

April 2, 2024

TO: HONORABLE MAYOR and CITY COUNCIL

FROM: MOTECUZOMA SANCHEZ, Chair City Council Salary Setting Commission

SUBJECT: **RECOMMENDATIONS OF THE CITY COUNCIL SALARY SETTING COMMISSION AMENDING TITLE 2, CHAPTER 2.08 OF THE STOCKTON MUNICIPAL CODE TO SET THE ANNUAL SALARY FOR THE CITY OF STOCKTON MAYOR AND CITY COUNCIL MEMBERS IN ACCORDANCE WITH ARTICLE IV, SECTION 410 OF THE CITY CHARTER**

RECOMMENDATION

It is recommended that the City Council approve the following recommendations of the City Council Salary Setting Commission to amend Title 2, Chapter 2.08 of the Stockton Municipal Code:

- 1) Increase the annual salary of the Mayor of the City of Stockton to \$97,107 (\$8,092.24 / monthly) and maintain the existing benefits for the Mayoral term commencing January 1, 2025; and
- 2) Increase the annual salary of the City Council Members of the City of Stockton to \$30,832.62 (\$2,569.40 / monthly) with no benefits for the period commencing January 1, 2025.

Background

Per City Charter Article IV, Section 410, the Salary Setting Commission shall:

- Recommend to the City Council, the amount of monthly salary and the level of benefits which it deems appropriate for the Mayor's term commencing on January 1st of the following year.
- Recommend to the City Council, the amount of monthly salary and the benefits which it deems appropriate for the members of the City Council for the two-year period commencing January 1st of the next year.
- Submit such recommendation to the City Council for final action between March 1st and April 30th of a Mayoral election year

The Commission's recommendation shall be in writing and the Council shall by ordinance adopt the salaries as recommended by the Commission or in some lesser amount, but in no event may the Council increase the amount.

Summary

On February 7, 2024, the Salary Setting Commission convened for its first session of 2024. Human Resources (HR) staff delivered a presentation to inform the Commission of the City

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of Stockton Charter, Stockton Municipal Code and Regulations that pertain to the Salary Setting Commissioner's duties. HR also provided compensation surveys for the salaries of Mayors and Councilmembers of comparable public agencies to assist in establishing a recommendation. Taryn Jones, Deputy City Attorney, also provided assistance relating to procedural matters and helping the Commission understand their roles and responsibilities.

The Commission utilized the salary surveys to discuss various options, share ideas, and raise questions to staff. The Commissioners requested staff provide a revised report at the next regularly scheduled meeting to include the following additional information:

- Median income for residents of each agency; and
- Position in the market median for each agency; and
- Notate which agencies possess a strong mayor; and
- The cost of Benefits for the City of Stockton compared to comparable agencies; and
- The history of salary changes for each comparable agency.

At the February 29, 2024 Salary Setting Meeting, updated compensation documentation was provided to the Commissioners and a public hearing was held. The public attended and provided their input to the Commissioners. These comments were considered when making a final recommendation.

The Commission took into account the time devoted to the office of the part-time Councilmembers, the full-time nature of the Mayor's position, and the level of salaries and benefits being paid in other public agencies with similar part-time or full-time duties, responsibilities, and obligations. The Commission requested the City of Fresno be removed from the compensation survey conducted for the Mayor as it is a "Strong Mayor" agency and differs from the City of Stockton. Additionally, the Commission requested that San Joaquin County be removed from the same survey as they found it is was not comparable.

Final recommendations were made and are presented as follows:

With respect to the salary and benefits for the Mayor; with a vote of 4-1, the Commission approved the following recommendation:

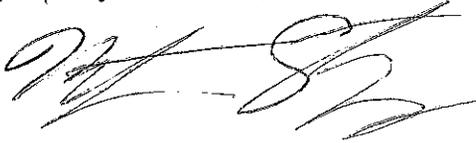
- The Mayor shall receive a 7.32% increase to base salary which will increase the annual salary to \$97,107 (\$8,092.24 / monthly) effective January 1, 2025; and
- Benefits shall remain unchanged.

With respect to the salary and benefits for the Councilmembers; with a vote of 5-0, the Commission approved the following recommendation:

- The Councilmembers shall receive a 5% increase to base salary which will increase the annual salary to \$30,832.62 (\$2,569.40 / monthly) effective January 1, 2025; and
- Councilmembers will continue to receive no benefits.

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Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Motecuzoma Sanchez', written in a cursive style.

MOTECUZOMA SANCHEZ, CHAIR
COUNCIL SALARY SETTING COMMISSION