



SALARY SETTING COMMISSION

March 12, 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?

Salary Survey - Governance Structure, and Market Comparison

Attachment A

Classification Details						Base Salary Calculations						Total Comp Calculations				Total Comp Calculations			
Survey Job Class	Survey Organization	Charter City vs General Law City	# of Council Members (Including Mayor)	City Median Households Income (U.S Census)	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	Stockton	Charter	7	\$79,907	324,975	\$30,833	\$30,833	\$30,833	\$28,921	\$1,912	6.20%	\$0				\$30,833	\$52,155	-\$21,322	-69.15%
Council Member	Lodi	General Law	5	\$88,530	68,642	\$19,200	\$19,200	\$19,200	\$19,200	\$25,316	\$0	-\$1,728	\$23,588				\$42,788		
Council Member	Manteca	General Law	5	\$97,055	94,292	\$22,800	\$22,800	\$22,800	\$22,800	\$28,800	\$3,600	-\$2,376	\$30,024				\$52,824		
City Council Member	Tracy	General Law	5	\$121,119	100,136	\$22,800	\$22,800	\$22,800	\$22,800	\$43,112	\$0	-\$2,052	\$41,060				\$63,860		
Council Member	Livermore	General Law	5	\$160,775	84,867	\$12,840	\$12,840	\$12,840	\$12,840	\$0	\$0	-\$796	-\$796				\$12,044		
Council Member	Fairfield	General Law	7	\$101,895	122,646	\$15,600	\$15,600	\$15,600	\$15,600	\$35,600	\$1,800	-\$1,566	\$35,834				\$51,434		
City Council Member	Modesto	Charter	7	\$74,013	220,592	\$30,000	\$30,000	\$30,000	\$30,000	\$0	\$0	-\$1,125	-\$1,125				\$28,875		
City Council	Salinas	Charter	7	\$74,868	160,783	\$3,750	\$3,750	\$3,750	\$3,750	\$31,678	\$9,000	-\$1,148	\$39,531				\$43,281		
City Council	San Bernardino	Charter	7	\$63,099	224,775	\$40,739	\$40,739	\$40,739	\$40,739	\$4,724	\$8,700	-\$4,450	\$8,974				\$49,713		
Councilperson	Chula Vista	Charter	5	\$102,176	278,546	\$64,400	\$64,400	\$64,400	\$64,400	\$22,940	\$7,320	-\$6,455	\$23,805				\$88,205		
Council Member	Riverside	Charter	7	\$91,045	323,757	\$43,548	\$43,548	\$43,548	\$43,548	\$27,084	\$4,200	-\$4,297	\$26,987				\$70,535		
City Council	Hayward	Charter	7	\$113,318	158,440	\$42,456	\$42,456	\$42,456	\$42,456	\$32,358	\$0	-\$4,670	\$27,688				\$70,144		
						Average Rate: <u>\$28,921</u>										Average Rate: <u>\$52,155</u>			

Salary Survey - Increases Scenarios

Attachment B

Classification Details		Base Salary Calculations									
Survey Job Class	Survey Organization	Base Annual Salary		Stockton Base Salary Maximum	Market Base Comp Maximum	Variance		Base Annual Salary Increase %			
		Min	Max			\$	%	5% Increase	10% Increase	15% Increase	20% Increase
City Council Member	Stockton	\$30,833	\$30,833	\$30,833	\$28,921	\$1,912	6.20%	\$32,374	\$33,916	\$35,458	\$36,999
Council Member	Lodi	\$19,200	\$19,200		\$19,200			\$20,160	\$21,120	\$22,080	\$23,040
Council Member	Manteca	\$22,800	\$22,800		\$22,800			\$23,940	\$25,080	\$26,220	\$27,360
City Council Member	Tracy	\$22,800	\$22,800		\$22,800			\$23,940	\$25,080	\$26,220	\$27,360
Council Member	Livermore	\$12,840	\$12,840		\$12,840			\$13,482	\$14,124	\$14,766	\$15,408
Council Member	Fairfield	\$15,600	\$15,600		\$15,600			\$16,380	\$17,160	\$17,940	\$18,720
City Council Member	Modesto	\$30,000	\$30,000		\$30,000			\$31,500	\$33,000	\$34,500	\$36,000
City Council	Salinas	\$3,750	\$3,750		\$3,750			\$3,938	\$4,125	\$4,313	\$4,500
City Council	San Bernardino	\$40,739	\$40,739		\$40,739			\$42,776	\$44,813	\$46,850	\$48,887
Councilperson	Chula Vista	\$64,400	\$64,400		\$64,400			\$67,620	\$70,840	\$74,060	\$77,280
Council Member	Riverside	\$43,548	\$43,548		\$43,548			\$45,725	\$47,903	\$50,080	\$52,258
City Council	Hayward	\$42,456	\$42,456		\$42,456			\$44,579	\$46,702	\$48,824	\$50,947
		Average Rate: \$28,921									

Salary Survey - Increases Scenarios

Attachment B

Classification Details		Total Comp Calculations							
Survey Job Class	Survey Organization	Base Comp Maximum				Total Comp Maximum	Market Total Comp Maximum	Variance	
		Maximum Insurance Contribution	Education + Longevity + Certification	Retirement Contribution	Total to Add to Salary Range			\$	%
City Council Member	Stockton	\$0				\$30,833	\$52,155	-\$21,322	-69.15%
Council Member	Lodi	\$25,316	\$0	-\$1,728	\$23,588		\$42,788		
Council Member	Manteca	\$28,800	\$3,600	-\$2,376	\$30,024		\$52,824		
City Council Member	Tracy	\$43,112	\$0	-\$2,052	\$41,060		\$63,860		
Council Member	Livermore	\$0	\$0	-\$796	-\$796		\$12,044		
Council Member	Fairfield	\$35,600	\$1,800	-\$1,566	\$35,834		\$51,434		
City Council Member	Modesto	\$0	\$0	-\$1,125	-\$1,125		\$28,875		
City Council	Salinas	\$31,678	\$9,000	-\$1,148	\$39,531		\$43,281		
City Council	San Bernardino	\$4,724	\$8,700	-\$4,450	\$8,974		\$49,713		
Councilperson	Chula Vista	\$22,940	\$7,320	-\$6,455	\$23,805		\$88,205		
Council Member	Riverside	\$27,084	\$4,200	-\$4,297	\$26,987		\$70,535		
City Council	Hayward	\$32,358	\$0	-\$4,670	\$27,688		\$70,144		
						Average Rate:	\$52,155		

Salary Survey - Additional Agencies

Attachment C

Classification Details							Base Salary Calculations						Total Comp Calculations				Total Comp Calculations			
Survey Job Class	Survey Organization	Employment Status	Charter City vs General Law City	# of Council Members (Including Mayor)	City Median Households Income (U.S Census)	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	Stockton	Part-Time	Charter	7	\$79,907	324,975	\$30,833	\$30,833	\$30,833	\$28,921	\$1,912	6.20%	\$0				\$30,833	\$52,155	-\$21,322	-69.15%
Council Member	Lodi	Part-Time	General Law	5	\$88,530	68,642	\$19,200	\$19,200	\$19,200				\$25,316	\$0	-\$1,728	\$23,588		\$42,788		
Council Member	Manteca	Part-Time	General Law	5	\$97,055	94,292	\$22,800	\$22,800	\$22,800				\$28,800	\$3,600	-\$2,376	\$30,024		\$52,824		
City Council Member	Tracy	Part-Time	General Law	5	\$121,119	100,136	\$22,800	\$22,800	\$22,800				\$43,112	\$0	-\$2,052	\$41,060		\$63,860		
Council Member	Livermore	Part-Time	General Law	5	\$160,775	84,867	\$12,840	\$12,840	\$12,840				\$0	\$0	-\$796	-\$796		\$12,044		
Council Member	Fairfield	Part-Time	General Law	7	\$101,895	122,646	\$15,600	\$15,600	\$15,600				\$35,600	\$1,800	-\$1,566	\$35,834		\$51,434		
City Council Member	Modesto	Part-Time	Charter	7	\$74,013	220,592	\$30,000	\$30,000	\$30,000				\$0	\$0	-\$1,125	-\$1,125		\$28,875		
City Council	Salinas	Part-Time	Charter	7	\$74,868	160,783	\$3,750	\$3,750	\$3,750				\$31,678	\$9,000	-\$1,148	\$39,531		\$43,281		
City Council	San Bernardino	Part-Time	Charter	7	\$63,099	224,775	\$40,739	\$40,739	\$40,739				\$4,724	\$8,700	-\$4,450	\$8,974		\$49,713		
Councilperson	Chula Vista	Part-Time	Charter	5	\$102,176	278,546	\$64,400	\$64,400	\$64,400				\$22,940	\$7,320	-\$6,455	\$23,805		\$88,205		
Council Member	Riverside	Part-Time	Charter	7	\$91,045	323,757	\$43,548	\$43,548	\$43,548				\$27,084	\$4,200	-\$4,297	\$26,987		\$70,535		
City Council	Hayward	Part-Time	Charter	7	\$113,318	158,440	\$42,456	\$42,456	\$42,456				\$32,358	\$0	-\$4,670	\$27,688		\$70,144		
Council Member	San Jose	Full-Time	Charter	11	\$146,427	997,368	\$173,732	\$173,732	\$173,732											
Council Member	Oakland	Full-Time	Charter	8	\$101,600	443,554	\$108,803	\$108,803	\$108,803											
Council Member	Sacramento	Full-Time	Charter	9	\$87,321	535,798	\$111,324	\$111,324	\$111,324											
									Average Rate: \$28,921								Average Rate: \$52,155			
									Average Rate (Including San Jose, Oakland and											