

**ORDINANCE 2024-005**

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF SAN PABLO AMENDING CHAPTER 2.40 OF THE SAN PABLO MUNICIPAL CODE TO INCREASE THE SALARIES OF ELECTED OFFICIALS**

THE CITY COUNCIL OF THE CITY OF SAN PABLO DOES ORDAIN AS FOLLOWS:

**SECTION 1.** Section 2.40.010, “City Clerk and City Treasurer Salary”, of the San Pablo Municipal Code is amended and restated in its entirety to read as follows:

**2.40.010 City Clerk and City Treasurer Salary.**

A. Effective with the beginning of the new term of office in or around December 2026, the compensation and salary of the elected city clerk shall be three hundred twelve dollars (\$312) per month. Preexisting compensation and salary shall remain in effect until the effective date of this increase. If the position of city clerk becomes appointive, the salary, if any, shall instead be established by resolution.

B. Effective with the beginning of the new term of office in or around December 2026, the compensation and salary of the elected city treasurer shall be three hundred twelve dollars (\$312) per month. Preexisting compensation and salary shall remain in effect until the effective date of this increase. If the position of city treasurer becomes appointive, the salary, if any, shall instead be established by resolution.

**SECTION 2.** Section 2.40.040, “City Council Salaries”, of the San Pablo Municipal Code is amended and restated in its entirety to read as follows:

**2.40.040 City Council Salaries**

A. This section is enacted pursuant to Government Code Section 36516(a), which authorizes an increase in the compensation of council members in an amount not to exceed five percent for each calendar year from the operative date of the last adjustment of salary in effect when the ordinance codified in this chapter is enacted. No ordinance shall be enacted or amended to provide automatic future increases in salary.

B. Each member of the council of the city shall receive as salary one thousand four hundred twenty-two dollars (\$1,422) per month, which is calculated pursuant to Section 36516(a) of the Government Code and which is a five percent (5%) increase allowed for each calendar year from the operative date of the last adjustment in 2018. Said salary shall be payable as of the beginning of the new terms of office in or around December 2024, and in the same manner as the salaries are paid to other

officers and employees of the city. Preexisting salaries shall remain in effect until the effective date of this increase.

C. The salaries prescribed herein are and shall be exclusive of any amounts payable to each member of the council as reimbursement for actual and necessary expenses incurred by him or her in the performance of official duties for the city.

**SECTION 3. Severability.** If any sections, subsections, sentences, clauses, phrases or portions of this ordinance are for any reason held invalid or unconstitutional, such decision shall not affect the validity of the remaining portions of this ordinance. The City Council hereby declares that it would have passed this and each section, subsection, phrase or clause of this ordinance whether or not any one or more sections, subsections, phrases or clauses may be declared invalid or unconstitutional on their face or as applied.

**SECTION 4. CEQA.** This ordinance is not a project under the California Environmental Quality Act (CEQA), pursuant to CEQA Guidelines Section 15378(b)(5): Organizational or administrative activities of governments that will not result in direct or indirect physical changes in the environment. If determined to be a project, then the ordinance is exempt from the provisions of CEQA under CEQA Guidelines Section 15061(b)(3), in that 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 City Manager is directed to ensure that a notice of exemption is filed immediately with the County Clerk.

**SECTION 5. Effective Date; Publication.** This ordinance shall become effective thirty (30) days following its adoption. The City Clerk’s Office shall publish and post the ordinance in accordance with California Government Code Section 36933.

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First introduced at a regular meeting of the City Council of the City of San Pablo on September 16, 2024, by the following vote.

AYES: COUNCILMEMBERS: Xavier, Pabon-Alvarado, Cruz  
NOES: COUNCILMEMBERS: Ponce  
ABSENT: COUNCILMEMBERS:  
ABSTAIN: COUNCILMEMBERS:

ATTEST:

APPROVED:

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Dorothy Gantt, City Clerk

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Patricia Ponce, Mayor

Finally passed and adopted at a regular meeting of the City Council held on October 21, 2024, by the following vote:

AYES: COUNCILMEMBERS:  
NOES: COUNCILMEMBERS:  
ABSENT: COUNCILMEMBERS:  
ABSTAIN: COUNCILMEMBERS:

ATTEST:

APPROVED:

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Dorothy Gantt, City Clerk

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Patricia Ponce, Mayor