



## CITY OF ORLAND STAFF REPORT MEETING DATE: February 6, 2024

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**TO:** Honorable Mayor and City Council

**FROM:** Greg Einhorn, City Attorney

**SUBJECT:** **Council Member Compensation: Follow-up**

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As a follow-up to the council member compensation discussion on August 15, 2023, the amendments to Government Code § 36516, allowing for the first city council member compensation increases in nearly four decades, are now in effect. The changes addressed the issue of stagnant compensation for city council members in general law cities, as council member compensation had remained fixed since 1984.

The amendments provide cities such as Orland with the option to adjust council member compensation to account for inflation and support diversity on the City Council, as increased compensation can help individuals from across different income levels receive sufficient income for their service.

For Orland, the maximum amount increased from \$300 to \$950 per month.

The amendments also allow council member salaries to be increased beyond the specified maximum. The increases shall not exceed the greater of the following two conditions:

5% for each calendar year from the operative date of the last salary adjustment.

California Consumer Price Index. The inflation-based increase is capped at 10% for each calendar year.

The amendments require the city council to consider the adoption of an ordinance to increase council member compensation in open session during at least two regular meetings. The proposed ordinance, including findings justifying the need for increased compensation, must be presented at the first meeting. The adoption of the ordinance can take place at the second meeting, which must be held at least seven days after the first meeting. (There is normally a five-day waiting period between the introduction and adoption of an ordinance.)

Pursuant to Government Code section 36516.5, any council salary increase takes effect only when at least one member of the council commences a new term.