

**Compensation – Cities Previously Used as Comparable Cities
(Updated as of 02/04/2024)**

City	Population	Population (2024)*	Mayor Annual (2022)	Councilmember Annual (2022)	Mayor Annual (Current)	Councilmember Annual (Current)	Charter City	Elected Mayor	Calculation/Benefits
Fremont	230,504	218,549	\$47,916	\$26,975	\$51,759.36	\$29,133.12	No	Yes	Ordinance Increases tied to CPI
Hayward	162,954	153,372	\$39,960	\$24,975	\$69,288.00	\$43,505.00	Yes	Yes	Ordinance
Vallejo	126,090	121,146	\$22,800	\$14,700	\$46,300	\$23,500	Yes	Yes	Ordinance
Concord	125,410	119,201	\$16,224	\$16,224	\$17,197.44 \$22,800 as of 11/5/2024	\$17,197.44 \$22,800 as of 11/5/2024	No	No	Ordinance
Berkeley	124,321	127,230	\$107,300	\$67,599	\$107,300	\$67,599	Yes	Yes	Charter Salaries tied to Median Income
Fairfield	119,881	118,344	\$7,200	\$6,000	\$18,720	\$15,600	No	Yes	
Richmond	116,448	111,441	\$46,500	\$16,830	\$46,500	\$16,830	Yes	Yes	Charter / Ordinance Receive travel expenses, auto reimbursement, and misc., medical, dental, vision, life insurance
San Mateo	105,661	98,152		\$7,200	0	\$7,200	Yes	No	Ordinance
Daly City	104,901	97,057		\$18,382	\$26,470.08	\$26,470.08	No	No	Ordinance Tied to State Law
Vacaville	102,386	102,860		\$9,948	\$9,948	\$9,948	No	Yes	Ordinance Tied to State Law
Livermore	90,761	81,327	\$17,880	\$12,840	\$17,880	\$12,840	No	Yes	Tied to State Law with additional limits on increases Eligible for benefits with premium paid by participant
County of Sonoma	488,863	479,320		\$160,958	Board of Supervisors	\$174,295.39			Salaries tied to Judicial salaries
Santa Rosa	178,127	177,245	\$14,400	\$9,600	\$26,640	\$17,760	Yes	No	According to State Law ORD-2022-018 (effective 1/13/2022) ORD-2024-001 Plus health, vision, dental, life insurance, long-term disability, retirement and other benefits

*Worldpopulationreview.com