

**ORDINANCE NO. 3668 C.S.**

**AN ORDINANCE OF THE COUNCIL OF THE CITY OF MONTEREY**

**ADDING CHAPTER 2, ARTICLE 1, SECTION 2-1.06 TO THE MONTEREY CITY CODE TO INCREASE COMPENSATION FOR THE MAYOR AND CITY COUNCILMEMBERS**

THE COUNCIL OF THE CITY OF MONTEREY DOES ORDAIN, as follows:

SECTION 1:

WHEREAS, because City Charter section 4.1 authorizes the City Council to be compensated in an amount permitted by state law for general law cities of the same population, with extra compensation for the Mayor;

WHEREAS, City Councilmembers are currently paid \$429 (effective 1999) and the Mayor \$675 (effective 2002);

WHEREAS, on June 29, 2023, the Governor signed SB 329 into law, allowing for city councilmember pay to increase in general law cities. The Legislature last adjusted these amounts in 1984. Effective January 1, 2024, the Government Code authorizes up to \$950 per month based on Monterey's population.

WHEREAS, under the new law, Councilmember salary may be increased beyond \$950 per month if the increase does not exceed: (1) an amount equal to 5% for each calendar year from the last adjustment (not compounded pursuant to an Attorney General opinion); or (2) an amount equal to inflation since January 1, 2024 based on CPI.

WHEREAS, the City Council agrees with the author of SB 329, Senator Bill Dodd-D-Napa, that:

City Councilmembers have one of the hardest jobs in California government. They deal with a wide range of issues, from street maintenance to emergency response duties. And all too often, they do this job with very little financial compensation. No one runs for City Council in order to make money. But the low levels of pay make it much harder for them to balance their careers and personal obligations with the calling to serve their community. The Legislature has not raised the base pay amounts for City Councilmembers since 1984. It's time those amounts caught up to the present economic reality, especially with the rapid increase in inflation we've seen recently. Raising the pay will also make it easier for members of marginalized communities to serve. City Councils should be reflective of the communities they represent and I believe raising their compensation is an important step to achieving that equitable outcome.

WHEREAS, the City Council agrees with the League of California Cities, which supported SB 329 for the following reasons:

Lengthy time commitments and limited pay discourage many, especially low-income residents, single parents, people of color, and young people, from running for public office. For many, being a council member is a full-time commitment with part-time pay. Cal Cities is proud to sponsor this important legislation that lessens barriers for those interested in governing at the local level. This overdue reform is another tool communities can choose to use that can help ensure our city councils are reflective of the residents who live, work, and play in their communities.

WHEREAS, by the time this ordinance will be effective, City Councilmember compensation will not have been increased for 25 years, and the Mayor's compensation for 22 years. The cost of living in the City of Monterey is extremely high. The City Council has received public comment urging an increase in compensation to encourage others to run for public office. In August 2022, an editorial in the Monterey County Weekly urged increasing compensation for city elected officials;

WHEREAS, this ordinance was presented to the City Council with findings demonstrating the need for the increased compensation on August 1, 2023 consistent with the requirement set forth in Government Code section 36516(g)(2);

WHEREAS, a first reading of the ordinance was held on August 15, 2023; and

WHEREAS, the City of Monterey determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA) (CCR, Title 14, Chapter 3 ("CEQA Guidelines") Article 20, Section 15378). In addition, CEQA Guidelines Section 15061 includes the general rule that CEQA applies only to activities which have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA. Because the proposed action has no potential to cause any effect on the environment, or because it falls within a category of activities excluded as projects pursuant to CEQA Guidelines section 15378, this matter is not a project. Because the matter does not cause a direct or any reasonably foreseeable indirect physical change on or in the environment, this matter is not a project. Any subsequent discretionary projects resulting from this action will be assessed for CEQA applicability.

NOW THEREFORE, the Monterey City Council declares as follows:

SECTION 2: The above recitals are true and correct and are hereby incorporated and adopted as findings of the City Council as if fully set forth herein.

SECTION 3: Monterey City Code, Chapter 2, Article 1, Section 2-1.06 is hereby added to read as follows:

**2-1.06 Compensation for the Mayor and City Councilmembers**

Effective January 1, 2024, Compensation for the Mayor and City Councilmembers shall be as follows:

- (a) Compensation for the Mayor is hereby established in the sum of \$1,417.50 per month.

- (b) Compensation for City Councilmembers is hereby established in the sum of \$965.25 per month.
- (c) The compensation set forth in subsections (a) and (b) is exclusive of any amounts paid by the city for retirement and health benefits, provided that the same benefits are available and paid by the city for its employees.
- (d) This ordinance does not and shall not provide for automatic future increases in compensation.

SECTION 4: All ordinances and parts of ordinances in conflict herewith are hereby repealed effective January 1, 2024.

SECTION 5: This ordinance shall be in full force and effect thirty (30) days from and after its final passage and adoption.


PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF MONTEREY this 5th day of September, 2023, by the following vote:

AYES:	5	COUNCILMEMBERS:	Barber, Garcia, Haffa, Smith, Williamson
NOES:	0	COUNCILMEMBERS:	None
ABSENT:	0	COUNCILMEMBERS:	None
ABSTAIN:	0	COUNCILMEMBERS:	None

APPROVED:

ATTEST:

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 Mayor of said City

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 City Clerk thereof