

Compensation - Select Northern California Cities

City	Population 2022	Mayor Annual	Councilmembers Annual	Charter	Elected Mayor	Calculation	Notes
Fresno	542,107	\$130,000	\$65,000 - \$84,654	Yes	Yes		Plus car allowance and expense allowance
Sacramento	524,943	\$145,440	\$96,257	Yes	Yes	Recommendation from Compensation Commission	
Oakland	440,646	\$212,422	\$85,382	Yes	Yes	Recommendation from Public Ethics Commission	Council salaries tied to CPI; Mayor salary tied to CM compensation in similar cities
Stockton	320,804	\$90,480	\$29,363	Yes	Yes	Recommendation from Council Salary Setting Commission	
Modesto	218,464	\$43,200	\$24,000	Yes	Yes	Recommendation from Citizen's Salary Setting Commission	Mayor salary not more than 50% of Superior Court Judge. Council member salary not more than 50% of area's median family income. Reduction for missed meetings.
Santa Rosa	178,127	\$14,400	\$9,600	Yes	No		
Hayward	162,954	\$39,950	\$24,975	Yes	Yes	Ordinance	Medical, dental, vision, life, and retirement
Vallejo	126,090	\$22,800	\$14,700	Yes	Yes	Ordinance	Health and retirement benefits available thru PERS
Berkeley	124,321	\$107,300	\$67,599	Yes	Yes	Voter approved Measure (2020)	Mayor salary = median income for 3 person household in Alameda County
Livermore	87,995	\$17,880	\$12,840	No	Yes	Tied to state law but with additional limits on increases	No city-paid benefits
Pleasanton	79,871	\$15,621	\$14,421	No	Yes	City code provision (2019)	\$1600/month health package (as of 2013)
Napa	79,246	\$34,440	\$17,220	Yes	Yes	Charter references limits of state law	Health, vehicle allowance, and retirement benefits
San Rafael	61,271	\$8,424	\$5,616	Yes	Yes	Tied to state law	Plus health and retirement benefits
Petaluma	59,776	\$10/meeting	\$5/meeting	Yes	Yes	Set forth in Charter Section 19	Plus health benefits
Novato	53,225		\$4,800	No	No	Ordinance	Plus health and retirement benefits
Rohnert Park	44,390		\$5,809	No	No	City Code / Resolution	
Windsor	26,344		\$5,316	No	Yes	Set forth in City Code -- Tied to state law	
Eureka	26,512	\$7,500	\$6,000	Yes	Yes	Set forth in Charter	
Healdsburg	11,340		\$1,800	No	No		
Sonoma	10,618		\$3,600	No	No	Tied to state law	In Sept. 2021, Sonoma City Council declined to increase Council salary as allowed by state law
Sebastopol	7,521		\$3,600	No	No	Set forth in City Code -- Tied to state law	