



*City of Arts & Innovation*

# City Council Memorandum

**TO: HONORABLE MAYOR AND CITY COUNCIL      DATE: MAY 1, 2018**  
**FROM: COUNCILMEMBER SOUBIROUS      WARDS: ALL**  
**SUBJECT: PAY AND BENEFIT CAP FOR CITY MANAGER POSITION**

## **ISSUE:**

The issue for City Council consideration is the review, development and implementation of salary and benefit setting for the City Manager position. It is imperative this discussion be considered before any recruiting or hiring of a City Manager takes place.

## **RECOMMENDATIONS:**

That the City Council:

1. Develop a policy for salary setting or establish a “cap” on City Manager pay and benefits. This policy development should include public input and capitalize on recent comments expressed by the Mayor, Councilmembers and the public at large. The City received many comments about the former City Manager’s contract.
2. Direct staff to provide data on any and all benefits afforded to past City Managers. This includes car allowances, medical, dental and vision insurance, retirement contributions, vacation banks, cash-out policies and any other benefits negotiated for City Managers hired during the past 15 years. Direct staff to research and provide similar data for cities of same size and complexity as Riverside.

## **BACKGROUND:**

Recently, the costs associated with recruiting, hiring and retaining a City Manager drew much media and public attention to this City. Many Riverside elected officials and residents expressed outrage at the high salary and benefit packages offered our City Managers both past and recent.

Council should give thoughtful consideration to a “cap” on both pay and benefits for the City Manager position. Once implemented, Council will need to address pay and benefit compaction issues below the City Manager position. After such review, implementation of any policy changes should occur through attrition. Current employees would not be affected.

**FISCAL IMPACT:**

There is fiscal impact.

Prepared and submitted by:

A handwritten signature in blue ink, appearing to read "Mike Soubirous", is written over a horizontal line.

Mike Soubirous, Councilmember, Ward 3

Date: 4-19-18