Council Member Compensation Survey 2026

Attachment A

Classification Details				Base Salary Calculations						Total Comp Calculations				Total Comp Calculations			
Stockton Current Job Title	Survey Job Class	Survey Organization	Population (U.S Census)	Base Annual Salary		Stockton Base Salary Maximum	Market Base Comp Maximum	Variance		Base Comp Maximum				Total Comp Maximum	Market Total Comp Maximum	Variance	
				Min	Max			$	%	Maximum Insurance Contribution	Education + Longevity + Certification	Retirement Contribution	Total to Add to Salary Range			$	%
City Council Member				$30,833	$30,833	$30,833	$26,511	$4,322	14.02%				$0	$30,833	$50,357	-$19,524	-63.32%
	Council Member	Lodi	68,642	$19,200	$19,200		$19,200			$25,316	$0	-$1,728	$23,588		$42,788		
	Council Member	Manteca	94,292	$22,800	$22,800		$22,800			$28,800	$3,600	-$2,376	$30,024		$52,824		
	City Council Member	Tracy	100,136	$22,800	$22,800		$22,800			$43,112	$0	-$2,052	$41,060		$63,860		
	Council Member	Livermore	84,867	$12,840	$12,840		$12,840			$0	$0	-$796	-$796		$12,044		
	Council Member	Fairfield	122,646	$15,600	$15,600		$15,600			$35,600	$1,800	-$1,566	$35,834		$51,434		
	City Council Member	Modesto	220,592	$30,000	$30,000		$30,000			$0	$0	-$1,125	-$1,125		$28,875		
	City Council Member	Bakersfield	417,468	$0	$0		$0			$24,906	$6,240	-$562	$30,584		$30,584		
	City Council	Salinas	160,783	$3,750	$3,750		$3,750			$31,678	$9,000	-$1,148	$39,531		$43,281		
	City Council	San Bernardino	224,775	$40,739	$40,739		$40,739			$4,724	$8,700	-$4,450	$8,974		$49,713		
	Councilperson	Chula Vista	278,546	$64,400	$64,400		$64,400			$22,940	$7,320	-$6,455	$23,805		$88,205		
	Council Member	Riverside	323,757	$43,548	$43,548		$43,548			$27,084	$4,200	-$4,297	$26,987		$70,535		
	City Council	Hayward	158,440	$42,456	$42,456		$42,456			$32,358	$0	-$4,670	$27,688		$70,144		
						Average Rate:	$26,511							Average Rate:	$50,357		