

SALARY SETTING
COMMISSION

February 11, 2026



Introductions to Staff

ATTACHMENT B

Human Resources

Rosemary Rivas, Director of Human Resources

Maya Reft, Deputy Director of Human Resources

Kim Johnson, Senior Human Resources analyst

Monica Jeronimo, Human Resources Analyst I

Counsel to Commission

Mark Velasquez, Deputy City Attorney

City Clerk

Katherine Roland, City Clerk

ARTICLE XIX. SECTION 1911. COUNCIL SALARY SETTING COMMISSION

Powers and Duties: The Council Salary Setting Commission shall biennially make recommendations respecting salaries for members of the Council, and the Mayor, as provided in Charter Section 410.

In 2026, the Salary Setting Commission shall make a recommendation for members of the Council only.

ARTICLE IV. SECTION 401. MEMBERSHIP

The Council shall consist of seven members, six Councilmembers and the Mayor, each of whom shall have the right to vote on all matters coming before the Council.

ARTICLE IV. SECTION 410. COMPENSATION

- Between March 1st and April 30th of every even-numbered year, the Council Salary Setting Commission shall recommend to the Council the amount of monthly salary and the benefits which it deems appropriate for the members of the Council for the two-year period commencing January 1st of the next year. The amount recommended for each Councilmember shall be the same.
- No recommendation shall be made except upon the affirmative vote of three members of the Commission. Failure of the Commission to make a recommendation in any year within the time prescribed shall be deemed to mean a recommendation that no changes be made.
- Each recommendation, together with the reasons, therefore, shall be made in writing. Before it submits any such recommendation to the Council, the Commission shall conduct at least one public hearing on the matter. When such a recommendation has been submitted to the Council, it shall not thereafter be amended by the Commission.
- The Council shall, by ordinance adopt the salaries as recommended by the Commission, or in some lesser amount, but in no event may it increase the amount. Salaries of the Councilmembers and Mayor may be reduced at any time by a 2/3 vote of the Council.
- Salaries established by ordinance adopted pursuant to the provisions of this section shall remain in effect until amended by a subsequent ordinance adopted pursuant to the provisions of this Section.

Salary & Benefits of the City Council

Municipal Code, Volume I,
Title 2 Administration and Personnel
Chapter 2.08 Salary and Benefits of the
Mayor and City Council

2.08.040 Salary of City Councilmembers

The annual salary of each member of the City Council, except the Mayor, shall be \$30,832.82, (\$2,569.40 monthly) payable on the payment schedule for City employees.

2.08.050 Benefits of City Councilmembers

Members of the City Council shall receive no benefits.

Compensation Data

Human Resources conducted a compensation study to present salary data to the Commission. In addition to the salary survey, Human Resources will provide supplemental data and information as requested by the Commission.



Salary Survey
Comparable Agencies

The salary survey conducted by Human Resources includes 12 comparable agencies based on agency size, demographics, proximity and geographic location, and comparable services.

- Local - Lodi, Manteca, Tracy, Livermore, Modesto, & Fairfield
- Regional - Hayward & Bakersfield
- State - Riverside, Chula Vista, San Bernardino, and Salinas

COMPARABLE SALARY & BENEFITS

ATTACHMENT B

Current City of Stockton City Councilmember Annual Salary

Base Salary only: \$30,832.82

Base Salary plus Stipend & Benefits: \$30,832.82*

**Per Municipal Code 2.08.050 – Members of the City Council shall receive no benefits.*

Current Comparator's Councilmember Annual Salary:

Base Salary only:

Average: \$26,511.00

Base Salary plus Stipend & Benefits

Average: \$50,357.00

Historical
City Council
Salary &
Benefit Data

Salary Setting Commission Salary & Benefit Recommendations from 2015 - 2024				
Year	Monthly Salary	Annual Salary	Benefits	Percentage Increase
2015	\$1,377.42	\$16,529.04	No benefits	
2019	\$2,224.50	\$26,694.00	No benefits	61.50 %
2021	\$2,446.95	\$29,363.40	No benefits	10 %
2023	\$2,446.95	\$29,363.40	No Benefits	No Change
2024	\$2,569.40	\$30,832.62	No Benefits	5 %

Next Steps



Review salary survey presented by City Staff



Advise City staff if additional information is required



Schedule a public hearing



Following public hearing, make formal recommendation



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



Questions?