

EXHIBIT A

CITY OF SANTA ROSA MEASURE NO. 4

**CITY OF SANTA ROSA CITY CHARTER AMENDMENT
INCREASING COUNCIL COMPENSATION**

The People of the City of Santa Rosa hereby amend Section 4 of the Charter of the City of Santa Rosa and add a new Section 4A to the Charter of the City of Santa Rosa relating to compensation of the Mayor and Council members as follows, all with an effective date of January 1, 2025:

[Note: Additions to the text are underlined and deletions are shown in strikethrough.]

Section 1. Effective January 1, 2025, the third paragraph of Section 4 of the Charter of the City of Santa Rosa concerning Council compensation shall be deleted as follows:

Sec. 4 – Third Paragraph:

~~“The Council may act, by ordinance, to provide compensation to each of its members in an amount authorized by State law for the compensation of council members in general law cities of comparable size; provided however, that the Mayor, while holding that office, shall receive compensation in an amount equal to one hundred and fifty percent of the compensation received by another council member.”~~

Section 2. Effective January 1, 2025, a new Section 4A shall be added to the Charter of the City of Santa Rosa to read as follows:

“Sec. 4A. Mayor and Council Member Compensation.

The Mayor shall receive compensation for performance of official duties in an amount equal to the Sonoma County area median income for a three-person household as published by the United States Department of Housing and Urban Development or successor agency. Council members shall each receive compensation for performance of official duties in an amount equal to two-thirds of the Sonoma County area median income for a three-person household as published by the United States Department of Housing and Urban Development or successor agency.

Compensation for the Mayor and for Council members shall be adjusted (increased or decreased) on July 1 of each year, so as to remain consistent with the then-current Sonoma County area median income for a three-person household as published by the United States Department of Housing and Urban Development or successor agency, such that the Mayor’s compensation shall remain equal to the Sonoma County area median income for a three-person household and the Council members’ compensation shall remain equal to two-thirds of such area median income.

The Council may, by ordinance, provide for reductions in the compensation provided by this Section 4A as Council deems appropriate and consistent with law.