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

Conference Room 2005, Second Floor  
Tenth Street Place, 1010 10th Street  
Modesto, California 95354

Monday, March 9, 2026, at 3:15 p.m.

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

**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 (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. Consider approving the minutes from the March 2, 2026 Citizens’ Salary Setting Commission meeting. (*Diane Nayares-Perez, City Clerk*)
2. Consider discussion of the methodology for determining salaries of City of Modesto Mayor and Modesto Councilmembers. (*Christina Alger, Director of Human Resources, and Diane Nayares-Perez, City Clerk*)
3. 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.modestogov.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.

Posted pursuant to Government Code Section 54956 on the bulletin board at Tenth Street Place on

\_\_\_\_\_ at \_\_\_\_\_ by \_\_\_\_\_  
date time signature



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**MINUTES**  
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 – Present: Colleen Preston, Vice Chair, Julie Saugstad, Roldon (Sandy) Sutton Chair, Seth Simas, Steven Zagaris

Absent: None

**PUBLIC COMMENT PERIOD**

None

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

None

**NEW BUSINESS**

1. Appointment of Chair and Vice-Chair for the Citizens' Salary Setting Commission.  
(*Diane Nayares-Perez, City Clerk*)

**ACTION: (Saugstad/Zagaris; 5/0)** Motion appointing Sandy Sutton as the Chair and Colleen Preston as the Vice Chair for the Citizens' Salary Setting Commission

2. Consider approving minutes from the Citizens' Salary Setting Commission Special Orientation Meeting on February 27, 2026. (*Diane Nayares-Perez, City Clerk*)

**ACTION: (Simas/Zagaris; 5/0)** Motion approving the minutes from the Citizens' Salary Setting Commission Special Orientation Meeting on February 27, 2026 as amended.

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*)

**ACTION:** The Commission reviewed the information provided by staff requested by the Commission at the prior meeting. The Commission requested additional information from staff, in particular:

- Participation of Councilmembers for their assigned committees.
  - Median salary of working individuals in Modesto.
  - Updated organization chart
  - Salaries of executive staff
  - Salary comparisons, include the 9 comparable cities, all cities in Stanislaus County, Charter cities with comparable population, comparable budget, and include if it is a charter or general law, strong mayor, etc.
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)*

**ACTION:** The Commission reviewed the information provided by staff and requested additional information as outlined in the Action for Item 3.

5. Consider reviewing the Citizens' Salary Setting Commission Timeline.  
*(Diane Nayares-Perez, City Clerk)*

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

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

None.

#### **ADJOURNMENT**

There being no further business, Chairperson Sutton adjourned the meeting at 4:18 p.m.

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