

Compensation - Select Northern California Cities
(Updated as of 02/04/2024)

City	Population 2022	Population 2024*	Mayor Annual (2022)	Councilmember Annual (2022)	Mayor Annual (Current)	Councilmember Annual (Current)	Charter	Elected Mayor	Calculation/Benefits
Fresno	542,107	548,881	\$130,000	\$65,000 - \$84,654	\$130,000 - \$180,895	\$80,000 - \$111,320	Yes	Yes	Ordinance
Sacramento	524,943	532,101	\$145,440	\$96,257	\$164,205	\$102,793	Yes	Yes	Recommendation from Compensation Commission
Oakland	440,646	419,077	\$212,422	\$85,382	\$216,202.44	\$103,612.92	Yes	Yes	Charter Recommendation from Public Ethics Commission
Stockton	320,804	320,243	\$90,480	\$29,363	\$90,480	\$29,363.40	Yes	Yes	Ordinance Recommendation from Council Salary Setting Commission Mayor provided with Health, dental, life and vision; Councilmembers receive no benefits
Modesto	218,464	216,311	\$43,200	\$24,000	\$43,200	\$24,000	Yes	Yes	Charter Recommendation from Citizen's Salary Setting Commission
Santa Rosa	178,127	177,245	\$14,400	\$9,600	\$26,640	\$17,760	Yes	No	Ordinance Plus health, vision, dental, life insurance, long-term disability, retirement and other benefits
Hayward	162,954	153,372	\$39,950	\$24,975	\$69,288	\$43,505	Yes	Yes	Ordinance Medical, dental, vision, life, and retirement
Vallejo	126,090	121,146	\$22,800	\$14,700	\$46,300	\$23,500	Yes	Yes	Ordinance Health and retirement benefits available thru PERS
Berkeley	124,321	127,230	\$107,300	\$67,599	\$107,300	\$67,599	Yes	Yes	Voter approved Measure (2020)
Livermore	87,995	81,327	\$17,880	\$12,840	\$17,880	\$12,840	No	Yes	Tied to state law but with additional limits on Increases Benefits available at cost to participant
Pleasanton	79,871	74,259	\$15,621	\$14,421	\$17,063.04	\$15,863.04	No	Yes	City code provision (2019) \$1600/month health package (as of 2013)
Napa	79,246	77,235	\$34,440	\$17,220	\$34,440	\$17,220	Yes	Yes	Charter references limits of state law Health, vehicle allowance, and retirement benefits
San Rafael	61,271	58,285	\$8,424	\$5,616	\$8,424	\$5,616	Yes	Yes	Ordinance Tied to state law Plus health and retirement benefits
Petaluma	59,776	56,778	\$10/meeting	\$5/meeting	\$10/meeting	\$5/meeting	Yes	Yes	Charter Plus health benefits

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Novato	53,225	50,744		\$4,800		\$4,800	No	No	Ordinance Plus health and retirement benefits
Rohnert Park	44,390	43,832		\$5,809		\$5,809.00	No	No	City Code / Resolution
Windsor	26,344	25,091		\$5,316		5,316	No	Yes	Ordinance Tied to state law
Eureka	26,512	25,649	\$7,500	\$6,000	\$7,500	\$6,000	Yes	Yes	Charter
Healdsburg	11,340	12,491		\$1,800		\$1,800	No	No	Ordinance
Sonoma	10,618	10,060		\$3,600		\$3,600	No	No	Ordinance Tied to state law
Sebastopol	7,521	7,060		\$3,600		3600	No	No	Ordinance Tied to state law

*Worldpopulationreview.com