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.
EXHIBIT "A" TO RESOLUTION

ARTICLE I
DEFINITIONS

Base Salary
The base salary is the defined salary of an Employee or Elected Official as set forth in either the annually approved City salary resolution or by a negotiated contract between the City and an Employee or Official.

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

Consultants
Professional service providers, individuals or entities, who are not employed by the City of Fresno.

Elected Officials
The Mayor and City Council members.

Employees
All part-time and full-time City employees including Executive Employees.

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 who are unclassified, "at will" department head and above management positions.

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).
EXHIBIT “A” TO RESOLUTION

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

Recent revelations in the City of Bell, California, 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. 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, Consultants and Elected Officials’ compensation.

2. To provide a comparative analysis of compensation levels for executive employees and elected officials in peer cities in California.

3. To implement enabling legislation (i.e., Fresno Municipal Code Section 3-124) via a municipal resolution to establish necessary policies.

ARTICLE III
CITY ELECTED OFFICIALS AND EMPLOYEE EARNINGS DISCLOSURE

It shall be the practice of the City of Fresno to provide: 1) a list of total earnings of all City Employees in Gross Wages as reported on the year end W-2 form and 2) a
EXHIBIT “A” TO RESOLUTION

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 Professional 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
SCOPE OF EARNINGS FOR CITY EMPLOYEES AND ELECTED OFFICIALS

Total earnings is defined as all taxable earnings (i.e. Gross Wages as reported on W-2 forms), which includes base salary/hourly wages; performance bonuses (unclassified employees only); overtime; leave payoff/administrative leave; deferred compensation; car allowance; and any pay differentials.
EXHIBIT “A” TO RESOLUTION

The reporting of earnings for all classified employees shall specify using the following categories: the base salary/hourly wages; over-time wages; all other benefits (i.e. leave payoff, pay differential) combined; and the total earnings of the employee.

A description of health and retirement benefits by bargaining unit and for unrepresented employees will also be provided along with the earnings disclosure. Copies of employment contracts for the City Manager and Assistant City Manager will be posted to the City web site and available at the City Clerk’s Office.

ARTICLE VI

BENCHMARK CITIES EXECUTIVE EMPLOYEE COMPENSATION MATRIX

The compensation of executive employees for the Benchmark Cities in California 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 in the discretion of City Council, the same Benchmark Cities shall be used.

This matrix shall be updated every year to reflect current population statistics and compensation levels. Please see Exhibit ‘A’ to this Act for sample matrix.

ARTICLE VII

BENCHMARK CITIES ELECTED OFFICIALS COMPENSATION MATRIX

The compensation for elected officials of the Benchmark 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 year to reflect current population statistics and compensation levels. Please see Exhibit ‘B’ to this Act for sample matrix.

ARTICLE VIII

ANNUAL COMPENSATION DISCLOSURE REPORT
Once a year, during the annual budget hearings, the City Manager will make a presentation to the Council and provide a written report to the Council members outlining all of the reporting described in Articles III, IV, V, VI and VII.

ARTICLE IX
EXTENDED NOTICE FOR CONTRACTS WITH CONTINOUS ("EVERGREEN") PROVISONS

The City Council shall be provided seven business days prior notice of the effective date of any Employee contract containing an evergreen provision and a base salary of $100,000 per year or more.

ARTICLE X
TRANSPARENCY

All information and reports described in this Act shall be available for public viewing at an easy to find identified link titled, "City Elected Officials and Employee Earnings Disclosure" at the City's Home Page website. Hard copies shall also be available to members of the public for viewing or pickup at the City Clerk's office during regularly scheduled business hours.

ARTICLE XI
ONE-YEAR REVIEW

One year from the effective date of this Act, the Council shall, at a regularly scheduled meeting, review the implementation and practice of this Act and, if necessary, amend the Act to reflect required changes.

Attachments: Exhibit A: Sample Matrix- Executive Employees
              Exhibit B: Sample Matrix-Elected Officials
EXHIBIT 'A'  
CALIFORNIA BENCHMARK CITIES COMPARATIVE EXECUTIVE COMPENSATION  
SURVEY CONDUCTED JULY, 2010

<table>
<thead>
<tr>
<th>CITY MANAGER</th>
<th>ASSISTANT CITY MANAGER</th>
<th>POLICE CHIEF</th>
<th>POPULATION STATISTICS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agency</td>
<td>Base Salary</td>
<td>Agency</td>
<td>Base Salary</td>
</tr>
<tr>
<td>Fresno</td>
<td>$189,000</td>
<td>Fresno</td>
<td>$162,804</td>
</tr>
<tr>
<td>Anaheim</td>
<td>$261,891</td>
<td>Anaheim</td>
<td>$238,686</td>
</tr>
<tr>
<td>Bakersfield</td>
<td>$222,154</td>
<td>Bakersfield</td>
<td>$135,312</td>
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<tr>
<td>Long Beach</td>
<td>$235,000</td>
<td>Long Beach</td>
<td>$217,499</td>
</tr>
<tr>
<td>Oakland</td>
<td>$238,334</td>
<td>Oakland</td>
<td>$216,667</td>
</tr>
<tr>
<td>Riverside</td>
<td>$275,000</td>
<td>Riverside</td>
<td>$196,104</td>
</tr>
<tr>
<td>Sacramento</td>
<td>$215,000</td>
<td>Sacramento</td>
<td>Not Reported</td>
</tr>
<tr>
<td>San Diego</td>
<td>$250,860</td>
<td>San Diego</td>
<td>$185,640</td>
</tr>
<tr>
<td>San Jose</td>
<td>$250,000</td>
<td>San Jose</td>
<td>$236,550</td>
</tr>
<tr>
<td>Santa Ana</td>
<td>$245,772</td>
<td>Santa Ana</td>
<td>$129,684-$183,240</td>
</tr>
<tr>
<td>Stockton</td>
<td>$200,000+</td>
<td>Stockton</td>
<td>Not reported</td>
</tr>
</tbody>
</table>

Average Salary: $238,301  
Average Salary: $198,658  
Average Salary: $203,255  
Average Salary: $208,343

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
## EXHIBIT 'B'

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

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