



# SALARY SETTING COMMISSION

February 23, 2026

During the February 11, 2026, Salary Setting Commission meeting, the Commissioners requested the following data be presented for review:

1. Role of the City Council (Charter of the City of Stockton, Article IV)
2. General Law City Compensation Limits (State of California, Government Code, Section 36516)
3. Additional information for comparable agencies: Median Household Income, number of Council members, General Law or Charter City, and Cost of Living Adjustments (COLA), Removal of Bakersfield
4. Salary Compensation Survey data to reflect 5%, 10%, 15% and 20% base salary increases
5. Salary Compensation Survey adding Sacramento, Oakland and San Jose
6. Financial information on how Council salaries are funded and impact on taxpayers

# Role of the City Council



- Per the Charter of the City of Stockton, Article IV, Section 400, states the City Council is the governing body of the City.
- The Council Policy Manual, § 1.01.010. Policy, states that the City Council is responsible for establishing policies that guide the City's municipal functions and operations.
- The City Council maintains five (5) standing committees and four (4) special committees that meet on varying schedules.

# General Law City Compensation Limits

## Under California Government Code § 36516:

- Maximum monthly compensation is based on city population
- Current statutory cap: Up to \$3,200 per month
- Annual increases limited to:
  - 5% per calendar year, OR
  - The maximum allowed by statute
- Increases must be adopted by ordinance
- No automatic COLA unless locally adopted

*\*These limits apply only to General Law cities.*

*The City of Stockton is a Charter City and is not subject to Government Code § 36516 compensation caps.*

Salary Data Including:

Median Salary

Number of Council  
Members

Agency Structure

(Attachment A)

City Agency	City Median	# of Council Members	Agency Structure
Stockton	\$79,907	7	Charter
Lodi	\$88,530	5	General Law
Manteca	\$97,055	5	General Law
Tracy	\$121,119	5	General Law
Livermore	\$160,775	5	General Law
Fairfield	\$101,895	7	General Law
Modesto	\$74,013	7	Charter
Salinas	\$74,868	7	Charter
San Bernadino	\$63,099	7	Charter
Chula Vista	\$102,176	5	Charter
Riverside	\$91,045	7	Charter
Hayward	\$113,318	7	Charter

## Salary Data Including:

5%, 10%, 15%, 20%  
Salary Increases

(Attachment B)

City Agency	5% Increase	10% Increase	15% Increase	20% Increase
Stockton	\$32,374	\$33,916	\$35,458	\$36,999
Lodi	\$20,160	\$21,120	\$22,080	\$23,040
Manteca	\$23,940	\$25,080	\$26,220	\$27,360
Tracy	\$23,940	\$25,080	\$26,220	\$27,360
Livermore	\$13,482	\$14,124	\$14,766	\$15,408
Fairfield	\$16,380	\$17,160	\$17,940	\$18,720
Modesto	\$31,500	\$33,000	\$34,500	\$36,000
Salinas	\$3,938	\$4,125	\$4,313	\$4,500
San Bernadino	\$42,776	\$44,813	\$46,850	\$48,887
Chula Vista	\$67,620	\$70,840	\$74,060	\$77,280
Riverside	\$45,725	\$47,903	\$50,080	\$52,258
Hayward	\$44,579	\$46,702	\$48,824	\$50,947

# Market Data for San Jose, Oakland, and Sacramento

City Agency	Population	City Median	# of Council Members	Agency Structure	Base Salary	5% Increase	10% Increase	15% Increase	20% Increase
San Jose	997,368	\$146,427	11	Charter	\$173,732	\$182,419	\$191,105	\$199,792	\$208,478
Oakland	443,554	\$101,600	8	Charter	\$108,803	\$114,243	\$119,683	\$125,123	\$137,092
Sacramento	535,798	\$87,321	9	Charter	\$111,324	\$116,890	\$122,456	\$128,023	\$133,589

These City agencies were not included in the original market study because they are full-time positions and thus, were deemed incomparable to the City of Stockton's part-time Council Member position.

(Attachment C)

# Financial information on how Council salaries are funded

Council Member salaries are funded through the City's General Fund. The General Fund is supported primarily by local tax revenues, including property tax, sales tax, and other general revenues.

# Next Steps



Review salary data presented by City Staff



Advise City staff if additional information is required



Confirm what data will be used during the Public Hearing



Schedule a Public Hearing



Conduct a public hearing and adopt a formal recommendation for Council Members salaries



Human Resources will submit recommendation to the City Council on behalf of the Salary Setting Commission



Questions?