISON Member: SCHIAVONE	1 st Tuesdays 11 a.m. Mayor's Office
PUBLIC SAFETY	Chair: ADAMS Vice Chair: HART Member: ADKISON	2nd Thursday 10 a.m. 7th Floor Conf. Rm.
TRANSPORTATION	Chair: MOORE Vice Chair: BETRO Member: HART	2nd Thursday 1 p.m. 7th Floor Conf. Rm.

Revised: 2/25/2004

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COMMITTEE/ORGANIZATION ASSIGNMENTS

MARCH 23, 2004

Amended 4-13-04 (tentative)

NAME OF COMMITTEE	NAME	STATUS
Agua Mansa Industrial Growth Association, Executive Committee	Mayor Loveridge Dom Betro	Alternate Member
City/County Animal Shelter Advisory Committee	Nancy Hart	Member
Downtown Parking Committee	Dom Betro	Member
Economic Development Corporation (Mayor, Chair and Vice-Chair of Development; Chair of Finance)	Mayor Loveridge Dom Betro Ameal Moore Art Gage	Member Member Member Member
March Air Base Joint Powers Commission	Ed Adkison Frank Schiavone Mayor Loveridge	Member Member Alternate
Regional Advisory Committee for Sewage Treatment Plant	Steve Adams Art Gage	Member Member
Riverside County Community Action Commission	Ameal Moore	Member
Riverside County Habitat Conservation Agency	Dom Betro Ed Adkison	Member Alternate
Riverside County Multi-Species Habitat Committee	Dom Betro	Member
Riverside County Transportation Commission	Ameal Moore Steve Adams	Member Alternate
Riverside Housing Development Corporation	Steve Adams	Liaison
Riverside Neighborhood Partnership	Nancy Hart	Member
Riverside Transit Agency	Ameal Moore Steve Adams	Member Alternate
Riverside's Model Deaf Community Committee	Mayor Loveridge	Member
Southern California Association of Governments Regional Council	Mayor Loveridge	Member
Western Riverside Council of Governments	Mayor Loveridge Dom Betro	Member Alternate



CHARTER REVIEW COMMITTEE¹

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
		Preamble	ISSUE 1: Revise Preamble to reflect diversity of Riverside Residents. Positions: • No change to current Preamble language. • Revise Preamble to reflect diversity of Riverside Residents. Recommendation:	NS	None

¹ All recommendations reflect an affirmative vote of at least two-thirds (11 of 17) of the members of the Charter Review Committee.

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
I	100-104	Incorporation and Succession	No proposed changes.	N/A	Article

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
II	200	Generally	ISSUE 1: Add Sunshine Provision Charter. Positions: • No change to Charter. • Add Sunshine Provision to Charter creating new Section 201. Recommendation: • Add Sunshine Provision to the Charter creating new Section 201. (See Attachment A) Vote: Unanimous.	NS	None None

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Final Impact
III	300	Form of Government	ISSUE 1: Council-Manager form of Government. Positions: • No change to current Council-Manager form of government. • Strong Mayor form of government. Recommendation: • No change to current Council-Manager form of Government. Vote: 12 affirmative 1 abstention 0 negative	S	None

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
IV	400	Enumerated; number, term and manner of election; wards.	ISSUE 1: Nomination and elections by ward. Positions: • No change to the current system of elections by Ward. • Top two candidates nominated by ward and then elected at large. Recommendation: • No change to current system of elections by Ward. Vote: 12 affirmative 1 abstention 0 negative ISSUE 2: Instant run-off voting. Positions: • No change to the current voting system (general municipal election with run-off election if necessary). • Adopt instant run-off system (no separate run-off election). • Highest vote getter is elected (no separate run-off election). Recommendation: ISSUE 3: Shorten period between general election and run-off election from ten weeks to six weeks. Positions: • No change to general election and run-off election schedules. • Shorten time between such elections to six weeks. Recommendation:	S	None Minor** None Major*** Major None None

** Minor reflects fiscal impact of less than \$50,000

*** Major denotes fiscal impact exceeding \$50,000.

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Final Impact
IV	400	Enumerated; number, term and manner of election; wards	ISSUE 4: Election of Mayor in even numbered years. Positions: • No change to current system of election in odd numbered years, concurrent with Wards, 2, 4 and 6 elections. • Coordinate election of Mayor with Presidential election. Recommendation: ISSUE 5: Definition of position as Councilmember as full-time or part-time. Positions: • No change to Charter as it is silent on this issue. • Define Councilmember position as full or part-time. Recommendation: • No change to Charter. Vote: Unanimous	S S	None Major None None.

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
IV	402	Wards Established	ISSUE 1: Increase number of wards. Positions: • No change to current seven ward system. • Increase number of wards. Recommendation: • No change to current seven ward system. Vote: Unanimous ISSUE 2: Change "Ward" to "District". Positions: • No change to current name. • Change "Ward" to "District". Recommendation: • No change to current name. Vote: 11 affirmative 2 no	S NS	None Major None None

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
IV	403	Compensation	ISSUE 1: Method for determining compensation for Council Members and Mayor. Positions: • No change to current system of determining compensation. • All future changes in compensation automatically linked to an external factor. Recommendation:	S	None Major

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
IV	405	Duties of Mayor; mayor pro tempore; council tie -- mayor's vote.	ISSUE 1: Voting power of Mayor. Positions: • No change to current system which gives Mayor a tie-breaking vote and power to veto any formal action of City Council. • Mayor would be eighth voting member and the veto power would be eliminated. Recommendation: ISSUE 2: Mayor's appointive authority for Council standing committees. Positions: • No change to current system of council self-appointment to standing committees. • Mayor appoints members of standing committees. Recommendation: • No change to current system of council self-appointment to standing committees. Vote: Unanimous	S	None
				S	None
					None
					None

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fis Impact
IV	413	Adoption of ordinances and resolutions	ISSUE 1: Mayor's veto power. Positions: • See section 405. Recommendation:	S	

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
V	500	Elections	ISSUE 1: Schedule of elections. Positions: • See Section 400. Recommendation: ISSUE 2: Campaign contribution limits. Positions: • No change to campaign contribution limits - compliance with state law. • Campaign contribution limits more restrictive than state law. Recommendation:	S S	None None

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	F. Impact
VI	600-603	City Manager	No proposed changes.	N/A	N/A

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
VII	703	Powers and duties of City Clerk.	- ISSUE 1: Amend Section 703 of the Charter to reflect reference to Government Code. Positions: - No change to Charter. - Add the following language to Section 703 creating new subsection (g): "Facilitate and help members of the public exam and copy all appropriate public records, in accordance with the Government Code of the State of California." Recommendation: Amend Section 703 of the Charter as follows: "(g) Facilitate and help members of the public exam and copy all appropriate public records, in accordance with the Government Code of the State of California." Vote: Unanimous	S	None None

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	F. Impact
VIII	802	Board and Commissions	ISSUE 1: Appointment of members of Boards and Commissions. Positions: • No change to current system of Mayor and City Council jointly appointing. • Members appointed by Mayor. Recommendation: ISSUE 2: Ward representation on each Board and Commission. Positions: • No change to current system of appointment (representation by ward Not assured). • Each Councilmember Nominates a member from his/her Ward. Recommendation:	S S	None None None None

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
VIII	806	Planning Commission	ISSUE 1: Advisory role of Planning Commission. Positions: • No change to current advisory role of Planning Commission. • Delegate certain final policy-making authority to Planning Commission with right to appeal decision to City Council. Recommendation:	S	None ?

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
VIII	809	Park and Recreation Commission	ISSUE 1: Advisory Role of Park and Recreation Commission. Positions: - No change to current advisory role of Park and Recreation Commission. - Delegate certain final decision making authority to Park and Recreation Commission with right to appeal decision to City Council. Recommendation:	S	None ?

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
VIII	810	Mayor and Council Members salary Commission	ISSUE 1: Role of Mayor and City Council Salary Commission. Positions: • No change to current role of Commission. • Eliminate Commission (see Section 403) Recommendation:	S	None Minor

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
IX	900	Personnel Merit System	No proposed changes.	N/A	N/A

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
X	1000	Retirement	No proposed changes.	N/A	N/A

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
XI	1104	Appropriations: transfer of funds	ISSUE 1: Authorize design-build projects. Positions: • No change to current system of awarding Public Works Contracts. • Authorize design-build contracts. Recommendation:	N/A	N/A
					None
					Major

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
XI	1108	General Obligation Bonded Debt Limit; vote required for issuing general obligation bonds; issuance of revenue bonds, notes and other evidence of indebtedness	ISSUE 1: Authorize mail-ballot elections. Positions: • No change to current election system. • Grant City Council authority to adopt an ordinance authorizing mail-ballot elections. Recommendation: ISSUE 2: Add alternative provision to sell bonds through negotiated private sale. Positions: • No change to current procedures. • Grant City Council through ordinance or resolution authority to determine whether general bonds, notes or other indebtedness shall be sold at public sale by notice or by negotiated private sale. Recommendation:	S	N/A None Major None Major

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
XI	1109	Public Works Contracts	ISSUE 1: Local preference for Public Works construction contracts. Positions: • No change to current system of awarding the contract to the lowest responsible bidder. • Grant preference to local contractors. Recommendation: ISSUE 2: Public Works contracts-flexibility for alternative method of posting security/bonds. Positions: • No change to current system of posting security/bonds for Public Works contracts. • Authorize alternative methods for posting security/bonds. Recommendation:	S NS	None Major None Minor

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
XI	1110	Cash Management	ISSUE 1: Typographical error. Positions: • No change to the current section. • Change "Transfer" to "Transfers" in the second sentence. Recommendation:	NS	None None

Article	Section	Title	Issues	Substantive/ Non- Substantive Changes	Fiscal Impact
XI	1111	Capital Project Fund	ISSUE 1: Typographical errors. Positions: • No changes to current section. • Under subparagraph (a) the capital letters therein, "B" and "C" should be changed to (b) and (c). Recommendation:	NS	None None

8-24

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
XI	1113	Independent Audit	ISSUE 1: Typographical error. Positions: • No changes to the current section. • In the second sentence change "audit and report" to "audit report". Recommendation:	NS	None None

8-25

Article	Section	Title	Issues	Substantive/ Non- Substantive Changes	Fiscal Impact
XII	1202	Same-Powers and Duties	ISSUE 1: Authority of the Board of Public Utilities to award contracts without City Council approval. Positions: • No change to the current procedure of seeking City Council approval for all contracts over \$25,000. • Authorize Board to award contracts over \$50,000 within the approved City budget without City Council approval. Recommendation:	S	None Minor
			ISSUE 2: Required approvals for customer-requested work. Positions: • No changes to the current procedure of requiring customer-requested work over \$25,000 be approved by Board and City Council. • Under subsection (b), customer-requested work provided under the rules adopted by the Board and Council be exempt from approval requirements, subject to ratification of the Board after the fact. Recommendation:	S	None Minor

Article	Section	Title	Issues	Substantive/ Non-Substantive Changes	Fiscal Impact
XII	1202	Same-Powers and Duties	ISSUE 3: Authority of the Public Utilities Director to enter into long-term contracts to provide water and power. Positions: • No change to current procedure of seeking Board and Council approval of all long-term contracts to provide water and power. • Provide Utilities Director, with full authority to enter into long-term contracts to provide water and power in accordance with Board/Council - approved tariffs based on current cost of service studies up to seven years in length. Recommendation:	S	None Minor

8-27

03-1193
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Proposed Text Sunshine Provision

This section as a statement of principles of transparency should be toward the beginning of the charter. Its place might be a new section CH201.

CH201. City agencies, boards, commissions, committees, officials and staffs exist to conduct the people's business. It is fundamental that the people have full access to information, not to just what decisions have been made in their name but how those decisions were reached and how they were deliberated. The people insist on remaining informed so that they may retain control over the instruments they have created. The people do not give their agencies or public servants the right to decide what is good for the people to know and what is not good for them to know.

Our values lie in a government that helps its citizens in a timely way to obtain information. Our values lie in a broadening base of public participation, involvement and interest, providing new ideas and energy.

Our values lie not in hiding embarrassment and unpleasant occurrences. Our values lie not in preventing dissent.

Special circumstances dictate that there must be exceptions to access. But those exceptions should be narrowly drawn and narrowly exercised. Public employees must be protected from unwarranted invasions of privacy while the public's right to fundamental information must be protected. Citizen right to privacy must be protected with the knowledge that involvement in government matters necessarily reduces an expectation of privacy.

In general, the value of access should be given a strong presumption of public benefit.

Rev 3/1/404

Comment: The first paragraph establishes the principle of open government, stating its basis. It uses, among other things, the language of the preambles to the California Public Records Act and the Brown Act (open meetings).

The second paragraph states the values of public access

The third paragraph states the rejection of the underlying motives of historical abuses of public access.

The fourth paragraph takes notice that the right to access is not absolute and that there are legitimate privacy interests at stake.

The fifth paragraph establishes a general statement of balance when other public policy issues come into conflict with openness.