

ORDINANCE NO. _____(CM)

**AN UNCODIFIED ORDINANCE OF THE CITY OF WATSONVILLE
INCREASING THE COMPENSATION FOR EACH MEMBER OF THE
CITY COUNCIL, AND THE MAYOR, PER MONTH, AS PERMITTED BY
CALIFORNIA GOVERNMENT CODE SECTION 36516**

WHEREAS, on February 27, 2024, the City Council enacted Ordinance No. 1462-24 (CM), in which it increased City Council compensation. The increase comprised an increase in salary from \$670.03 per month to \$1,600 per month, which included a \$10 per month contribution by the City for the provision of a term life insurance policy for all Council Members and the Mayor; and

WHEREAS, Government Code Section 36516(a)(4) provides that a city council may enact or amend an ordinance increasing compensation provided that the increase shall not exceed an amount equal to five percent (5%) for each calendar year from the operative date of the last adjustment of the salary when the ordinance or amendment is enacted, and that no ordinance shall be enacted or amended to provide automatic future increases in salary; and

WHEREAS, Government Code Section 36516(d) provides that any amounts paid by a city for retirement, health and welfare, and federal social security benefits shall not be included for purposes of determining salary, provided that the same benefits are available and paid by the city for its employees; and

WHEREAS, all Council Members and the Mayor receive a life insurance benefit that is also provided to City employees. The City pays that benefit on behalf of the Council, at a cost of \$10 per month. This amount is included in the salary paid to Council Members; and

WHEREAS, pursuant to City of Watsonville Charter Section 502, the Mayor shall receive an additional 25% of that amount as compensation for services as mayor; and

WHEREAS, it is deemed fair and equitable that this ordinance be enacted to implement the will of the electorate which delegated the right to approve such increase to the Council; and

WHEREAS, allowing adjustments for inflation may help city councils become more diverse because increased compensation can help individuals across different income levels receive sufficient income from their service to help ensure that they can continue to serve the public and support their families; and

WHEREAS, increasing compensation for Councilmembers reflects the significant time commitment required to serve as a Councilmember; and

WHEREAS, allowing Councilmembers to receive benefits similar to those received by City staff is consistent with Section 36516 and furthers the goal of increasing access to service on the City Council; and

WHEREAS, Section 36516 permits the City Council to increase its salary by 5% to \$1,679.50 by Ordinance.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF WATSONVILLE, CALIFORNIA, AS FOLLOWS:

SECTION 1. ENACTMENT.

That the salaries of the Mayor and Council Members shall be increased by 5%, from \$1,600.00 to \$1,679.50 per month for each City Council Member, including the Mayor. These compensation amounts include a \$10 per month contribution by the City

for a life insurance benefit. The Mayor shall also receive supplemental compensation as permitted by Section 502 of the City Charter. These amounts shall include a \$10 per month contribution by the City for a life insurance benefit for a total compensation amount of \$2,099.37. All increases shall be effective December 20, 2025.

SECTION 2. RECITALS.

The City Council finds and determines the foregoing recitals to be true and correct and hereby adopts them as findings demonstrating the need for the increased compensation and hereby makes them a part of this Ordinance.

SECTION 3. CALIFORNIA ENVIRONMENTAL QUALITY ACT.

The City Council finds that this Ordinance is exempt from the provisions of the California Environmental Quality Act ("CEQA") pursuant to Section 15060(c)(2) and 15060(c)(3) of the State CEQA Guidelines, because it will not result in a direct or reasonably foreseeable indirect physical change in the environment and is not a "project," as defined in Section 15378 of the CEQA Guidelines.

SECTION 4. SEVERABILITY.

If any section, subsection, subdivision, paragraph, sentence, clause or phrase of this Ordinance, or its application to any person or circumstance, is for any reason held to be invalid or unenforceable, such invalidity or unenforceability shall not affect the validity or enforceability of the remaining sections, subsections, subdivisions, paragraphs, sentences, clauses or phrases of this Ordinance, or its application to any other person or circumstance. The City Council declares that it would have adopted each section, subsection, subdivision, paragraph, sentence, clause or phrase hereof, irrespective of the

fact that any one or more other sections, subsections, subdivisions, paragraphs, sentences, clauses or phrases hereof be declared invalid or unenforceable.

SECTION 5. PUBLICATION.

This ordinance shall be published in the Watsonville Register-Pajaronian and/or Santa Cruz Sentinel in compliance with the provisions of the Charter of the City of Watsonville.

SECTION 6. EFFECTIVE DATE.

This ordinance shall be in force and take effect on December 20, 2025.
