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**AGENDA**  
City of Modesto  
**CITIZENS' SALARY SETTING COMMISSION**  
**Special Meeting**

Conference Room 2001, Second Floor  
Tenth Street Place, 1010 10th Street  
Modesto, California 95354

Monday, March 2, 2026, at 3:30 p.m.

Roll Call – Colleen Preston, Julie Saugstad, Roldon (Sandy) Sutton, Seth Simas, Steven Zagaris

**PUBLIC COMMENT PERIOD**  
**Three minute time limit per speaker**

Only interested persons in the audience may present these matters. Under State law, Commission Members may respond to matters being presented under this item only as follows:

- a. Briefly respond to statements made or questions raised.
- b. Ask a question for clarification.
- c. Provide a reference to staff or other resources for factual information.
- d. Request staff to report back at a subsequent meeting.
- e. Finally, a Commission Member or the Commission itself may take action to direct staff to place a matter of business on a future agenda.

*Any and all of the following agenda items are subject to action by the Citizens Salary Setting Commission. This Agenda is on file at the City Clerk's Office, Sixth Floor, 10<sup>th</sup> Street Place, and is available on the City's Web site at [www.modestogov.com](http://www.modestogov.com).*

*Materials related to an item on this Agenda submitted to the Commission after distribution of the agenda packet are available for public inspection in the Clerk's office during normal business hours. Such documents are also available online, subject to staff's ability to post the documents before the meeting, at the following website <https://modestogov.com/AgendaCenter/Citizens-Salary-Setting-Commission-27>*

**WRITTEN COMMUNICATIONS  
SUBMITTING COMMENTS BY E-MAIL**

Written comments may be submitted via email to: [cityclerk@modestogov.com](mailto:cityclerk@modestogov.com) (include Agenda Item Number in the subject line). All comments will be shared with the Commission Members and placed in the record but will not be read aloud during the meeting. Written comments must be received two hours before the meeting.

**NEW BUSINESS**

1. Appointment of Chair and Vice-Chair for the Citizens' Salary Setting Commission. *(Diane Nayares-Perez, City Clerk)*
2. Consider approving minutes from the Citizens' Salary Setting Commission Special Orientation Meeting on February 27, 2026. *(Diane Nayares-Perez, City Clerk)*
3. Consider discussion of the methodology for determining salaries of City of Modesto Councilmembers. *(Christina Alger, Director of Human Resources, and Diane Nayares-Perez, City Clerk)*
4. Consider discussion of the methodology for determining salaries of City of Modesto Mayor. *(Christina Alger, Director of Human Resources, and Diane Nayares-Perez, City Clerk)*
5. Consider reviewing the Citizens' Salary Setting Commission Timeline. *(Diane Nayares-Perez, City Clerk)*

**MATTERS TOO LATE FOR THE AGENDA**

These may be presented by members of the Citizens Salary Setting Commission and staff upon determination by a majority vote that an emergency exists, as defined by State law, or by a 2/3 vote that (1) there is a need to take immediate action, and (2) that the need for action came to the Commission's attention after the agenda was posted.

**ADJOURNMENT**

In accordance with the requirements of Title II of the Americans with Disabilities Act ("ADA") of 1990, the Fair employment & Housing Act ("FEHA"), the Rehabilitation Act of 1973 (as amended), Government Code section 11135 and other applicable codes, the City of Modesto ("City") will not discriminate against individuals on the basis of disability in the City's services, programs, or activities. For more information, please visit the City of Modesto website at <https://www.lmodestogov.com/865/Americans-with-Disabilities-Act-ADA>.

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the City Clerk (209) 577-5396. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting.



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**ITEM 2**

**MINUTES**  
City of Modesto  
**CITIZENS' SALARY SETTING COMMISSION**

**Special Meeting - Orientation**  
Conference Room 2001, Second Floor  
Tenth Street Place, 1010 10th Street  
Modesto, California 95354

Friday, February 27, 2026, at 3:00 p.m.

Roll Call – Present: Colleen Preston, Julie Saugstad, Roldon (Sandy) Sutton, Seth Simas,  
Steven Zagaris

Absent: Julie Saugstad (Excused Absence)

**PUBLIC COMMENT PERIOD**  
**Three minute time limit per speaker**

None

**NEW BUSINESS**

1. Orientation for new members to include the function of the Salary Setting Commission, Pursuant to Section 703 of the Charter and a brief overview on the provisions of the Brown Act by the City Attorney. (*Alex Mog, Assistant City Attorney*)

**ACTION:** Presentation by Assistant City Attorney

2. Overview of the Bylaws. (*Diane Nayares-Perez, City Clerk and Christina Alger, Director of Human Resources*)

**ACTION:** Presentation by Staff

3. Consider reviewing the Citizens Salary Setting Commission 2026 Timeline. (*Diane Nayares-Perez, City Clerk and Christina Alger, Director of Human Resources*)

**ACTION:** Staff reviewed timeline with Commission members

4. Consider discussing the calendar and locations for future meetings for the Citizens Salary Setting Commission. (*Diane Nayares-Perez, City Clerk and Christina Alger, Director of Human Resources*)

**ACTION: (Simas/Sutton; 4/0; Saugstad Absent) Motion** scheduling the following meeting dates in March as follows: March 2 at 3:30 pm; March 9 at 3:15 pm; March 16 at 3:15 pm; March 23 at 3:15 pm; and March 30 at 3:15 pm.

5. Consider discussing information necessary for reviewing salaries of the City of Modesto Mayor and Councilmembers. (*Diane Nayares-Perez, City Clerk and Christina Alger, Director of Human Resources*)

**ACTION:** Commissioners requested the following information from Staff to be provided at the next meeting:

- *Current Boards and Committees Council serve on as a Councilmember/Mayor (also City Standing Committees) and their responsibilities.*
- *Salary of Stanislaus County Judge and Median Income Stanislaus County*
- *Benefit/Insurance Information for Council/Mayor (if any)*
- *Reimbursement of Expenses for Council/Mayor*
- *Current Salaries and Expenses of the Council/Mayor*
- *Salaries for all other cities in Stanislaus County (nine incorporated cities within Stanislaus County: Ceres, Hughson, Modesto, Newman, Oakdale, Patterson, Riverbank, Turlock, and Waterford).*
- *Salaries of Council/Mayor for like size cities (similar population, services, and Charter Cities)*
- *Prior Recommendation of Salary Setting Commission*
- *Support Staff assigned to Council and Mayor*
- *Job Descriptions of the Mayor and Council full-time or part-time)*
- *Increase in population over the last two years*
- *CPI over the last two years*
- *Median household family income for the Modesto Metropolitan Area*
- *Budget Projections in terms of Revenue for the next couple of years*

#### **MATTERS TOO LATE FOR THE AGENDA**

None

#### **ADJOURNMENT**

There being no further business the meeting adjourned the meeting at 3:48 p.m.

Attest: \_\_\_\_\_  
Diane Nayares-Perez, CMC, City Clerk