

BEFORE THE CITY COUNCIL OF THE CITY OF PITTSBURG

In the Matter of:

Amending Pittsburg Municipal Code Chapter  
2.04.020 to Increase City Council Salary

ORDINANCE NO. 25-1533

WHEREAS, State law regulates the maximum compensation for City Council Members of general law cities and when those salary adjustments become effective; and

WHEREAS, Government Code Section 36516 authorizes a city council to receive specified salary based on population as shown by the U.S. Census or California Department of Finance; and

WHEREAS, the last time the City Council salary was increased was on August 21, 1995 by Ordinance 95-110, when the population was between 50,000 and 75,000, which established a salary of \$500 per month, commencing December 1, 1995; and

WHEREAS, on June 29, 2023, SB 329 was signed by the Governor and amended Government Code Section 36516. The reason for the amendment was because the compensation schedule for general law cities has not been adjusted since 1984 and allowing cities to adjust compensation for inflation may help city councils become more diverse; and

WHEREAS, Subsection (a) of Government Code Section 36516 was amended to read as follows:

- (1) A city council may enact an ordinance providing that each member of the city council shall receive a salary based on the population of the city as set forth in paragraph (2).
- (2) (A) In cities up to and including 35,000 in population, up to and including nine hundred fifty dollars (\$950) per month.  
(B) In cities over 35,000 up to and including 50,000 in population, up to and including one thousand two hundred seventy-five dollars (\$1,275) per month.  
(C) In cities over 50,000 up to and including 75,000 in population, up to and including one thousand six hundred dollars (\$1,600) per month.  
(D) In cities over 75,000 up to and including 150,000 in population, up to and including one thousand nine hundred dollars (\$1,900) per month.  
(E) In cities over 150,000 up to and including 250,000 in population, up to and including two thousand five hundred fifty dollars (\$2,550) per month.  
(F) In cities over 250,000 population, up to and including three thousand two hundred dollars (\$3,200) per month.
- (3) For the purposes of this subdivision, the population of a city shall be determined by the last preceding federal census, or a subsequent census, or estimate validated by the Department of Finance.
- (4) The salary of council members may be increased beyond the amount provided in this subdivision by an ordinance or by an amendment to an ordinance, but the amount of the increase shall not exceed the greater of either of the following:
  - (A) An amount equal to 5 percent for each calendar year from the operative date of the last

adjustment of the salary in effect when the ordinance or amendment is enacted.  
(B) An amount equal to inflation since January 1, 2024, based upon the California Consumer Price Index, which shall not exceed 10 percent for each calendar year.  
(5) No ordinance shall be enacted or amended to provide automatic future increases in salary.

WHEREAS, pursuant to State law, a change in compensation does not apply to a council member during the council member's term of office. However, the law provides that the prohibition shall not prevent the adjustment of the compensation of all members of a council serving staggered terms whenever one or more members of the city council becomes eligible for a salary increase by virtue of the council member beginning a new term of office; and

WHEREAS, staff recommends the salary increase become effective December 6, 2026, which is after the November 3, 2026 election, complying with State law.

WHEREAS, the City finds that adjusting councilmember salaries would account for inflation and support diversity in city councils because increased compensation can help individuals from across different income levels receive sufficient income for their service.

NOW, THEREFORE, the City Council of the City of Pittsburg does ORDAIN as follows: (new language in ***bold italic***, deleted language in ~~strikethrough~~)

SECTION 1. Recitals. The above recitals are true and correct and incorporated herein by reference.

SECTION 2. Amendment. Chapter 2.04.020 Salaries – Designated is hereby amended to read as follows.

A. This section is enacted under Government Code Section 36516, which authorizes a city council to provide by ordinance that each member of the council may receive a salary based upon the population of the city.

B. ~~The latest estimate of population of the city of Pittsburg exceeds 50,000.~~ ***The California Department of Finance determined the population of Pittsburg is 76,374 as of 2025.***

C. Under the authority of Government Code Sections 36516 and ~~36516.6~~ each member of the city council may ~~may~~ ***shall*** receive a salary of ~~\$500.00~~ ***\$1,600*** per month. The salary is payable beginning ***December 6, 2026***.

SECTION 3. Severability.

If any section, subdivision, sentence, clause, phrase or portion of this Ordinance is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a separate, distinct and independent provision, and such holding shall not affect the validity of the remaining portions.

SECTION 4. Publication.

The ordinance shall be posted and published in accordance with the California Government Code.

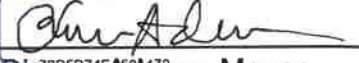
The foregoing ordinance was introduced at a meeting of the City Council of the City of Pittsburg held on November 17, 2025, and was adopted and ordered published at a meeting of the City Council held on December 15, 2025 by the following vote:

AYES: Banales, Killings, Kobata, Lopez, Adams


NOES: None

ABSTAINED: None

ABSENT: None

Signed by:  
  
Dionne Adams, Mayor

ATTEST BY:

  
Alice E. Evenson, City Clerk



**OFFICE OF THE CITY MANAGER/EXECUTIVE DIRECTOR  
65 Civic Avenue  
Pittsburg, CA 94565**

**TO:** Mayor and Council Members  
**FROM:** Darin Gale - City Manager  
**SUBJECT:** Adoption of an Ordinance Amending Pittsburg Municipal Code 2.04.020 to Increase City Council Salary  
**MEETING DATE:** December 15, 2025

**EXECUTIVE SUMMARY**

The ordinance, if adopted, would increase the City Council salary to an amount authorized by state law, effective after the November 2026 election.

**FISCAL IMPACT**

If adopted, the City Council salary will be increased from \$500 to \$1,600 per month. This increase has no fiscal impact on the Fiscal Year 2025-26 budget but will commence in the following fiscal year for which the budget will take this increase into consideration.

**RECOMMENDATION**

Adopt the Ordinance amending Pittsburg Municipal Code 2.04.020 to increase the City Council salary.

**BACKGROUND**

State law establishes the maximum salary for general law city councils and when salary adjustments may become effective. Government Code Section 36516 authorizes a city council to receive a salary based on population.

The last time the City Council salary was increased was on August 21, 1995 by

Ordinance 95-110. At that time, it was determined that the population was between 50,000 and 75,000, and established a salary of \$500 per month, commencing December 1, 1995.

On June 29, 2023, SB 329 was signed by the Governor and amended Government Code Section 36516. The legislative history indicates the reason for the amendment was because the salary for general law city councils has not been increased since 1984 and that it was believed that allowing cities to adjust compensation for inflation may help city councils become more diverse. Subsection (a) of Government Code Section 36516 was amended to read as follows:

(1) A city council may enact an ordinance providing that each member of the city council shall receive a salary based on the population of the city as set forth in paragraph (2).

(2) (A) In cities up to and including 35,000 in population, up to and including nine hundred fifty dollars (\$950) per month.

(B) In cities over 35,000 up to and including 50,000 in population, up to and including one thousand two hundred seventy-five dollars (\$1,275) per month.

(C) In cities over 50,000 up to and including 75,000 in population, up to and including one thousand six hundred dollars (\$1,600) per month.

(D) In cities over 75,000 up to and including 150,000 in population, up to and including one thousand nine hundred dollars (\$1,900) per month.

(E) In cities over 150,000 up to and including 250,000 in population, up to and including two thousand five hundred fifty dollars (\$2,550) per month.

(F) In cities over 250,000 population, up to and including three thousand two hundred dollars (\$3,200) per month.

(3) For the purposes of this subdivision, the population of a city shall be determined by the last preceding federal census, or a subsequent census, or estimate validated by the Department of Finance.

(4) The salary of council members may be increased beyond the amount provided in this subdivision by an ordinance or by an amendment to an ordinance, but the amount of the increase shall not exceed the greater of either of the following:

(A) An amount equal to 5 percent for each calendar year from the operative date of the last adjustment of the salary in effect when the ordinance or amendment is enacted.

(B) An amount equal to inflation since January 1, 2024, based upon the California Consumer Price Index, which shall not exceed 10 percent for each calendar year.

(5) No ordinance shall be enacted or amended to provide automatic future increases in salary.

According to current State law, 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 under this section, provided that the same benefits are available and paid by the city for its employees. Finally, State law also states that a change in compensation does not apply to a council member during the council member's term of office. However, adjustment of the compensation of all members of a council serving staggered terms may be adjusted whenever one or more members of the city council

becomes eligible for a salary increase by virtue of the council member beginning a new term of office.

**SUBCOMMITTEE FINDINGS**

This item was discussed in the Finance Management Subcommittee meeting on September 19, 2025.

**STAFF ANALYSIS**

The City’s compensation to its City Council has not been increased for three decades. This table compares the 16 general law cities in Contra Costa County. Pittsburg has the third highest population, but its City Council compensation is the third lowest.

| City          | Current Monthly Salaries | Population | SB 329 Monthly Salaries |
|---------------|--------------------------|------------|-------------------------|
| Antioch       | \$ 1,900.00              | 116,781    | \$ 1,900.00             |
| Brentwood     | \$ 1,150.59              | 65,747     | \$ 1,600.00             |
| Clayton       | \$ 470.00                | 10,743     | \$ 950.00               |
| Concord       | \$ 1,900.00              | 122,650    | \$ 1,900.00             |
| Danville      | \$ 1,387.00              | 42,960     | \$ 1,275.00             |
| Hercules      | \$ 831.60                | 26,225     | \$ 950.00               |
| Lafayette     | No compensation          | 25,054     | \$ 950.00               |
| Martinez      | \$ 585.00                | 36,817     | \$ 1,275.00             |
| Moraga        |                          | 16,637     | \$ 950.00               |
| Oakley        | \$ 800.00                | 46,826     | \$ 1,600.00             |
| Orinda        | No compensation          | 19,351     | \$ 950.00               |
| Pinole        | \$ 950.00                | 18,261     | \$ 950.00               |
| Pittsburg     | \$ 500.00                | 76,374     | \$ 1,900.00             |
| Pleasant Hill | \$ 950.00                | 33,601     | \$ 950.00               |
| San Pablo     | \$ 1,084.00              | 31,507     | \$ 950.00               |
| Walnut Creek  | \$ 650.00                | 69,927     | \$ 1,600.00             |

During the September subcommittee meeting, it was recommended that the City Council consider increasing the compensation for City Council members from \$500 to \$1,600 per month. The recommended amount recognizes that while Pittsburg, by law, may compensate up to \$1,900, its population is at the lower end of the range of 75,000 to 150,000.

Any salary increase will be effective December 6, 2026, which is after the November 2026 election, the beginning of a pay period, and the elected City Council Members’ terms would commence December 7, 2026.

ATTACHMENTS: Ordinance

Report Prepared By: Melaine Venenciano, Director of City Clerk Services