

Compensation - Comparable Cities

City	Population	Mayor Annual	Councilmembers Annual	Charter City	Elected Mayor	Calculation
Fremont	230,504	\$47,916	\$26,975	No	Yes	Increases tied to CPI
Hayward	162,954	\$39,960	\$24,975	Yes	Yes	Ordinance
Vallejo	126,090	\$22,800	\$14,700	Yes	Yes	Ordinance
Concord	125,410	\$16,224	\$16,224	No	No	Ordinance
Berkeley	124,321	\$107,300	\$67,599	Yes	Yes	Salaries tied to Median Income
Fairfield	119,881	\$7,200	\$6,000	No	Yes	Increases approved (\$1,300/\$1560)
Richmond	116,448	\$46,500	\$16,830	Yes	Yes	Charter
San Mateo	105,661		\$7,200	Yes	No	Ordinance
Daly City	104,901		\$18,382	No	No	Tied to State Law
Vacaville	102,386		\$9,948	No	Yes	Tied to State Law
Livermore	90,761	\$17,880	\$12,840	No	Yes	Tied to State Law with additional limits on increases
County of Sonoma	488,863		\$160,958			Salaries tied to Judicial salaries
Santa Rosa	178,127	\$14,400	\$9,600			According to State Law