

April 28, 2026

TO: HONORABLE MAYOR and CITY COUNCIL

FROM: MOTECUZOMA SANCHEZ, Chair City Council Salary Setting
Commission

SUBJECT: RECOMMENDATIONS OF THE 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
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 Council Salary Setting Commission to amend Title 2, Chapter 2.08 of the Stockton Municipal Code:

- 1) Increase the annual salary of the City Council members of the City of Stockton to \$40,000.00 (\$3,333.33 / monthly) with no benefits for the period commencing January 1, 2027.

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 benefits which it deems appropriate for the members of the City Council for the two-year period commencing January 1st of the next 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

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On February 11, 2026, the Salary Setting Commission convened for its first session of 2026. Human Resources (HR) staff provided a compensation survey for the salaries of the Councilmembers of comparable public agencies to assist in establishing a recommendation. Mark Velasquez, Deputy City Attorney IV, also provided assistance relating to procedural matters and helping the Commission understand their roles and responsibilities.

The Commission utilized the salary survey 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 household income for residents within each comparable agency
- Base salary projections reflecting 5%, 10%, 15%, and 20% increases
- The number of Council members serving in each agency
- Identification of each agency as a Charter City or General Law City
- Cost-of-living adjustment (COLA) information for comparable cities, where applicable
- Removal of Bakersfield from the salary survey
- Language pertaining to General Law City compensation limits
- Role of the City Council
- Financial information on how Council salaries are funded and impact on taxpayers

At the March 12, 2026 Salary Setting Commission meeting, updated compensation documentation and requested information was provided to the Commissioners. Additional information was requested by the Commissioners to include:

- Average hours of City Council members work per month
- Percentage of increase if salary was increased to \$40,000 and \$45,000
- The percentage of salary compared to median household income for the City of Stockton
- Additional information on impact to the General Fund.

At the March 27, 2026 Salary Setting Commission meeting, the public hearing was held and City Staff provided the updated information as requested.

With a vote of 4-0 (Commissioner Shakeel Carpenter absent), the Commission approved the following recommendation:

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- The Council members shall receive a 30% increase to base salary which will increase the annual salary to \$40,000.00 (\$3,333.33 / monthly) effective January 1, 2027; and
- Council members will continue to receive no benefits.

Respectfully submitted,



Motecuzoma Patrick Sanchez (Apr 8, 2026 17:21:47 PDT)

MOTECUZOMA SANCHEZ, CHAIR
COUNCIL SALARY SETTING COMMISSION