



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

Governmental Processes Committee

February 7, 2024

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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.



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BACKGROUND

On January 3, 2024, the Inclusiveness, Community Engagement, and Governmental Processes Committee 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 this item to the full City Council for review.



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DISCUSSION

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.



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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.



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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.



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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 2026 (if allowable); 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.



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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



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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.



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



RECOMMENDATIONS

That the **Governmental Processes Committee**:

1. Consider whether or not to convene a **Charter Review Committee** to conduct a **study** and propose amendments to **Section 403** of the City Charter for consideration and placement on a statewide general election ballot;
2. Recommend that City Council **considers options** selected by the Committee for proceeding with the **appointment** process for convening a **Charter Review Committee** to conduct the study; and
3. Recommend that City Council considers a **date** for Charter Review Committee findings to be placed on a **statewide general election ballot**.



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