

Council Member Compensation Survey 2026

Attachment A

Classification Details		Base Salary Calculations						Total Comp Calculations				Total Comp Calculations											
																Base Annual Salary		Stockton Base Salary Maximum	Market Base Comp Maximum	Variance		Base Comp Maximum	
Survey Job Class	Survey Organization	Population (U.S Census)	City Median Households Income (U.S Census)	# of Council Members (Including Mayor)	Charter City vs General Law City	Min	Max		\$	%	5% Increase	10% Increase	15% Increase	20% Increase	Maximum Insurance Contribution	Education + Longevity + Certification	Retirement Contribution			Total to Add to Salary Range		\$	%
City Council Member	Stockton	324,975	\$79,907	7	Charter	\$30,833	\$30,833	\$30,833	\$28,921	\$1,912	6.20%	\$32,374	\$33,916	\$35,458	\$36,999				\$0	\$30,833	\$52,155	-\$21,322	-69.15%
Council Member	Lodi	68,642	\$88,530	5	General Law	\$19,200	\$19,200	\$19,200	\$19,200	\$20,160	\$21,120	\$22,080	\$23,040	\$25,316	\$0	-\$1,728	\$23,588	\$42,788					
Council Member	Manteca	94,292	\$97,055	5	General Law	\$22,800	\$22,800	\$22,800	\$22,800	\$23,940	\$25,080	\$26,220	\$27,360	\$28,800	\$3,600	-\$2,376	\$30,024	\$52,824					
City Council Member	Tracy	100,136	\$121,119	5	General Law	\$22,800	\$22,800	\$22,800	\$22,800	\$23,940	\$25,080	\$26,220	\$27,360	\$43,112	\$0	-\$2,052	\$41,060	\$63,860					
Council Member	Livermore	84,867	\$160,775	5	General Law	\$12,840	\$12,840	\$12,840	\$12,840	\$13,482	\$14,124	\$14,766	\$15,408	\$0	-\$796	-\$796	\$12,044						
Council Member	Fairfield	122,646	\$101,895	7	General Law	\$15,600	\$15,600	\$15,600	\$15,600	\$16,380	\$17,160	\$17,940	\$18,720	\$35,600	\$1,800	-\$1,566	\$35,834	\$51,434					
City Council Member	Modesto	220,592	\$74,013	7	Charter	\$30,000	\$30,000	\$30,000	\$30,000	\$31,500	\$33,000	\$34,500	\$36,000	\$0	\$0	-\$1,125	-\$1,125	\$28,875					
City Council	Salinas	160,783	\$74,868	7	Charter	\$3,750	\$3,750	\$3,750	\$3,750	\$3,938	\$4,125	\$4,313	\$4,500	\$31,678	\$9,000	-\$1,148	\$39,531	\$43,281					
City Council	San Bernardino	224,775	\$63,099	7	Charter	\$40,739	\$40,739	\$40,739	\$40,739	\$42,776	\$44,813	\$46,850	\$48,887	\$4,724	\$8,700	-\$4,450	\$8,974	\$49,713					
Councilperson	Chula Vista	278,546	\$102,176	5	Charter	\$64,400	\$64,400	\$64,400	\$64,400	\$67,620	\$70,840	\$74,060	\$77,280	\$22,940	\$7,320	-\$6,455	\$23,805	\$88,205					
Council Member	Riverside	323,757	\$91,045	7	Charter	\$43,548	\$43,548	\$43,548	\$43,548	\$45,725	\$47,903	\$50,080	\$52,258	\$27,084	\$4,200	-\$4,297	\$26,987	\$70,535					
City Council	Hayward	158,440	\$113,318	7	Charter	\$42,456	\$42,456	\$42,456	\$42,456	\$44,579	\$46,702	\$48,824	\$50,947	\$32,358	\$0	-\$4,670	\$27,688	\$70,144					
Average Rate: \$28,921															Average Rate: \$52,155								