



FINANCE AND ADMINISTRATION STAFF REPORT

TO: Finance & Admin Committee **DATE:** November 12, 2025
DEPARTMENT: Administration Department
PREPARED BY: Diana Paoli, City Clerk
PRESENTER: Diana Paoli, City Clerk

AGENDA TITLE: Receive Report and Consider Annual Salary Increase for City Councilmembers and Make Recommendation to the City Council to Introduce Ordinance and Amend Section 2.04.060 (Salary Designated) of Chapter 2.04 (City Council) of Title 2 (Administration and Personnel) of the Fort Bragg Municipal Code

RECOMMENDATION

Following the Committee's review and discussion, Staff recommends forwarding item to City Council to Introduce, By Title Only, and Waive Further Reading of Ordinance and amending Section 2.04.060 (Salary Designated) of the Fort Bragg Municipal Code for City Council salary increase.

BACKGROUND

State law regulates the maximum compensation for councilmembers and specifies when those adjustments can take effect. The compensation schedule for general law cities was revised on June 29, 2023, when the Governor approved Senate Bill No. 329 (Dodd) ("SB 329"). This bill increases the maximum amount of salary for councilmembers, which is based on the population of the city and approved by an ordinance passed by the City Council. For cities with a population of up to and including 35,000, the maximum monthly compensation is capped at \$950. See Government Code Section 36516.

The Fort Bragg City Council last adjusted its monthly stipend in 2022. According to Government Code Section 36516(a)(4), the adjustment of City Councilmembers' monthly stipend can be done by Ordinance. Ordinance 983-2022 was adopted to be increased to \$510, and State law specifies the increase will not take effect until after a General Election. The City Council began process without completing to increase monthly salary by 5 percent in 2024.

AGENDA ITEM NO. 3A

DISCUSSION AND ANALYSIS

The current compensation for the City Council is set at \$510 per month, which totals \$30,600 per year. Reviewing compensation every few years helps ensure that it remains competitive and fair, reflecting changes in the cost of living and economic conditions. Making regular adjustments can help attract and retain qualified individuals who might otherwise be deterred by stagnant compensation rates. Biennial reviews can also align stipends with evolving responsibilities and workload; ensuring councilmembers are adequately compensated for their time and effort. This practice promotes transparency and accountability, fostering public trust in the governance process. Additionally, it allows the city to avoid sudden large increases in the future and to plan for it in the city's budget. Any approved increase will take effect at the beginning of the new terms of office following the General Election of 2026.

FISCAL IMPACT/FUNDING SOURCE

For FY 2026/27, the cap cost associated with the proposed changes will be \$26,400 if salary increased to \$950 per month. The Council can determine any amount for increase up to \$950. There are two publication fees associated with Ordinance Summaries in newspaper at a cost of approximately \$400 along with \$150-\$200 to request General Code to update the Municipal Code. For the FY 2026/27 it will need to be considered and/or incorporated in the budget. Once monthly salary is capped at \$950, each calendar year thereafter the max increase is by 5 percent effective following a General Election.

ENVIRONMENTAL ANALYSIS:

None.

STRATEGIC PLAN/COUNCIL PRIORITIES/GENERAL PLAN CONSISTENCY

Goal 6A – Develop a method for recruiting skilled Council Members.

ALTERNATIVES:

Propose alternative; increase up to \$950 and Introduce Ordinance and revise Chapter 2.04 Fort Bragg Municipal Code.

ATTACHMENTS:

1. Ordinance xxxx-2025
2. Fort Bragg Municipal Code Section 2.040.060 – Redline
3. Government Code Section 36516

NOTIFICATION:

Subscribers to Agendas & Press Releases