



# STAFF REPORT

AGENDA NO: 9c

MEETING DATE: March 2, 2026

**To: Honorable Mayor and City Council**

**Date: March 2, 2026**

**From: Maria Saguisag-Sid, Human Resources Director– (650) 558-7209**

**Subject: Adoption of a Resolution Authorizing an Increase to the Council Member Monthly Pay Rate and Approving the City of Burlingame Pay Rates and Ranges (Salary Schedules)**

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## **RECOMMENDATION**

Staff recommends that the City Council adopt the attached resolution authorizing the amendment of the Council Member pay rate to provide a 3.0% salary increase based on the California Consumer Price Index – All Urban Consumers (San Francisco – Oakland – Hayward) December 2025 index and approving the City of Burlingame pay rates and ranges for employees (salary schedules), effective January 12, 2026.

## **BACKGROUND**

On September 3, 2024, the City Council adopted an ordinance amending Burlingame Municipal Code Section 2.04.030, "Salary and Reimbursement," of Chapter 2.04 of Title 2 of the Burlingame Municipal Code (Ordinance No. 2029). Under this ordinance, Council Members' monthly salary rate increased from \$590 per month to \$950 per month, effective January 1, 2025. Annual increases are allowed per this ordinance by an amount not to exceed the lesser of 1) the increase in salary amount provided to the AFSCME bargaining units for that year; or 2) the amount provided by Government Code Section 36516(a).

## **DISCUSSION**

In consideration of Government Code Section 36516(a), staff reviewed the California Consumer Price Index – All Urban Consumers percentage change for the San Francisco-Oakland-Hayward region, which for December 2025 was 3.0%, per the update published on February 17, 2026. As the most recent AFSCME pay increase was higher at 4.0%, staff is recommending the Council Member pay increase be 3.0%, which is the lesser of the two factors. The effective pay rate would then be \$978.50 per month.

In order for this increase in the Council Member pay rate to go into effect, the City Council must approve the increase and authorize a new salary schedule. Once approved, this new

salary schedule will be made available to the public via the City of Burlingame website, in accordance with California Code of Regulations Section 570.5. The recommended new salary schedule is attached and will be retroactive to January 12, 2026.

### **FISCAL IMPACT**

The proposed increase will result in an increase of \$933 for the remainder of Fiscal Year 2025-2026. Future budgets will incorporate the approved increase going forward if the City Council approves the increase.

Exhibits:

- Resolution
- Salary Schedules (Merit) effective January 12, 2026
- Consumer Price Index – California (All Urban Consumers)