

Salary Survey - Governance Structure, Market Comparison, and Bakersfield Removed

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			\$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			\$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			\$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			\$0	\$0	-\$796	-\$796		\$12,044		
Council Member	Fairfield	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	Charter	7	\$74,013	220,592	\$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			\$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			\$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			\$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			\$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			\$32,358	\$0	-\$4,670	\$27,688		\$70,144		
						Average Rate: \$28,921										Average Rate: \$52,155			