



**PROPOSED CHARTER REVIEW COMMITTEE CONVENING AND STUDY OF MAYOR AND COUNCILMEMBER COMPENSATION, INCLUDING SALARY AND BENEFITS, UNDER SECTION 403 OF THE RIVERSIDE CITY CHARTER**

Office of the City Manager

**City Council**  
February 27, 2024

RiversideCA.gov

1

## BACKGROUND

On November 4, 2004, voters 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.



2

RiversideCA.gov

2

## BACKGROUND

On January 3, 2024, the Governmental Processes Committee (GPC) met to discuss and provide staff with further direction on a proposed study of Charter Section 403. After discussion the Committee unanimously voted to bring the item to the full City Council for review.

On January 23, 2024, the City Council met to discuss this item and voted to send the item back to the Committee for further vetting and to bring options back to Council at a future meeting.

On February 7, 2024, the GPC met to discuss this item and made recommendations from options presented for consideration by City Council.



3

RiversideCA.gov

3

## DISCUSSION

Pursuant to Charter Section 403, any increase in salary for the Mayor and/or Members of the City Council **may not exceed five percent (5%)** of their then-existing salary. Compensation shall be fixed by ordinance, adopted by at least **five affirmative votes** of the City Council, after a public hearing, notice of which has been given by publication by at least fourteen (14) days prior to such hearing.



4

RiversideCA.gov

4

## CITY CHARTER AND STATE LAW PROVISIONS

By State law, any Charter amendment that would “alter any procedural or substantive protection, right, **benefit**, or employment status of any local government employee or retiree or of any local government employee organization” **must be submitted at a statewide general election**, i.e., March or November of even-numbered years.



5

RiversideCA.gov

5

## CHARTER REVIEW COMMITTEE CONVENING

**Option 1:** Conduct a study by convening a special CRC for a target ballot date of November 5, 2024;

**Option 2:** Conduct a study by convening a special CRC for a target ballot date in November 2026; or

**Option 3:** Conduct a study through the standard convening of a Charter Review Committee, scheduled to convene in February 2027, for a target ballot date of November 2028.



6

RiversideCA.gov

6

## CHARTER REVIEW COMMITTEE APPOINTMENTS

**Option 1:** The Mayor’s Nominating and Screening Committee shall review the applications submitted and identify applicants for interview with the Mayor and City Council. The City Clerk shall notify the City Council of those selected for interview. The Mayor and each member of the City Council may add an additional applicant for interview, if desired. The Mayor and City Council shall interview, make the appointments and select the Chair; or



7

RiversideCA.gov

7

## CHARTER REVIEW COMMITTEE APPOINTMENTS

**Option 2:** By formal motion, the City Council shall authorize each member of the City Council to select a member from their Ward and the Mayor to select two at-large members. The ad hoc committee shall elect a Chair from among its membership; or

**Option 3:** By formal motion, any other method of appointment as desired by the City Council.



8

RiversideCA.gov

8

## STRATEGIC PLAN ALIGNMENT



### Strategic Priority 5 – High Performing Government

**Goal 5.3** – Enhance Communication and collaboration with community members, to improve transparency, build public trust, and encourage shared decision-making.

#### Cross-Cutting Threads



Community Trust



Fiscal Responsibility



Sustainability & Resiliency



Equity



Innovation



9

RiversideCA.gov

9

## RECOMMENDATIONS

That the **City Council**:

1. Considers recommendations from the Governmental Processes Committee to conduct a study of section 403 of the Riverside City Charter through a Charter Review Committee; and
2. Provide staff with further direction on how to proceed with this action, including selection of an appointment option for Charter Review Committee members per Section XIV.C of the City Council Meeting Rules.



10

RiversideCA.gov

10