**EMPLOYMENT AGREEMENT**

**FINANCE DIRECTOR**

**(Non-Classified)**

THIS AGREEMENT is made and entered into this 20th day of July, 2026, by and between the CITY MANAGER OF THE CITY OF RIVERSIDE, hereinafter referred to as "CITY MANAGER", on behalf of the CITY OF RIVERSIDE, a California charter city and municipal corporation, hereinafter referred to as "CITY", and JULIE NEMES, hereinafter referred to as "EMPLOYEE", both of whom understand as follows:

## RECITALS

WHEREAS, Section 2.36.040. CLASSIFIED SERVICE of the Riverside Municipal Code provides in part that the classified service of City includes all permanent full-time officers and employees except:

"(C) persons appointed by the City Manager. . ."; and

WHEREAS, the City Manager desires to employ Employee as FINANCE DIRECTOR and

WHEREAS, Employee desires to serve in the capacity of FINANCE DIRECTOR; and

WHEREAS, Employee understands, acknowledges and agrees that the position of FINANCE DIRECTOR is an at-will position not within the classified service of City; that Employee has no expectation of any vested right in said position; and Employee understands and agrees that by his/her acceptance of employment in the "at-will" position of FINANCE DIRECTOR, Employee waives any and all property interest he/she may have formerly held as an employee with the City and shall have no right to any former position Employee previously held with the City; and that in assuming said position Employee shall serve solely at the will and pleasure of the City Manager; and

WHEREAS, it is the desire of the parties hereto to provide the terms and conditions by

CITY ATTORNEY'S OFFICE
3900 MAIN STREET
RIVERSIDE, CA 92522
(951) 826-5567

which City shall receive and retain the services of Employee and to provide for terminating Employee's services at such time as the City Manager in his/her sole and unfettered discretion may desire to terminate Employee.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

**SECTION 1. DUTIES.**

The City Manager hereby agrees to employ Employee as FINANCE DIRECTOR to perform the functions and duties as specified in the classification specification Job Code #8330, attached hereto as Exhibit "A" and made a part hereof.

**SECTION 2. TERM.**

A. Effective July 3, 2026, Employee agrees to fulfill the functions and duties of FINANCE DIRECTOR of the City of Riverside.

B. Services provided by Employee shall commence on July 3, 2026 and shall continue upon such terms and conditions as set forth herein and as may be mutually negotiated by amendment to this Agreement.

C. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the City Manager to terminate the services of Employee at any time subject only to the provisions set forth in Section 3 below.

D. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of Employee to resign at any time from the position as FINANCE DIRECTOR, subject only to the provisions set forth in Section 3 below.

E. Employee agrees to remain in the exclusive employ of the City and neither to accept other employment nor to become employed by any other Employer until this Agreement is terminated. Notwithstanding, Employee may engage in secondary employment or business activity in accordance with Personnel Policy and Procedure Manual Section I-7 and upon authorization by the City Manager.

**SECTION 3. TERMINATION/MODIFICATION.**

A. Employee understands, acknowledges, and agrees that pursuant to Section 2.C.,

CITY ATTORNEY'S OFFICE
3900 MAIN STREET
RIVERSIDE, CA 92522
(951) 826-5567

above, the City Manager may terminate this Agreement at any time with or without cause or advance notice by the City Manager. The City Manager shall only be required to provide written notice to Employee as to the effective date of said termination.

B. In the event this Agreement is terminated, Employee agrees to immediately surrender the position of FINANCE DIRECTOR, any and all writings containing information relating to the conduct of the City's business prepared, owned, used or retained by Employee regardless of physical form or characteristics, and any and all equipment, tools, or other materials of whatever nature provided to Employee by City in Employee's capacity of FINANCE DIRECTOR. Employee shall be entitled to receive payment for all hours worked, any holiday pay due and owing, all vacation hours accrued to the date of termination and any deferred compensation contributions made by Employee (including contributions by the employer on behalf of the Employee).

C. In the event this Agreement is terminated for cause, the City's obligation to pay Employee under "E" below, shall immediately cease. "Cause" means Employee has engaged in or committed any of the following: willful misconduct; gross negligence; theft; fraud or other illegal conduct; refusal or unwillingness to perform duties; failure to adequately perform his/her job duties; dishonesty in performing his/her job duties; violation of the City's written policies or rules; conduct which reflects adversely upon, or making any remarks disparaging of, the City; insubordination; conviction of a felony or any crime involving an act of dishonesty, moral turpitude, deceit or fraud; any willful act that injures the reputation of the City; violation of any fiduciary duty; violation of any duty of loyalty; and breech of this Agreement.

D. In the event Employee desires to terminate this Agreement during such time as the City Manager desires Employee to continue in the capacity of FINANCE DIRECTOR, then, in that event, Employee agrees to provide the City Manager with two (2) weeks prior written notice of said termination.

E. In the event City Manager desires to terminate this Agreement during which time Employee is ready, willing and able to perform the functions and duties set forth herein, then in that event, City Manager agrees to Pay Employee, in addition to any other amount that may be

CITY ATTORNEY'S OFFICE
3900 MAIN STREET
RIVERSIDE, CA 92522
(951) 826-5567

due at the time of termination of this Agreement, a lump sum cash payment equal to one (1) months salary (exclusive of fringe benefits) for each year of service to the City up to a maximum of six (6) month's of Employee's then current aggregate salary.

F. The City Manager has the right to modify or alter Employee's position, with or without cause or advance notice, through actions other than termination, such as demotion or transfer.

G. No City representative has authority to agree to anything contrary to employment at-will unless it is specific, in writing, and signed by the City Manager.

H. In the event that this Employment Agreement is terminated, any cash settlement related to the termination that the Employee may receive from City shall be fully reimbursed to City if Employee is convicted of a crime involving an abuse of his or her office or position as defined in Government Code section 53243.4.

**SECTION 4. SALARY.**

City agrees to pay Employee pursuant to the salary range of the classification "FINANCE DIRECTOR" as set forth in Riverside City Council Resolution No. 21052 as the same now exists or may hereafter be amended. Effective July 3, 2026, Employee shall receive an annual salary of *Two Hundred Seventy One Thousand Five Hundred Forty Eight Dollars* ($271,548.00*)*, payable in the same manner and time as are all other employees of City.

**SECTION 5. FRINGE BENEFITS.**

A. Effective July 3, 2026, Employee shall accrue vacation leave at the rate of 7.70 hours per pay period (200 hours annually) as said pay periods are established by City

B. Effective July 3, 2026, Employee shall accrue sick leave at the rate of 3.70 hours per pay period as said pay periods are established by City.

C. All actions taken by City relating to fringe benefits as hereinafter defined shall be considered actions including and applying to Employee. The term "fringe benefits", as used herein are set forth in City's Personnel Policy and Procedure Manual and the Fringe Benefits and Salary Resolution No. 21052, as the same now exists or hereafter may be amended, and include vacation and sick leave, holidays, retirement (PERS) benefits and payments, health, dental and

CITY ATTORNEY'S OFFICE
3900 MAIN STREET
RIVERSIDE, CA 92522
(951) 826-5567

life insurance, and deferred compensation. In addition, City shall make available a long-term disability insurance plan for Employee, as the same is provided to other City employees in the classified management ranges.

D. Employee understands, acknowledges, and agrees that the position of FINANCE DIRECTOR is commensurate with an exempt employee under the Fair Labor Standards Act, and shall not be entitled to receive any overtime pay, compensatory time, or other premium pay or compensation, except as may be provided by the above-cited Personnel Policy.

**SECTION 6. AUTOMOBILE ALLOWANCE/PARKING.**

E. Employee shall receive an automobile allowance of *Five Hundred Dollars* ($500.00) per month or as may be modified in the future. Employer shall also provide parking at no cost to Employee

**SECTION 7. PERFORMANCE EVALUATION.**

The City Manager may evaluate Employee's performance after the first six (6) months and thereafter annually on or about July 1. Every year the City Manager and Employee may, in addition, set goals and objectives for the ensuing year.

**SECTION 8. WORK LIFE BALANCE.**

Both parties acknowledge that employees generally, including but not limited to the Employee, are most productive when they maintain a work-life balance that enables them to meet their responsibilities outside work while also upholding their responsibilities in the workplace. Further, both parties acknowledge that increasing the opportunity to achieve a work-life balance can be as important a factor as pay and benefits. To this end, the City Manager will reinforce work-life balance throughout the City organization consistent with workplace responsibilities and City Council priorities.

**SECTION 9. OTHER TERMS AND CONDITIONS.**

The City Manager, in consultation with Employee, may fix such other terms and conditions of employment as they may determine from time to time, relating to the duties and performance of Employee, provided such terms and conditions are not inconsistent with or in conflict with the provisions of this Agreement, the City's Charter, Municipal Code or any law,

CITY ATTORNEY'S OFFICE
3900 MAIN STREET
RIVERSIDE, CA 92522
(951) 826-5567

ordinance, resolution or regulation. The City Manager can exercise his/her discretion in imposing discipline short of termination when, in his/her sole discretion, he/she deems it appropriate.

**SECTION 10. NOTICES.**

Notices pursuant to this Agreement shall be in writing and shall be personally served, given by mail or by overnight delivery. Any notice given by mail shall be deemed given when deposited in the United States Mail, certified and postage prepaid, addressed to the City at 3900 Main Street, Riverside, California 92522, and the Employee at the address then currently on file with the Human Resources Department, or such other address as may be given, in writing, to the other party.

**SECTION 11. NONDISCRIMINATION.**

Pursuant to Section 6.26.055 of the Riverside Municipal Code as the same now exists or hereafter may be amended, Employer agrees not to discriminate in the performance of Employee's functions and duties on the grounds of or because of race, color, religious creed, national origin, ancestry, age, physical disability, mental disability, disability including the medical condition of Acquired Immune Deficiency Syndrome (AIDS) or any condition related thereto, marital status, gender, gender identity, genetic information, gender expression, sex, sexual orientation or military or veterans status.

**SECTION 12. ENTIRE AGREEMENT.**

This Agreement contains the entire agreement between the parties hereto. No promise, representation, warranty or covenant not included in this Agreement has been or is relied on by any party hereto.

[signatures on next page]

CITY ATTORNEY'S OFFICE
3900 MAIN STREET
RIVERSIDE, CA 92522
(951) 826-5567

**SECTION 13. ASSIGNMENT.**

THIS AGREEMENT is not assignable by either City or Employee.

IN WITNESS WHEREOF, City and Employee have caused this Agreement to be executed on the day and year first above written.

"EMPLOYEE"

Julie Nemes
Employee

CITY OF RIVERSIDE

Edward Enriquez
Interim City Manager

Attest
Donesia Gause
City Clerk

Approved as to Form:

City Attorney James Johnson
City Attorney James Johnson (Jul 20, 2026 12:11:42 PDT)
Rebecca McKee-Reimbold
Interim City Attorney

CAO TEMPLATE
2/22/22 sw TEMPLATES-16

CITY ATTORNEY'S OFFICE
3900 MAIN STREET
RIVERSIDE, CA 92522
(951) 826-5567

EXHIBIT A
Classification Specification Job Code #8330

CITY ATTORNEY'S OFFICE
3900 MAIN STREET
RIVERSIDE, CA 92522
(951) 826-5567

City of Riverside

# Finance Director (Non-Classified)

| | | | |
|---|---|---|---|
| **CLASS CODE** | 8330 | **SALARY** | $91.41 - $151.93 Hourly<br>$15,844.00 - $26,335.00 Monthly<br>$190,128.00 - $316,020.00 Annually |
| **BARGAINING UNIT** | Executive | **REVISION DATE** | October 24, 2023 |

## Definition

Under executive direction, to plan, organize, manage and direct centralized accounting and financial administration programs; to provide administrative direction to other centralized services such as purchasing, risk management, budget and program analyses; may serve as City Controller and City Treasurer; and to do related work as required.

## Distinguishing Characteristics

Positions designated as Non-Classified are exempt from the classified service. The Incumbent shall be appointed "at-will" and serve at the pleasure of the City Manager.

## Supervision Received and Exercised

Receives executive direction from the Assistant City Manager. Exercises general direction over professional, paraprofessional and administrative support staff.

**Reports To:** Assistant City Manager

## Examples of Duties

Typical duties may include, but are not limited to, the following:

- Develop and implement goals, objectives, policies and priorities.
- Direct the general accounting activities of the municipality including the maintenance of general ledgers and related subsidiary records.
- Prepare financial reports reflecting the financial status of the various departments of the municipality including redevelopment, housing, parking, grants, public utilities, and others as appropriate.
- Develop and maintain internal accounting controls.
- Plan, develop, implement and administer the cash management and investment program.
- Administer the City's insurance program, business license program and centralized purchasing.
- Assist the City Manager in preparation of the annual operating capital improvement budget.
- Forecast City revenues, expenditures and year-end balances.

- Coordinate and conduct municipal bond sales.
- Respond to requests for information, reports or action from the City Manager, City Council, Department Heads, news media and citizens regarding fiscal matters.
- Prepare special financial reports, studies and analyses.
- Direct preparation of the annual financial report, State Controller report and other reports required by law.
- Coordinate Finance Department activities with the City Manager's office, other City departments and outside agencies.
- Supervise, train and evaluate subordinate professional and administrative support staff.
- Perform other related duties as assigned.

**Knowledge, Skills & Abilities**

**Knowledge of:**

- Principles, practices and methods of modern accounting and auditing.
- Principles and practices of financial administration including budgeting and reporting.
- Modern office practices, procedures, methods and equipment.
- Modern principles and practices in purchasing and stores, treasury management, and risk management.
- Application of data processing in the maintenance of accounting records and financial administration.
- Municipal debt administration. · Budget preparation, program analyses and revenue forecasting.
- Principles and practices of organization, administration, budget and personnel management.

**Ability to:**

- Develop, revise and install accounting systems and procedures.
- Prepare varied financial statements, reports and analyses.
- Plan, organize, supervise and review large complex operations as they relate to accounting, finance, treasury and budgeting activities.
- Communicate clearly and concisely, orally and in writing.
- Analyze a variety of administrative and financial problems and develop effective solutions.

**Minimum Qualifications**

Education: Equivalent to a Bachelor's Degree from an accredited college or university with major course work in finance, accounting, business administration, economics or closely related field.

Experience: Ten years' progressively responsible administrative and management experience in accounting and financial work.

**Supplemental Information**

**Medical Category:** Group 1

**Career Advancement Opportunities**
**From:** Chief Financial Officer/City Treasurer
**To:** Assistant City Manager

# FIN_Nemes Julie_Employment Agreement_Job Code8330

Final Audit Report 2026-07-20

| | |
|---|---|
| Created: | 2026-07-09 |
| By: | James Macalma (jmacalma@riversideca.gov) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAACNNZxFVW9X3ysZJ3bHOe0LUYNpk_LMhF |

## "FIN_Nemes Julie_Employment Agreement_JobCode8330" History

Document created by James Macalma (jmacalma@riversideca.gov)
2026-07-09 - 8:18:07 PM GMT

Document emailed to Julie Nemes (jnemes@riversideca.gov) for signature
2026-07-09 - 8:18:14 PM GMT

Email viewed by Julie Nemes (jnemes@riversideca.gov)
2026-07-09 - 8:18:44 PM GMT

Document e-signed by Julie Nemes (jnemes@riversideca.gov)
Signature Date: 2026-07-10 - 0:04:26 AM GMT - Time Source: server - Signature Appearance Selected: IMAGE

Document emailed to City Attorney's Office (ctyattysvcs1@riversideca.gov) for signature
2026-07-10 - 0:04:28 AM GMT

Email viewed by City Attorney's Office (ctyattysvcs1@riversideca.gov)
2026-07-10 - 0:04:38 AM GMT

Document signing delegated to Rebecca McKee-Reimbold (rmckee@riversideca.gov) by City Attorney's Office (ctyattysvcs1@riversideca.gov)
2026-07-10 - 0:51:06 AM GMT

Document emailed to Rebecca McKee-Reimbold (rmckee@riversideca.gov) for signature
2026-07-10 - 0:51:06 AM GMT

Email viewed by Rebecca McKee-Reimbold (rmckee@riversideca.gov)
2026-07-10 - 0:51:40 AM GMT

Signer City Attorney's Office (ctyattysvcs1@riversideca.gov) entered name at signing as City Attorney James Johnson

2026-07-20 - 7:11:40 PM GMT

Document e-signed by City Attorney James Johnson (ctyattysvcs1@riversideca.gov)

Signature Date: 2026-07-20 - 7:11:42 PM GMT - Time Source: server - Signature Appearance Selected: TYPE

Document emailed to City Manager's Office (city_clerk@riversideca.gov) for signature

2026-07-20 - 7:11:44 PM GMT

Email viewed by City Manager's Office (city_clerk@riversideca.gov)

2026-07-20 - 7:11:54 PM GMT

Document signing delegated to Edward Enriquez (eenriquez@riversideca.gov) by City Manager's Office (city_clerk@riversideca.gov)

2026-07-20 - 9:56:28 PM GMT

Document emailed to Edward Enriquez (eenriquez@riversideca.gov) for signature

2026-07-20 - 9:56:29 PM GMT

Email viewed by Edward Enriquez (eenriquez@riversideca.gov)

2026-07-20 - 9:56:32 PM GMT

Document e-signed by Edward Enriquez (eenriquez@riversideca.gov)

Signature Date: 2026-07-20 - 9:59:04 PM GMT - Time Source: server - Signature Appearance Selected: IMAGE

Document emailed to Eva Arseo (EArseo@riversideca.gov) for signature

2026-07-20 - 9:59:05 PM GMT

Email viewed by Eva Arseo (EArseo@riversideca.gov)

2026-07-20 - 9:59:20 PM GMT

Document e-signed by Eva Arseo (EArseo@riversideca.gov)

Signature Date: 2026-07-20 - 10:01:51 PM GMT - Time Source: server - Signature Appearance Selected: IMAGE

Agreement completed.

2026-07-20 - 10:01:51 PM GMT

Adobe Acrobat Sign