

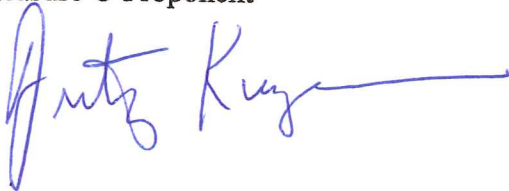
### Primary Argument in Favor of Measure O

Measure O will expose the compensation paid to high-level officials in the City of Richmond and impose a sensible limit on the compensation paid to the City Manager. It will require the City to continuously publicize the compensation paid to all City exempt service officials and employees, including all officers elected by the people; all members of the several boards; the City Manager; the Clerk; the City Attorney and his legal assistants; and persons employed to render professional, scientific, technical or expert service of an occasional and exceptional character. It will require the City Council to set, by resolution, annual compensation levels for exempt officials and employees. It will prohibit the City Council from paying or agreeing to pay the City Manager more than five times the median household income for Richmond.

Based on recent figures, City officials and employees earned a median salary of approximately \$100,000 in 2013, almost double the median household income of Richmond residents. The City Manager receives roughly seven times more than the median household income of Richmond residents in the form of salary and benefits. This is also approximately three times the salary and benefits of the Governor of the State of California. The City Manager is paid even more than city managers in surrounding cities with larger populations, including Antioch, Concord, Walnut Creek, Berkeley, Stockton, and Sacramento. Based on public data, City officials and employees received raises as City agencies ran up debt.

A "YES" vote on Measure O means that you support more transparency in City compensation, you want to obligate the City Council to vote on employee compensation, and you want to prohibit the City Council from setting the City Manager's salary at more than five times the median household income for Richmond residents.

Fritz Kunze  
Measure O Proponent



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