

# Regular Council Meeting

December 18, 2025

## FRESNO CITY COUNCIL



### Supplement Packet

#### ITEM(S)

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CITY OF FRESNO  
CITY CLERK'S OFFICE

#### 2-MM (ID 25-1719)

\*\*\*RESOLUTION - Amending the Transparency Act relating to Charter Officials appointed by the Mayor and City Council. (Subject to Veto)

#### Contents of Supplement: Resolution and Exhibit A

##### **Supplemental Information:**

Any agenda related public documents received and distributed to a majority of the City Council after the Agenda Packet is printed are included in Supplemental Packets. Supplemental Packets are produced as needed. The Supplemental Packet is available for public inspection in the City Clerk's Office, 2600 Fresno Street, during normal business hours (main location pursuant to the Brown Act, G.C. 54957.5(2)). In addition, Supplemental Packets are available for public review at the City Council meeting in the City Council Chambers, 2600 Fresno Street. Supplemental Packets are also available on-line on the City Clerk's website.

##### **Americans with Disabilities Act (ADA):**

The meeting room is accessible to the physically disabled, and the services of a translator can be made available. Requests for additional accommodations for the disabled, sign language interpreters, assistive listening devices, or translators should be made one week prior to the meeting. Please call City Clerk's Office at 621-7650. Please keep the doorways, aisles and wheelchair seating areas open and accessible. If you need assistance with seating because of a disability, please see Security.

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE COUNCIL OF THE CITY OF  
FRESNO AMENDING THE "TRANSPARENCY IN CITY  
GOVERNMENT ACT" RELATING TO CHARTER OFFICIALS  
APPOINTED BY THE MAYOR AND CITY COUNCIL.

WHEREAS, the Mayor and City Council face unique challenges in recruiting and retaining; and

WHEREAS, the Mayor and City Council recognize that recruitment and retention of the highest quality Charter Officials serve the best interest of the public; and

WHEREAS, the Act was adopted prior to the codification of public sector compensation reporting requirements to the State Controller's Office pursuant to California Government Code sections 53891 and 53892; and

WHEREAS, Councilmembers and members of the public have access to compensation data for all City Charter Officials on the State Controller's Office website, consistent with California Government Code section 12463.

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of Fresno, as follows:

1. The Council hereby adopts the attached Exhibit "A" Amended Transparency in City Government Act as formal Council policy and thereby rescinds and replaces any prior version of the Act.

2. This resolution shall become effective upon final approval.

\*\*\*\*\*

Date Adopted:  
Date Approved:  
Effective Date:  
City Attorney Approval:



Resolution No. \_\_\_\_\_

STATE OF CALIFORNIA )  
COUNTY OF FRESNO ) ss.  
CITY OF FRESNO )

I, AMY K. ALLER, City Clerk of the City of Fresno, certify that the foregoing resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the \_\_\_\_\_ day of \_\_\_\_\_ 2025.

AYES :  
NOES :  
ABSENT :  
ABSTAIN :

Mayor Approval: \_\_\_\_\_, 2025  
Mayor Approval/No Return: \_\_\_\_\_, 2025  
Mayor Veto: \_\_\_\_\_, 2025  
Council Override Vote: \_\_\_\_\_, 2025

AMY K. ALLER  
Interim City Clerk

By: \_\_\_\_\_  
Date

APPROVED AS TO FORM:  
ANDREW JANZ  
City Attorney

By: \_\_\_\_\_  
Andrew Janz Date  
City Attorney

# CITY OF FRESNO

## TRANSPARENCY IN CITY GOVERNMENT ACT



**Amended [December 18, 2025]~~November 17, 2022~~**

The following policies are enacted to help improve and enhance transparency in City of Fresno government operations by providing disclosure of City employees and elected officials compensation. This Act shall supersede any provisions of the Fresno Municipal Code, resolutions, or employment contracts that are inconsistent, except for provisions of any approved Memorandum of Understanding with a City bargaining unit.

## **ARTICLE I DEFINITIONS**

### **Base Salary**

The base salary is the defined salary of an elected or public official as set forth in either the annually approved City salary resolution or by a negotiated contract between the City and a public official.

### **Benchmark or Peer Cities**

Benchmark or peer cities represent those cities in California that are comparable population wise and demographically to Fresno.

### **Bonus**

Compensation paid to employees in the form of cash that are in addition to base salary [not authorized by Council].~~but not covered by another form of Council authorized compensation (e.g., authorized pays such as car allowance, premium pay, leave cash out, City funded deferred compensation contributions, recruitment and/or retention incentives).~~

### **City Charter Officials**

Certain City officials are identified in the City's Charter including the Mayor, Council members, the City Manager, City Attorney, City Clerk and City Controller/Treasurer.

### **Consultant Services**

Consultant services are professional services provided by individuals or entities who are not employed by the City of Fresno.

### **Evergreen Provision**

A contract provision that automatically renews the length of the agreement after a predetermined period, unless notice for termination is given. Evergreens are often used for long-term agreements such as memberships or maintenance contracts.

### **Executive Employees**

Executive level employees are unclassified, "at will" department head and management and confidential positions set forth in Unit 2 of the City's salary resolution.

### **Gross Wages**

An employee's pre-tax compensation including all normal salary/hourly earnings, bonuses, overtime, deferred compensation, leave payoff/administrative leave, car allowance, and pay deferential.

### **Municipal Code Section 4-107 (b)**

Municipal Code Section 4-107 (b) provides that except for legal services, the City Manager is authorized to contract for all services required by the City for which an appropriation has been made; provided the contract involves an expenditure of City moneys of less than or equal to fifty thousand dollars (\$50,000).

## **Professional Services**

Professional services are infrequent, technical or unique functions provided by independent contractors or consultants whose occupation is the rendering of professional services.

## **Request for Proposal**

A Request for Proposal (RFP) is a solicitation initiated by the City to provide a competitive process for selecting professional consultants, and establishing terms and conditions thereof.

## **ARTICLE II PURPOSE OF ACT**

Revelations in 2010 in the City of Bell, California and ~~recently~~ in the City of Fresno have brought attention to the compensation of public officials. In a time of declining revenues and decreasing budgets it is important for the City to demonstrate fiscal responsibility and transparency. Salaries, benefits and pension costs represent over 80% of the costs of the City General Fund. The public has a right to know compensation levels for all City employees. It is imperative that the City of Fresno takes the lead in providing full disclosure of compensation of its employees including executive public officials and elected officials. The purpose of this Act is to create an easy to find, readily available means to view current employees and elected officials compensation levels. It is also important to compare the compensation levels of City executive and elected officials with officials from our peer cities in California.

Objectives of Act:

1. To provide annual disclosure of City of Fresno employees and elected official compensation.
2. To provide a comparative analysis of compensation levels for executive employees and elected officials in peer cities in California.
3. Adopt enabling legislation via a municipal resolution to establish necessary policies.

## **ARTICLE III CITY ELECTED OFFICIALS AND EMPLOYEE EARNINGS DISCLOSURE**

The City of Fresno shall provide the California State Controller's Office with compensation data on an annual basis as required by California Government Code sections 53891 and 53892. An easy to find link on the City's website shall be directed to the information published on the State Controller's Office website ([publicpay.ca.gov](http://publicpay.ca.gov)) disclosing such information, consistent with California Government Code section 12463.

## **ARTICLE IV CONSULTANTS DISCLOSURE**

The total annual compensation paid to any consultant providing professional services for the City shall be disclosed including those consultants making less than \$50,000 per year. A report will be prepared by the City Manager detailing the following information:

1. The name of the consultant;
2. A description of the consulting services provided; and
3. A detailed account of all payments by the City to the consultant including the total paid for the fiscal year.

**ARTICLE V**  
**UNIT 2 EMPLOYMENT CONTRACTS, BONUS, SALARY INCREASES, AND**  
**SEVERANCE PAY [EXCEPT FOR CHARTER OFFICIALS APPOINTED BY THE**  
**MAYOR AND/OR THE CITY COUNCIL].**

For all Unit 2 – Non-represented Management and Confidential Classes officials and employees, [except Charter Officials appointed by the Mayor and/or the City Council,] no additional cash compensation in addition to base salary shall be paid unless authorized in the City's salary resolution [or another resolution or ordinance] (i.e., if it is not [approved by Council in a resolution, ordinance, or] covered by another form of Council authorized compensation it is an unauthorized cash bonus). Unless specifically authorized by Council, all Unit 2 – Non-represented Management and Confidential Classes officials and employees shall only receive base salary increases in their current classifications to be effective no earlier than 30 days prior to the date of submission to the Personnel Services Department of a completed employee action form (EAF) (i.e., retroactive raises shall be for no more than 30 days and shall only be granted due to delays in processing times of the employee action form. No increases authorized herein shall be submitted to the Personnel Services Department for processing until a written performance evaluation of the official or employee has been completed.

For all Unit 2 – Non-represented Management and Confidential Classes officials and employees, the appointing authority may authorize an employment contract with the official or employee. Unless specifically authorized by the Council, for any such employment contract to be valid and enforceable, the following conditions shall be required:

1. The contract shall be executed by the appointing authority and the employee, and approved by the City Attorney as to form;
2. A copy of the fully executed contract, including any amendments, shall be provided to the City Clerk, who shall make the contract available for inspection on the City's website;
3. The contract may provide for the payment of deferred compensation as authorized in the City's salary resolution;
4. The contract may provide for severance pay, not to exceed one year base pay, plus the City's contribution of health care benefits during that time, starting from the last day of service; health care benefits shall not be authorized for a time period that exceeds the stated severance term;
5. Severance pay shall not be authorized in the event of the employee's voluntary separation from service, retirement, or termination for cause, including but not limited to criminal conviction, misfeasance, or malfeasance in office; except when the City Manager[, City Attorney, or City Clerk] determines that it is in the City's best interest to pay up to three (3) months severance for the good of the service [for their respective appointed employees].

6. Any existing applicable employment contracts shall be revised to conform to these provisions.

**ARTICLE VI**  
**[EMPLOYMENT CONTRACTS, BONUS, SALARY INCREASES, AND**  
**SEVERANCE PAY FOR CHARTER OFFICIALS APPOINTED BY THE MAYOR**  
**AND/OR THE CITY COUNCIL**

For all Charter Officials appointed by the Mayor and/or the City Council, additional cash compensation and/or fringe benefits, in addition to base salary, may be paid if specifically authorized by Council resolution, or ordinance, subject to limitations under federal, state, and local law, including the Charter of the City of Fresno. Unless specifically authorized by Council, all Charter Officials appointed by the Mayor and/or the City Council shall only receive base salary increases in their current classifications to be effective no earlier than 30 days prior to the date of submission to the Personnel Services Department of a completed employee action form (EAF) (i.e., retroactive raises shall be for no more than 30 days and shall only be granted due to delays in processing times of the employee action form.). No increases authorized herein shall be submitted to the Personnel Services Department for processing until a written performance evaluation of the official or employee has been completed.

For all Charter Officials appointed by the Mayor and/or the City Council, the appointing authority may authorize an employment contract with the Charter Official. For any such employment contract to be valid and enforceable, the following conditions shall be required:

1. A copy of the fully executed contract, including any amendments, shall be provided to the City Clerk, who shall make the contract available for inspection on the City's website; and
2. The contract may provide for other fringe benefits or cash compensation as authorized by Council in this resolution, subject to compliance with federal, state, and local law, including the Charter of the City of Fresno.]

**ARTICLE ~~[VII]~~VI**  
**BENCHMARK CITIES EXECUTIVE EMPLOYEE COMPENSATION MATRIX**

The compensation of executive employees for the 10 California benchmark cities shall be presented in a side-by side comparison matrix. The following executive positions shall be included in the peer city comparison: City Manager; Assistant City Manager; City Attorney; City Clerk; City Controller/Treasurer; Police Chief and Fire Chief. This matrix will detail comparable executive city positions showing the compensation levels. Compensation displayed will include base salaries and, when information is available, other types of compensation (e.g. performance bonuses). Because of the inherent difficulty in obtaining data on any additional compensation it may be difficult to disclose full compensation figures for defined executive positions from other peer cities.

If any future comparisons of any other employee classification become necessary, they shall use the same 10 California benchmark cities. This matrix shall be updated every year to reflect current population statistics and compensation levels. Please see **Exhibit 'A'** for sample matrix (attached hereto and incorporated by reference).



**ARTICLE ~~[VIII]~~VII**  
**CALIFORNIA 10 LARGEST CITIES ELECTED**  
**OFFICIALS COMPENSATION MATRIX**

The compensation for elected officials of the 10 largest cities in California shall be presented in a side-by-side comparison matrix. The matrix will detail comparable elected officials' compensation levels. This matrix display shall be updated every calendar year to reflect current population statistics and compensation levels. Please see **Exhibit 'B'** for sample matrix (attached hereto and incorporated by reference).

**ARTICLE ~~[IX]~~VIII**  
**EXTENDED NOTICE FOR CONTRACTS**  
**WITH CONTINUOUS ("EVERGREEN") PROVISIONS**

The City Council shall be provided seven business days prior notice of the effective date of any employee contract containing an evergreen provision automatically increasing compensation for any employee earning a base salary of \$100,000 per year or more unless the increase is consistent with increases for other unclassified employees.

**ARTICLE ~~[X]~~IX**  
**TRANSPARENCY**

Since the inception of this Act, there have been changes to State law that require the City to submit compensation for all City employees to the State Controller's office. This information is readily available at [publicpay.ca.gov](http://publicpay.ca.gov).

**ARTICLE ~~[XI]~~X**  
**EFFECTIVE DATE**

This resolution shall take effect upon its adoption.

Attachments: Exhibits A and B

**EXHIBIT 'A'**  
**CALIFORNIA BENCHMARK CITIES COMPARATIVE EXECUTIVE COMPENSATION**  
**SURVEY CONDUCTED JULY, 2010**

<b>CITY MANAGER</b>	
Agency	Base Salary
Fresno	\$189,000
Anaheim	\$261,891
Bakersfield	\$222,154
Long Beach	\$235,000
Oakland	\$238,334
Riverside	\$275,000
Sacramento	\$215,000
San Diego	\$250,860
San Jose	\$250,000
Santa Ana	\$245,772
Stockton	\$200,000+

Average Salary \$238,301

<b>ASSISTANT CITY MANAGER</b>	
Agency	Base Salary
Fresno	\$162,804
Anaheim	\$238,685
Bakersfield	\$135,312
Long Beach	\$217,499
Oakland	\$216,667
Riverside	\$196,104
Sacramento	Not Reported
San Diego	\$185,640
San Jose	\$236,550
Santa Ana	\$129,684-\$183,240
Stockton	Not reported

Average Salary \$198,658

<b>POLICE CHIEF</b>	
Agency	Base Salary
Fresno	\$169,701
Anaheim	\$226,615
Bakersfield	\$172,152
Long Beach	\$219,911
Oakland	\$195,343
Riverside	\$241,020
Sacramento	\$192,459
San Diego	\$177,060
San Jose	\$221,652
Santa Ana	\$245,772
Stockton	\$174,120

Average Salary \$203,255

<b>POPULATION STATISTICS</b>	
Agency	Population
Fresno	505,679
Anaheim	348,467
Bakersfield	338,952
Long Beach	492,682
Oakland	404,155
Riverside	300,430
Sacramento	463,794
San Diego	1,279,329
San Jose	948,976
Santa Ana	355,662
Stockton	322,462

- Notes: 1. Average salary excludes Stockton  
 2. Average salary excludes Sacramento, Santa Ana, and Stockton  
 3. Average salary based upon all 11 cities  
 4. Population data based upon 2009-2010 estimates

<b>CITY ATTORNEY</b>	
Agency	Base Salary
Fresno	\$ 175,680
Anaheim	\$ 254,194
Bakersfield	\$ 179,628
Long Beach	\$ 235,176
Oakland	\$ 207,565
Riverside	\$ 212,844
Sacramento	\$ 188,999
San Diego	\$ 193,648
San Jose	\$ 231,599
Santa Ana	\$ 213,732
Stockton	\$ 198,708

Average Salary \$ 208,343

<b>CITY CLERK</b>	
Agency	Base Salary
Fresno	
Anaheim	
Bakersfield	
Long Beach	
Oakland	
Riverside	
Sacramento	
San Diego	
San Jose	
Santa Ana	
Stockton	

Average Salary

<b>CITY CONTROLLER</b>	
Agency	Base Salary
Fresno	
Anaheim	
Bakersfield	
Long Beach	
Oakland	
Riverside	
Sacramento	
San Diego	
San Jose	
Santa Ana	
Stockton	

Average Salary

<b>FIRE CHIEF</b>	
Agency	Base Salary
Fresno	
Anaheim	
Bakersfield	
Long Beach	
Oakland	
Riverside	
Sacramento	
San Diego	
San Jose	
Santa Ana	
Stockton	

Average Salary





# **EXHIBIT 'B'**

## **CALIFORNIA BENCHMARK CITIES COMPARATIVE ELECTED OFFICIALS COMPENSATION SURVEY CONDUCTED JULY, 2010**

City	2009-2010 Population	Mayor	City Council	No. Council Members	Notes
Fresno	505,679	\$130,000	\$65,000	7	
Anaheim	348,467			4	Meets twice a month
Bakersfield	338,952				
Long Beach	492,682			9	
Oakland	404,155			7	
Riverside	300,430				
Sacramento	463,794			8	
San Diego	1,279,329			8	
San Jose	948,976			10	
Santa Ana	355,662			6	Meets twice a month
Stockton	322,462				