



## OFFICE OF INSPECTOR GENERAL

### CHARTER OFFICER

**City Council**  
August 12, 2025

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## BACKGROUND

- **Charter Review Committee:** Met on February 16, 2022, to propose amendment to establish the Office of Inspector General (OIG).
- **City Council Decision:** On April 12, 2022, City Council formed a working group led by Councilmember Hemenway to draft a new Charter Amendment.
- **Resolution:** Adopted October 2023, to place Charter Amendment November 2024 Presidential Election
- **Election Results:** March 5, 2024, voters in favor of establishing the OIG
- **Sub-committee:** Created by City Council in April 2025 and led by Councilmember Robillard. Subcommittee met on 7/22/25 in closed session. Next Meeting 8/12/25, open session. Next Meeting 10/21/25, council vote to establish classifications/salaries.



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## CHARTER AMENDMENT LANGUAGE

- Section 420. Office of Inspector General
  - **Duties:** Investigation, audits, inspections, operational performance evaluations
  - **Appointment:** Determined by Mayor and City Council
  - **Budget:** Annual Budget sufficient for efficient functioning
  - **Independence:** No interference from Mayor or City Council



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## OFFICE STRUCTURE

### New Classifications and Levels:

- (New) Inspector General – At-Will Position
- (New) Deputy or Assistant Inspector General –At-Will Position
- Performance Analyst Position

### Existing Internal Audit Division:

Replace Internal Audit Division with new Office of Inspector General – Reassign existing audit staff and division funding under a newly appointed Inspector General, expanding responsibilities to include ethics oversight and operational efficiency.



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## DUTIES/RESPONSIBILITIES & SALARY RECOMMENDATIONS

- Overview of Main Duties/Responsibilities
- Salary Recommendation by HR – Annual Maximum at \$210,886. Based on internal and external comparisons with existing OPA Manager, Charter Officers, Executives

City's Existing Classifications	Annual Maximum Salary
Organizational Performance & Audit Mgr	\$173,496
+10.25% differential (2 steps)	\$191,280
+15.9% differential (3 steps)	\$200,843
<b>+21.55% differential (4 steps)</b>	<b>\$210,886 *Recommended Salary*</b>
+27.63% differential (5 steps)	\$221,430
Other Executive Classifications	Annual Maximum Salary
City Manager	\$378,732
City Attorney	\$361,776
RPU General Manager	\$326,244*
Assistant City Manager	\$293,472*
City Clerk	\$259,296*
HR Director	\$258,504*

\*Maximum of salary range; not actual incumbent salary

City of Riverside – Inspector General – External Survey		
Agency	Classification	Max Annually
Los Angeles, County of	Inspector General	\$282,816
Los Angeles, City of	Inspector General	\$238,704
Los Angeles Unified School District	Inspector General	\$232,416
San Francisco, City and County	Inspector General	\$203,160
California Dept of Transportation	Inspector General	\$203,112
California Highway Patrol	Inspector General	\$179,979
Sacramento, City of	Office of Public Safety Accountability Inspector General	\$145,620
		\$
Sacramento, County	Inspector General	\$120,456
Average Max Annual Salary		<b>\$200,783</b>

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## OIG BUDGET ESTIMATE

### Current IA Division Budget

<b>Current IAD Budget</b>	<b>\$653,494</b>
Personnel Cost	\$485,429
1 FTE – Organizational Performance and Audit (OPA) Manager - FILLED	
1 FTE – Senior Performance Analyst – VACANT	
1 FTE – Performance Analyst - FILLED	
Non-Personnel Cost	\$168,065

### New Office of Inspector General – Estimated Budget

<b>OIG Estimated Budget</b>	<b>\$765,211</b>
Personnel Cost	\$597,146
1 FTE – Inspector General	
1 FTE – Deputy (or Assistant) Inspector General	
1 FTE – Performance Analyst	
Non-Personnel Cost	\$168,065

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## NEXT STEPS

### ❖ Action Items

1. Final Report – New Positions/Salary Range and Overall Office budget - City Council Approval – 10/21/25

### ❖ Recruitment Process – Can begin after City Council approval

1. HR to oversee recruitment process
2. Charter Officer to be appointed by Mayor and City Council



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