
Methodology and Data Sources

The CUNY Institute for State and Local Governance (CUNY ISLG) provided extensive data and research assistance and coordination for this report. The following appendix provides methodology and data source information for the analyses included in this report. To the extent possible, CUNY ISLG analyzed data since the 2015 commission.

Analysis Concerning Compensation Levels for City Elected Officials

Using data acquired by the Commission from the City and otherwise sourced from public information, CUNY ISLG summarized the current level of compensation for elected officials in New York City. In addition to this summation, ISLG used economic data to benchmark salaries to the Consumer Price Index (CPI). This included analysis of pay overtime benchmarked to inflation; analysis of real vs. nominal salaries; analysis of pay relative to staff serving in elected officials' offices; and analysis of fringe benefits.

Data sources include:

- New York City Mayor's Office of Management and Budget (OMB)
- New York City Law Department
- New York City Office of Payroll Administration (OPA)
- U.S. Bureau of Labor Statistics, Consumer Price Index for All Urban Consumers: All Items in New York-Newark-Jersey City, NY-NJ-PA (CBSA)

Analysis of Compensation for Elected Officials in Other Cities Across the Country

Using public information searches, CUNY ISLG built a database of compensation among elected officials

in the ten largest cities across the country, plus two other high cost of living cities. For each city, CUNY ISLG documented the local mechanism for changing elected officials' compensation, and how frequently changes occur. This included analysis of comparable cities; an analysis of current levels of compensation among elected officials in other larger cities across the country and how compensation has changed over time; a summary of the mechanisms used to set compensation for elected officials and the frequency of changes; a summary of whether outside employment/income is permitted for elected officials; and an analysis of elected official pay adjusted for cost of living and relative to New York City's cost of living.

Data sources include:

- **U.S. Census American Community Survey (ACS):** The ACS provides current and historical individual and household economic information for cities nationwide, including median household income.
- **U.S. Census Gazetteer Files:** Provides geographic area estimates.
- **Lincoln Institute of Land Policy:** Fiscally Standardized Cities (FiSC) database provides estimates of local government finances for large cities nationwide.
- **U.S. Bureau of Economic Analysis (BEA):** Real personal income and regional price parities by Metropolitan Statistical Area.

- **Tax Foundation:** Uses BEA regional price parities to calculate Purchasing Power by Metropolitan Area.
- **U.S. Bureau of Labor Statistics:** Consumer Price Index for All Urban Consumers: All Items. Specific CPI used for each metropolitan area. Indexed to 2000 unless otherwise noted.

Process and sources for identifying elected officials' compensation in cities nationwide:

Public information searches were used to build a database consisting of compensation for elected officials in 12 cities across the country from 2016 – 2026 (the ten largest cities in the U.S. plus an additional two high-cost cities). The database also includes policy information detailing the mechanism(s) by which each city sets compensation for local officials. To build this database, CUNY ISLG engaged in a multistep process:

1. First, CUNY ISLG identified official sources for each city, including charters, municipal codes, salary ordinances, compensation commission reports, ballot materials, state-law sources, budget books, ACFRs, payroll portals, city open-data datasets, and local publications. The initial list was compiled by ChatGPT, and additional sources were collected as needed during manual reviews. Source documents were downloaded via a codex agent or manually saved into a local source library, and each source was tracked in a source inventory.

2. Second, CUNY ISLG developed custom Python scripts to extract structured values from the local source library. These scripts parsed official PDFs, spreadsheets, CSVs, HTML files, open-data exports, and budget datasets; applied city-specific source-priority and salary-formula rules; and produced standardized CSV outputs for current and historic salaries and salary-setting methods. The extraction pipeline gathered relevant snippets of text for each city and office, prioritized snippets based on source type and confidence score, and pulled the top candidates. Extracted rows retained source URLs, source excerpts, source types, confidence/review flags, and notes.
3. CUNY ISLG then instituted a quality assurance workflow using reviewer workbooks. Reviewers checked values against source excerpts and linked documents, resolved conflicts, corrected values where needed, filled remaining gaps, and preserved notes on uncertainty or source limitations.

CUNY ISLG used the best available data to document changes in salary. For cities with adjustments by CPI or other automatic adjustments, salary data are pulled from payroll information. For other cities, most salary data came from city statutes or other published city sources. A comprehensive list of sources used in CUNY ISLG's analysis can be found below.

CITY	SOURCES FOR SALARY ADJUSTMENT METHODS
BOSTON	Boston City Charter Boston City Charter Cape Cod Times
CHICAGO	Chicago City Code Chicago City Code
DALLAS	Dallas City Charter Texas State Code Texas District & County Attorneys Association
HOUSTON	Texas State Code Compensation of Certain Prosecutors Texas District & County Attorneys Association
JACKSONVILLE	Jacksonville City Code SALARIES FOR ELECTED OFFICIALS Office of Economic and Demographic Research
LOS ANGELES	Los Angeles City Charter
NEW YORK CITY	New York City Charter
PHILADELPHIA	Philadelphia City Code Cost of Living Adjustments Pennsylvania Statutes
PHOENIX	Phoenix City Code Arizona Statutes
SAN ANTONIO	San Antonio Charter Amendment Election Proposition A Compensation of Certain Prosecutors Texas District & County Attorneys Association San Antonio Report
SAN DIEGO	San Diego City Charter San Diego County Ordinance
SAN FRANCISCO	San Francisco City Charter

CITY	SOURCES FOR COMPENSATION OF ELECTED OFFICIALS:
BOSTON	Employee Earnings Report Boston.com
CHICAGO	Chicago Data Portal – Positions and Salaries
DALLAS	Dallas Charter
HOUSTON	Houston City Payroll Houston 2016 CAFR
JACKSONVILLE	Florida Office of Economic and Demographic Research Florida Office of Economic and Demographic Research 2026
LOS ANGELES	CalMatters
NEW YORK CITY	NYC Local Laws
PHILADELPHIA	Employee Earnings
PHOENIX	City Charter Election Information and Results
SAN ANTONIO	Charter Amendment Election Proposition A —F San Antonio Express
SAN DIEGO	The City of San Diego 2018 Salary Setting Commission's Recommendations Government Compensation in California Adjusted Salaries for Elected Officials
SAN FRANCISCO	Government Compensation in California Civil Service Commission Civil Service Commission PBS

CITY	SOURCES ON OUTSIDE EMPLOYMENT/INCOME
BOSTON	Conflict of interest law explanation for City Councilors
CHICAGO	A Plain English Ethics Guide for City Personnel Concerning Second Jobs
DALLAS	City Code Conflicting Outside Employment
HOUSTON	Houston Landing
JACKSONVILLE	Secondary Employment
LOS ANGELES	City Charter Restriction on Outside Activities
NEW YORK CITY	Rules of the Council Outside Income
PHILADELPHIA	City Code Conflict of Interest
PHOENIX	Elected Officials Ethics Handbook
SAN ANTONIO	The City of San Antonio Ethics Code
SAN DIEGO	Unlawful Activities of City Officials
SAN FRANCISCO	City and County of San Francisco Ethics Commission Incompatible & Prohibited Activities – City Officers and Employees

Comparison of City Elected Officials Compensation Relative to Wages for Others in New York

CUNY ISLG analyzed trends in compensation for elected officials in New York City relative to other city workers and heads of large area organizations. This included analysis of pay for City elected officials relative to the City’s civil service, including analysis of City (DC37) collective bargaining increases; analysis of pay for City elected officials relative to selected

appointed officials in New York City government, public authorities, and elected officials in New York State government; and analysis of pay for City elected officials relative to New York City non-profit executives, private executives, university executives, union leaders, and overall private sector wages.

Data sources included:

Compensation for other elected and appointed officials in New York as well as for nonprofit executives were sourced from each position’s respective organization’s documentation.

DATA	SOURCE
New York Government Elected Officials and Public Authority Officials’ salaries	SeeThroughNY Payroll Databased provided by Empire Center for Public Policy.
Union Officials salaries	NonProfit Explorer by ProPublica. Online access to 990s. Note: In one instance, salary information was accessed on The Center for Union Facts.
Nonprofit Employees	NonProfit Explorer by ProPublica. Online access to 990s.
Private Sector Employees	Bureau of Labor Statistics Occupational Employment and Wage Statistics and Quarterly Census of Employment and Wages.
DC37 Increases	New York City and DC37 MOUs.

Analysis of Income and Cost of Living in New York City and Other Cities Across the Country

CUNY ISLG compiled income and cost of living measures for New York City and the largest cities nationally. These measures are included throughout

the report but are primarily used to provide context to how cost of living in New York City has changed since the previous report. The cost-of-living analysis included analysis of CPI and purchasing power changes from 2016–2025; analysis of median household income, childcare costs, and median rent costs from 2016–2025; and analysis of the true cost of living in New York City.

Data sources included:

DATA	SOURCE
Consumer Price Index (Inflation Indicator)	U.S. Bureau of Labor Statistics, Consumer Price Index for All Urban Consumers: All Items in New York-Newark-Jersey City, NY-NJ-PA (CBSA)
Median Household Income	Median household income in the past 12 months: 2024 American Community Survey 1-year estimates (Table B19013); U.S. Census Bureau. (2024). Note: ACS 1-year estimates are not available for 2020.
Median Gross Rent	U.S. Census Bureau. American Community Survey, 2024 1 year estimates. Table B25064: Median Gross Rent, New York City. Note: ACS 1-year estimates are not available for 2020.
Median Asking Price- 2 Bedroom	StreetEasy. (2025). Median Asking Price for Two Bedroom Apartments, New York City. StreetEasy Data Dashboard.
Average Infant Child Care Costs	New York State Office of Children and Family Services. Local Commissioners Memorandum. Child Care Market Rates.
NYC True Cost of Living	Mayor’s Office of Equity and Racial Justice, City of New York. (2026, April 6). NYC True Cost of Living Measure.

Tables and Figures

SALARY RECOMMENDATION

Year	Change in CPI Over Previous Year	Mayor	Public Advocate	Comptroller	Borough Presidents	City Council Members	City Council Speaker	District Attorneys*
2022 (same as 2016)	6.10%	\$258,750	\$184,800	\$209,050	\$179,200	\$148,500	\$164,500	\$212,800
2023	3.82%	\$274,534	\$196,073	\$221,802	\$190,131	\$157,559	\$174,535	\$225,781
2024	3.79%	\$285,021	\$203,563	\$230,275	\$197,394	\$163,577	\$181,202	\$234,406
2025	3.36%	\$295,823	\$211,278	\$239,002	\$204,875	\$169,777	\$188,069	\$243,290
Recommendation for 2026		\$305,800	\$218,400	\$247,100	\$211,800	\$175,500	\$194,400	\$251,500
Change Since 2016		18.20%	18.20%	18.20%	18.20%	18.20%	18.20%	18.20%

*District Attorney salaries were set to \$212,800 in 2016. Further adjustments were tied to NYS Supreme Court judges. Salaries increased to \$232,600 in 2024 and \$237,300 in 2026.

SOURCES: U.S. Bureau of Labor Statistics, Consumer Price Index for All Urban Consumers: All Items in New York-Newark-Jersey City, NY-NJ-PA (CBSA)

NOTES: Data represents the average annual Consumer Price Index for the NY Metropolitan Area and is indexed to 100 at 2000. This table also presents year over year percent change. Percent change in salary is compounded each year.

CHANGES OVER TIME IN ELECTED OFFICIALS' SALARIES

	1999-2005	2006-2015	2016-2026
MAYOR	\$195,000	\$225,000	\$258,750
PUBLIC ADVOCATE	\$150,000	\$165,000	\$184,800
COMPTROLLER	\$160,000	\$185,000	\$209,050
BOROUGH PRESIDENTS	\$135,000	\$160,000	\$179,200
CITY COUNCIL MEMBERS	\$90,000	\$112,500	\$148,500
DISTRICT ATTORNEYS*	\$150,000	\$190,000	\$237,300

*District Attorney salaries were set to \$212,800 in 2016. Further adjustments were tied to NYS Supreme Court judges. Salaries increased to \$232,600 in 2024 and \$237,300 in 2026.

CHANGES OVER TIME IN ELECTED OFFICIALS' SALARIES, CHANGE IN CONSUMER PRICE INDEX (CPI), AND RECOMMENDED SALARY INCREASES SINCE 2006

	1999-2005			2006-2015			2016-2026
Official	Salary in Effect	Recommended Increase (for 2006) %	Enacted Increase (for 2006)	Salary in Effect	Recommended Increase (for 2016)%	Enacted Increase (for 2016)	Salary in Effect
MAYOR	\$195,000	15.38%	15.38%	\$225,000	15%	15%	\$258,750
PUBLIC ADVOCATE	\$150,000	10.00%	10.00%	\$165,000	12%	12%	\$184,800
COMPTROLLER	\$160,000	15.63%	15.63%	\$185,000	13%	13%	\$209,050
BOROUGH PRESIDENTS	\$135,000	18.52%	18.52%	\$160,000	12%	12%	\$179,200
CITY COUNCIL MEMBERS*	\$90,000	25.00%	25.00%	\$112,500	23%	32%	\$148,500
DISTRICT ATTORNEYS	\$150,000	26.67%	26.67%	\$190,000	12%	12%**	\$212,800 (2016-2024) \$232,600 (2024-March 2026) \$237,300 (April 2026)
Change in CPI	20%			18%			31%

*The 2015 Quadrennial Advisory Commission recommended the elimination of lulus and to classify the job as full-time.

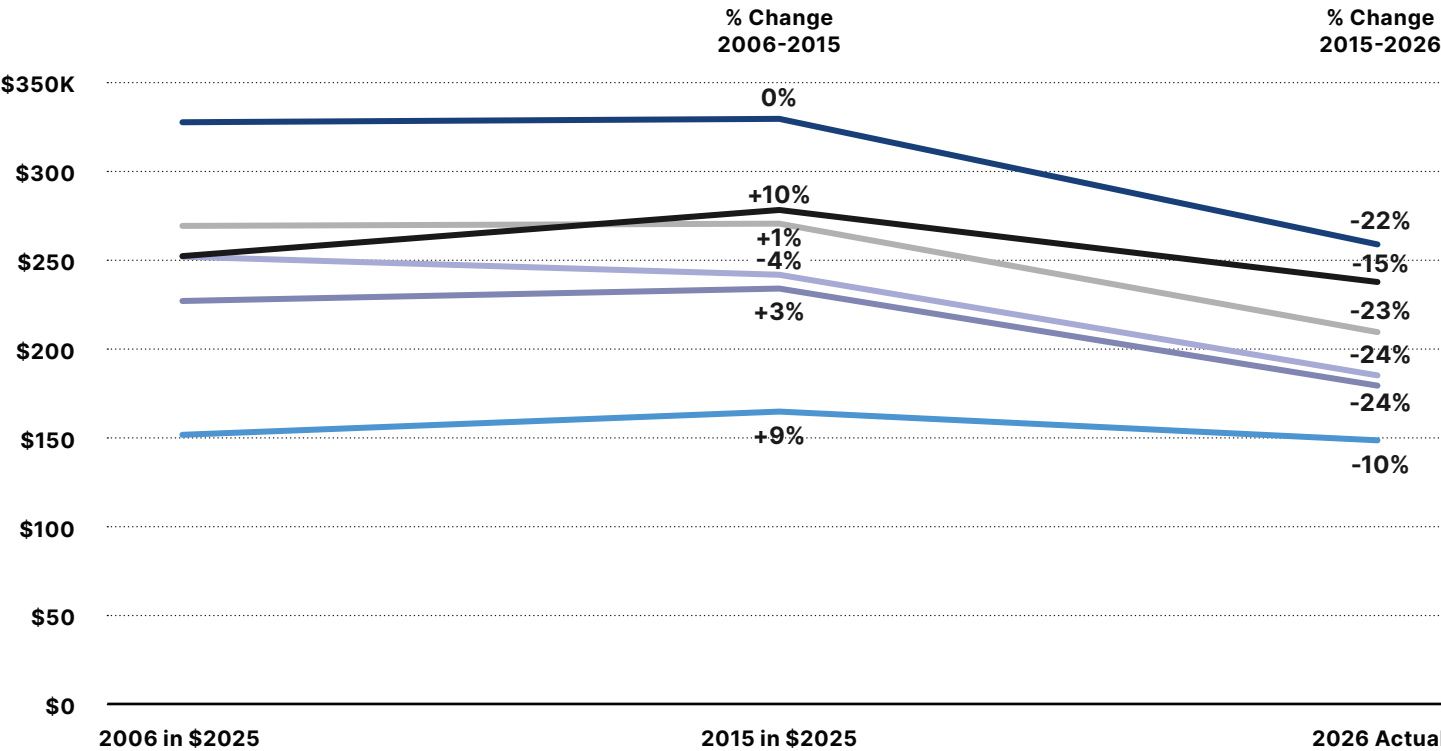
**District Attorney salaries were set to \$212,800 in 2016, reflecting the recommended 12% increase. Further adjustments were tied to NYS Supreme Court judges. Salaries increased to \$232,600 in 2024 and \$237,300 in 2026.

SOURCES: New York City Quadrennial Advisory Commission Final Report, 2015; New York City Office of Payroll Administration; Consumer Price Index for All Urban Consumers: All Items in New York-Newark-Jersey City, NY-NJ-PA (CBSA)

NOTE: CPI growth is through 2025.

CHANGE OVER TIME IN ELECTED OFFICIALS' REAL SALARIES (SALARIES ADJUSTED FOR INFLATION)

- Mayor
- Public Advocate
- Comptroller
- Borough Presidents
- City Council Members
- District Attorneys



SOURCES: New York City Quadrennial Advisory Commission Final Report, 2015; U.S. Bureau of Labor Statistics, Consumer Price Index for All Urban Consumers: All Items in New York-Newark-Jersey City, NY-NJ-PA (CBSA)

NOTE: Salaries are adjusted to 2025 dollars.

SALARIES OF STAFF IN ELECTED OFFICIALS' AGENCIES

Agency	MANAGERIAL			NON-MANAGERIAL		
	Number of Staff	Average Salary	Number of Staff Earning More than Elected Official	Number of Staff	Average Salary	Number of Staff Earning More than Elected Official
OFFICE OF THE MAYOR	304	\$149,000	17	47	\$73,946	
BOROUGH PRESIDENT-MANHATTAN	11	\$128,113		35	\$83,293	
BOROUGH PRESIDENT-BRONX	10	\$135,421	1	45	\$86,683	1
BOROUGH PRESIDENT-BROOKLYN	5	\$141,244		57	\$90,126	
BOROUGH PRESIDENT-QUEENS	10	\$129,282		52	\$83,568	
BOROUGH PRESIDENT-STATEN ISLAND	3	\$128,251		22	\$82,760	
OFFICE OF THE COMPTROLLER	222	\$170,011	35	471	\$83,487	
PUBLIC ADVOCATE	21	\$117,579	1	29	\$70,332	
CITY COUNCIL	206	\$143,524	90	605	\$87,871	16
DISTRICT ATTORNEY NEW YORK COUNTY	104	\$151,348		1617	\$94,333	
DISTRICT ATTORNEY BRONX COUNTY	35	\$176,524		1164	\$100,199	
DISTRICT ATTORNEY KINGS COUNTY	19	\$164,998		1367	\$95,329	
DISTRICT ATTORNEY QUEENS COUNTY	35	\$142,395		891	\$98,951	
DISTRICT ATTORNEY RICHMOND COUNTY	8	\$160,490		231	\$102,988	7

SOURCES: New York City Office of Payroll Administration

NEW YORK CITY FRINGE BENEFITS, FY26

COMPONENT	CIVILIAN
PENSION	14.79%
SOCIAL SECURITY	7.85%
HEALTH INSURANCE	27.98%
SUPPLEMENTAL BENEFITS	4.23%
WORKER'S COMPENSATION	1.20%
UNEMPLOYMENT	0.09%
MTA PAYROLL TAX	0.65%
Total	56.79%

SOURCES: New York City Office of Management and Budget

NYC DEPUTY POSITION SALARIES

ELECTED OFFICIAL'S OFFICE	SALARY, 2015	SALARY, 2026	CHANGE SINCE 2015
MAYOR		\$258,750	
First Deputy Mayor (2026)	\$256,819	\$124,192	-52%
First Deputy Mayor (2025)	\$256,819	\$313,941	22%
Deputy Mayor	\$215,833	\$290,000	34%
Corporation Counsel	\$214,413	\$290,000	35%
Commissioner Of Health	\$214,413	\$286,627	34%
Fire Commissioner	\$214,413	\$286,627	34%
Police Commissioner	\$214,413	\$286,627	34%
Chancellor of Education	\$212,614	\$363,000	71%
BOROUGH PRESIDENT		\$179,200	
Deputy Borough President - Manhattan	\$145,652	\$160,000	10%
Deputy Borough President - Bronx	\$159,876	\$184,365	15%
Deputy Borough President - Brooklyn	\$142,100	\$170,000	20%
Deputy Borough President - Queens	\$135,000	\$178,333	-
Deputy Borough President - Staten Island	\$148,820	\$157,000	5%
COMPTROLLER		\$209,050	
First Deputy Comptroller	\$205,896	\$260,000	26%
PUBLIC ADVOCATE		\$184,800	
First Assistant to the Public Advocate	\$143,371	\$172,186	20%
COUNCIL MEMBER		\$148,500	
Average Managerial Salary		\$143,524	-
DISTRICT ATTORNEY		\$237,300	
Deputy District Attorney - Manhattan	\$195,000	\$230,000	18%
Deputy District Attorney - Bronx	\$198,000	\$231,600	17%
Deputy District Attorney - Brooklyn	\$189,000	\$233,000	23%
Deputy District Attorney - Queens	\$203,320	\$222,000	9%
Deputy District Attorney - Staten Island	\$198,705	\$267,474	35%
Special Narcotics	\$192,000	\$231,600	21%

SOURCES: New York City office of Management and Budget; New York City Office of Payroll Administration; New York City Quadrennial Advisory Commission Final Report, 2015; SeeThroughNY

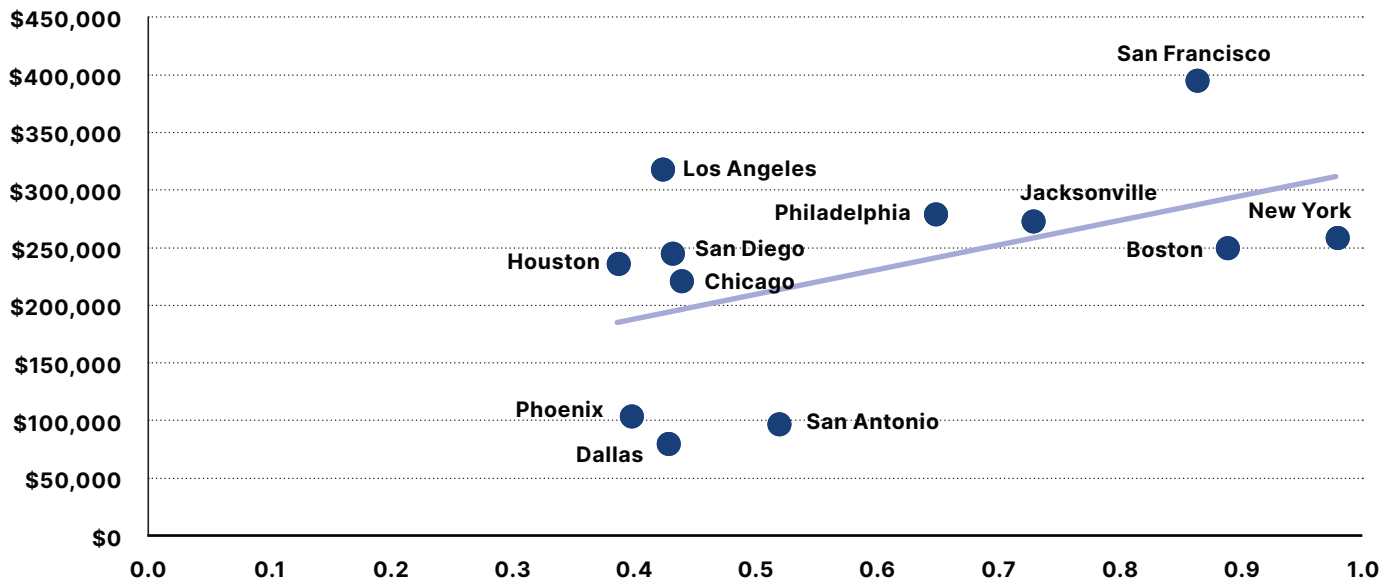
US CITIES FOR COMPARISON: SUMMARY TABLE (LATEST)

City	Population	Median Household Income	True Cost Of Living For Median Family	Change In CPI, 2016-2025	Current Mayor's Salary (2025/26)	Change In Mayor's Salary Since 2016	Current City Council Salary (2025/26)	Change In City Council Salary Since 2016
BOSTON	673,458	\$97,791	\$171,717	33%	\$250,000	43%	\$125,000	26%
CHICAGO		\$80,613	\$134,156	31%	\$221,052	2%	\$155,688	34%
DALLAS	1,326,087	\$74,323	\$127,223	38%	\$80,000	33%	\$60,000	0%
HOUSTON	2,390,125	\$64,361	\$125,496	28%	\$236,189	0%	\$62,983	0%
JACKSONVILLE		\$72,389	\$116,597	34%	\$273,260	50%	\$63,660	33%
LOS ANGELES		\$82,263	\$156,268	38%	\$318,145	31%	\$244,727	31%
NEW YORK		\$81,228	\$156,273	31%	\$258,750	0%	\$148,500	0%
PHILADELPHIA	1,573,916	\$60,521	\$121,448	32%	\$279,391	28%	\$165,941	28%
PHOENIX	1,673,164	\$85,246	\$140,073	43%	\$103,840	18%	\$77,000	13%
SAN ANTONIO		\$66,176	\$124,009	34%	\$96,600	57%	\$77,300	69%
SAN DIEGO		\$111,032	\$169,118	41%	\$244,727	144%	\$183,545	143%
SAN FRANCISCO	827,526	\$139,801	\$216,694	34%		33%	\$180,128	56%

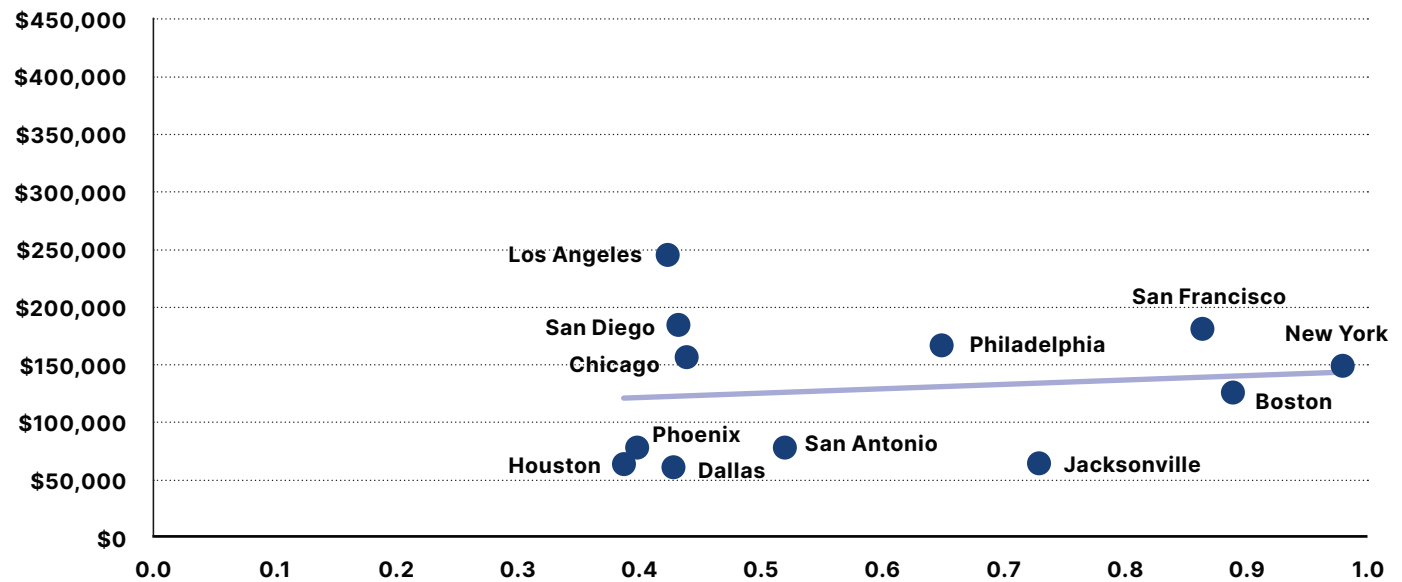
SOURCES: Annual Estimates of the Resident Population for Incorporated Places of 20,000 or More, Ranked by July 1, 2024 Population: April 1, 2020 to July 1, 2024 (SUB-IP-EST2024-ANNRKN). U.S. Census Bureau, Population Division. May 2025; U.S. Census Bureau. (2024). Median household income in the past 12 months (in 2024 inflation-adjusted dollars): 2024 American Community Survey 1-year estimates (Table B19013); U.S. Census Bureau. (2024). Median gross rent (dollars): 2024 American Community Survey 1-year estimates (Table B25064); Acs, Gregory, Ilham Dehry, Linda Giannarelli, and Margaret Todd. January 2025. "Tabulations for Measuring the True Cost of Economic Security." Urban Institute. <https://datacatalog.urban.org/dataset/measuring-true-cost-economic-security-2022>; International City/County Management Association (ICMA)

NOTES: True cost of living data is only available for 2022 and at the County Level; for cities that span multiple counties, the primary county was chosen. For NYC, the five counties were averaged.

MAYORAL SALARY (2025/2026) AND CITY FISCAL CONTROL RATIO



CITY COUNCIL SALARY (2025/2026) AND CITY FISCAL CONTROL RATIO



SOURCES: International City/County Management Association (ICMA); Lincoln Institute of Land Policy. (2025). Fiscally Standardized Cities (FiSC) Database. Retrieved from <https://www.lincolnst.edu/data/fiscally-standardized-cities/>

NOTE: City Fiscal Control ratio tells you what share of all local government spending on behalf of city residents is handled directly by the city government.

US CITIES FOR COMPARISON: MECHANISMS FOR CHANGING ELECTED OFFICIALS' COMPENSATION

C: Comptroller CM: Council Member DA: District Attorney M: Mayor PA: Public Advocate BP: Borough President

City	Position	Mechanism For Changing Compensation	Compensation		Notes
			Set By State	Auto-matically Adjusted	
Boston	M CM	Changes are recommended by commission, which is legislated to convene every two years. Changes are made by charter amendment. City council proposes and approves changes by legislation.	no	no	
Chicago	M CM	Salaries are adjusted annually by CPI.	no	yes	Tying mayoral salaries to CPI was implemented in 2024. Chicago's mayor chose to decline inflation-based raises 2024-2026.
Dallas	M CM	Salary adjustments are done by charter amendment and approved by ballot measure.	no	no	
Houston	M C CM	Under state law, tied to state District Court Judge salaries. Changes are approved by city council ordinance.	yes	no	
Jacksonville	M CM	Florida sets county salaries, which Jacksonville uses to set city salaries.	yes	yes	Each year, the Office of Economic & Demographic Research (OEDR) conducts a comprehensive study to determine the annual salaries for Elected County Officials throughout the State of Florida.
Los Angeles	M C CM	Salaries are tied to Superior Court Judges, which are set by the state of California. These salaries are increased annually.	not directly	yes	City Council salary is equal to that of a Superior Court Judge, Mayor salary is 30% more than a City Council salary. Controller salary is 10% more than a City Council Member.

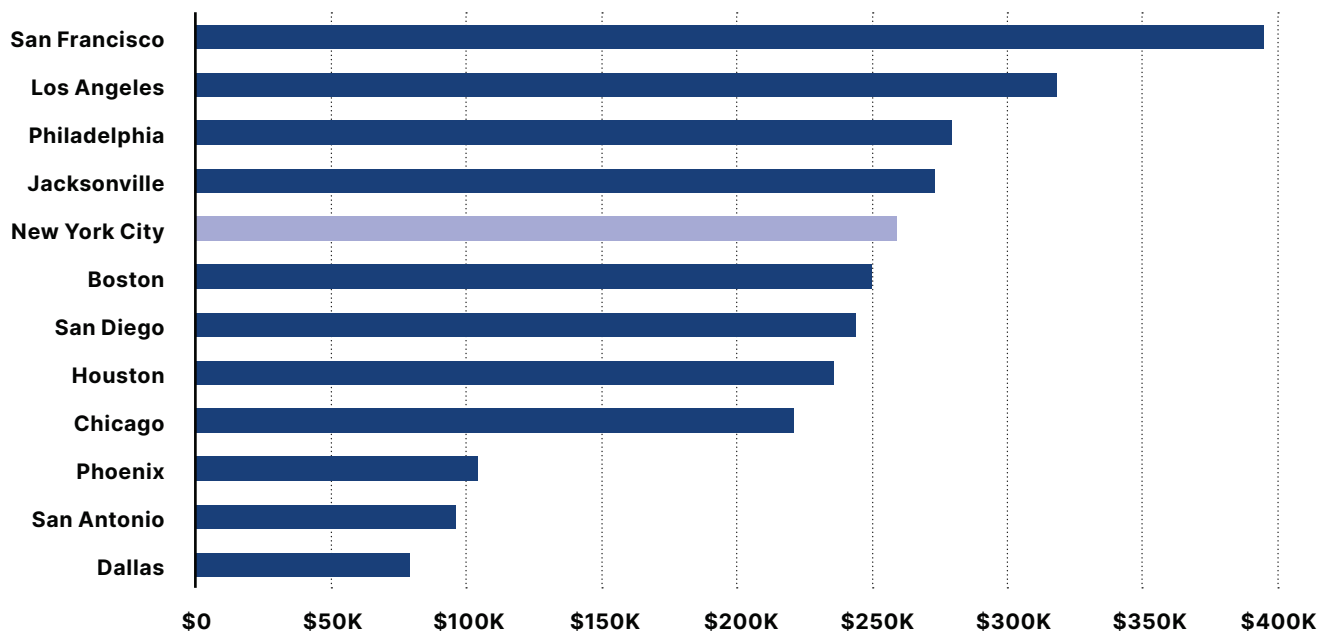
City	Position	Mechanism For Changing Compensation	Compensation		Notes
			Set By State	Automatically Adjusted	
New York	M PA C BP CM	Changes are recommended by Quadrennial Commission, which is legislated to convene every four years. Changes are made by charter amendment. City council proposes and approves changes by legislation.	no	no	
Philadelphia	M C CM	Salaries are adjusted annually by CPI.	no	yes	
Phoenix	M CM	Changes are recommended by Quadrennial Commission, which is legislated to convene every four years. Changes are made by charter amendment, which is approved by ballot measure.	no	no	
San Antonio	M CM	Annual adjustments reflect the United States Housing and Urban Development 4-member household median income for San Antonio.	no	yes	This method was voted on in 2025, and implemented in 2026. Prior to this, salaries had not been adjusted since 2015.
San Diego	M CM	Salaries are tied to Superior Court Judges, which are set by the state of California. These salaries are increased annually.	not directly	yes	Mayoral salary is equal to that of a Superior Court Judge, City council salary is 75% of this amount.
San Francisco	M CM	Salaries are set every five years, and adjusted annually by CPI, by the Civil Service Commission.	no	yes	

District Attorneys

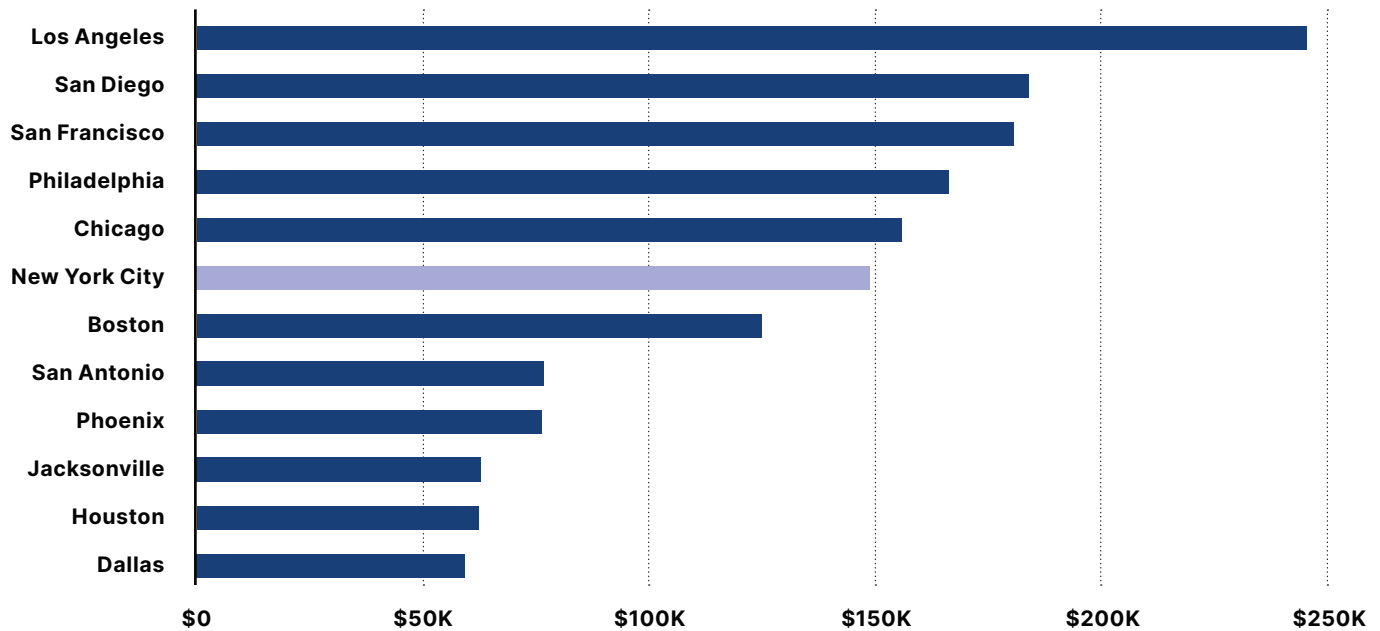
Boston	DA	Salary is set by the state.	yes	no	
Chicago	DA	Salary is set by the county, but state law also ties the compensation of the Cook County State's Attorney to judicial salaries, ensuring it is not lower than that of a circuit court judge.	yes	no	

City	Position	Mechanism For Changing Compensation	Compensation		Notes
			Set By State	Automatically Adjusted	
Dallas	DA	Salary is set by the state and tied to district judges, with additional pay by years of experience. Counties can also offer supplemental pay.	not directly	no	
Houston	DA	Salary is set by the state and tied to district judges, with additional pay by years of experience. Counties can also offer supplemental pay.	not directly	no	
Jacksonville	DA	Salary is set by the state.	yes	yes	
Los Angeles	DA	Salary is set by county Board of Commissioners.	no	no	
New York	DA	Changes are recommended by Quadrennial Commission, which is legislated to convene every four years. Changes are made by charter amendment. City council proposes and approves changes by legislation. Additionally, salaries are tied to state supreme court judges and adjusted as those salaries change.	not directly	no	
Philadelphia	DA	Tied to the judge of the court of common pleas in the respective judicial district; the Administrative Office of Pennsylvania Courts bases the salary amounts on the increase in the Consumer Price Index in four Mid-Atlantic states.	not directly	yes	A full-time district attorney shall be compensated at one thousand dollars (\$1,000) lower than the compensation paid to a judge of the court of common pleas in the respective judicial district.
Phoenix	DA	Salary is set by the state.	no	no	
San Antonio	DA	Salary is set by the state and tied to district judges, with additional pay by years of experience. Counties can also offer supplemental pay.	not directly	no	
San Diego	DA	Salary is annually set to the 75th percentile of comparable counties.	no	yes	

LATEST MAYORAL SALARIES (2025/26)



LATEST COUNCIL MEMBER SALARIES (2025/26)

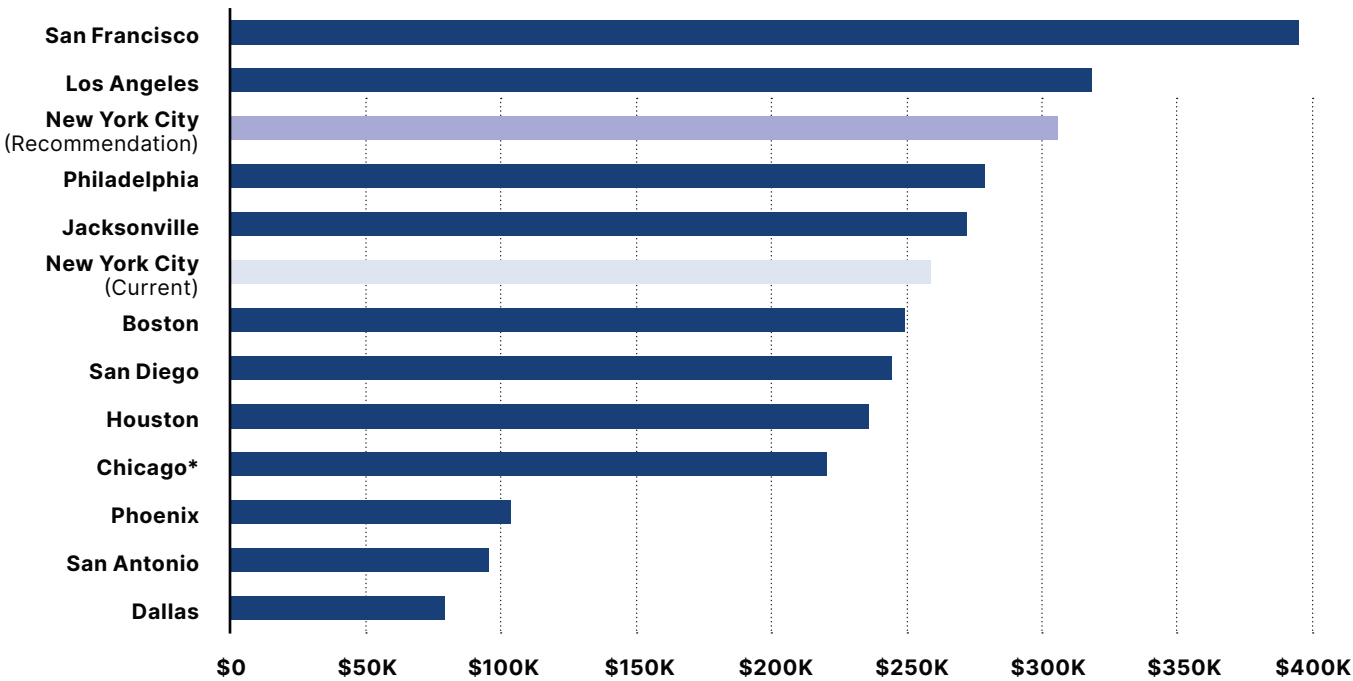


SOURCES: Salary information was sourced from each city. See methodological approach for more information and a list of city-specific links.

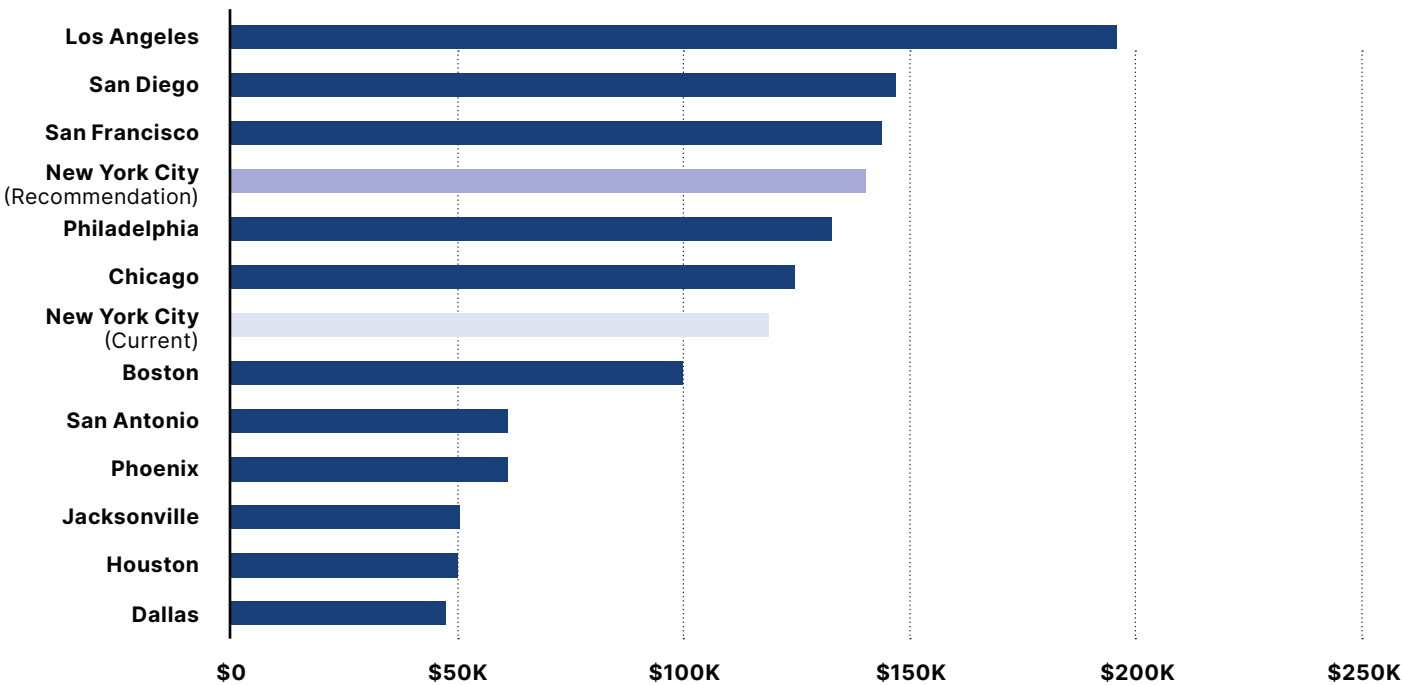
NOTES: Dallas, Phoenix, and San Antonio operate with a Council-Manager form of government, in which a City Manager manages most or all of the city's day-to-day operations. Council Members in Houston, Jacksonville, and San Antonio are considered part-time.

US CITIES FOR COMPARISON: NOMINAL MAYOR AND COUNCIL MEMBER SALARIES-
RANKED BY MOST RECENT SALARY

Mayor, 2025/2026



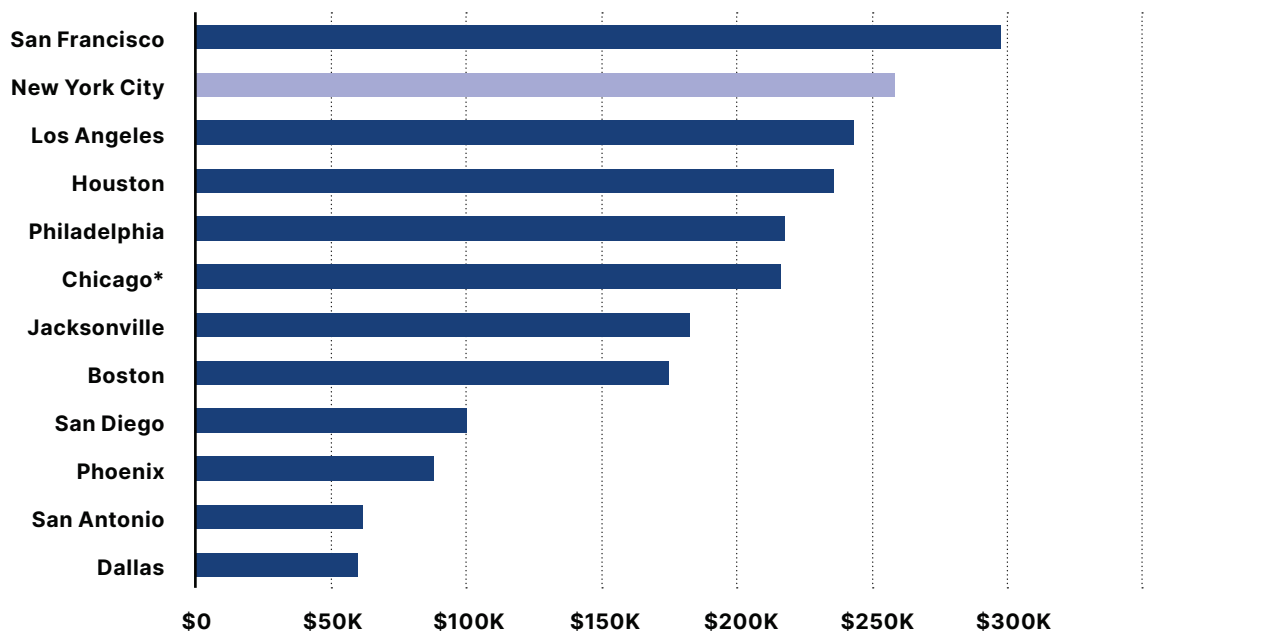
City Council Member, 2025/2026



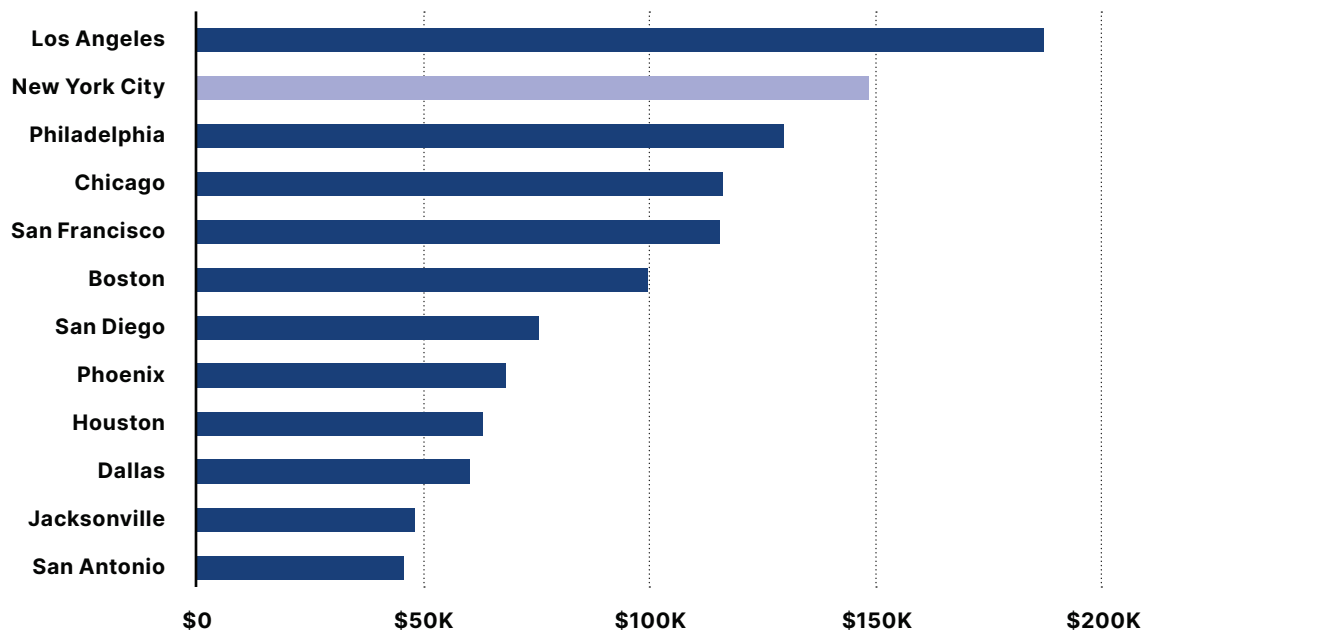
* Chicago's mayor chose to decline inflation-based raises 2024-2026

SOURCES: Salary information was sourced from each city. See methodological approach for more information and a list of city-specific links.
NOTES: Dallas, Phoenix, and San Antonio operate with a Council-Manager form of government, in which a City Manager manages most or all of the city's day-to-day operations. Council Members in Houston, Jacksonville, and San Antonio are considered part-time.

MAYORAL SALARIES (2016)



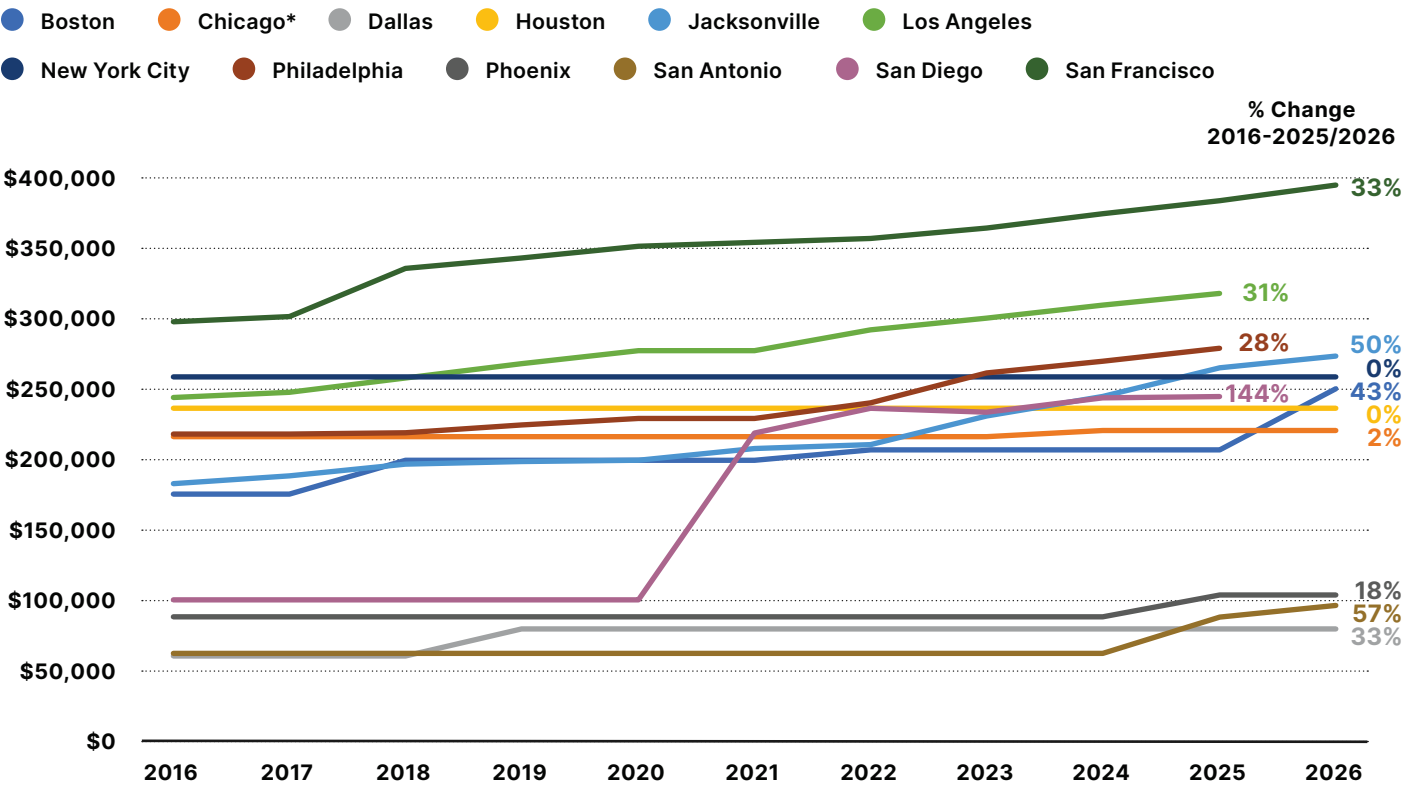
COUNCIL MEMBER SALARIES (2016)



SOURCES: Salary information was sourced from each city. See methodological approach for more information and a list of city-specific links.

NOTES: Dallas, Phoenix, and San Antonio operate with a Council-Manager form of government, in which a City Manager manages most or all of the city's day-to-day operations. Council Members in Houston, Jacksonville, and San Antonio are considered part-time.

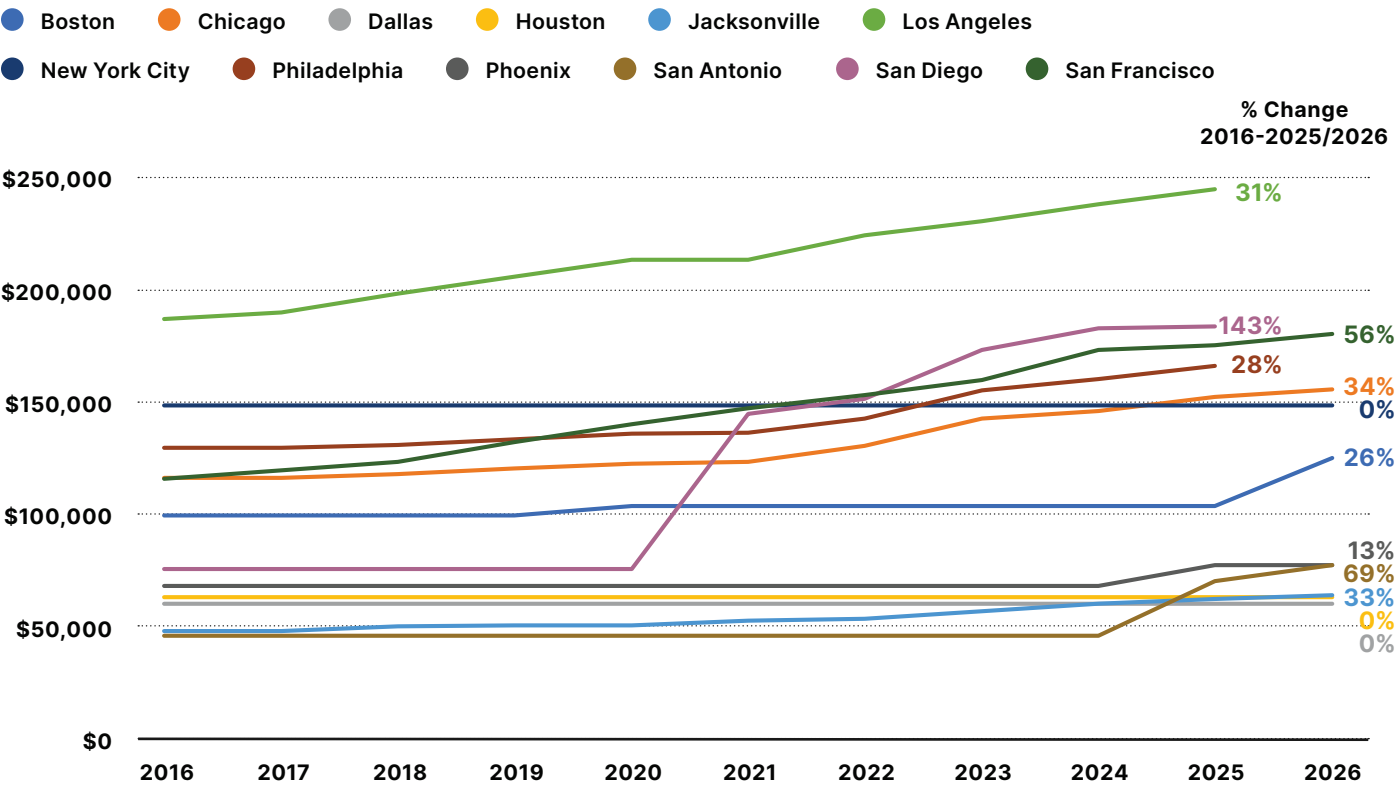
US CITIES FOR COMPARISON: MAYORAL SALARIES OVER TIME



*Chicago's mayor chose to decline inflation-based raises 2024-2026

SOURCES: Salary information was sourced from each city. See methodological approach for more information and a list of city-specific links.
NOTE: Dallas, Phoenix, and San Antonio operate with a Council-Manager form of government, in which a City Manager manages most or all of the city's day-to-day operations.

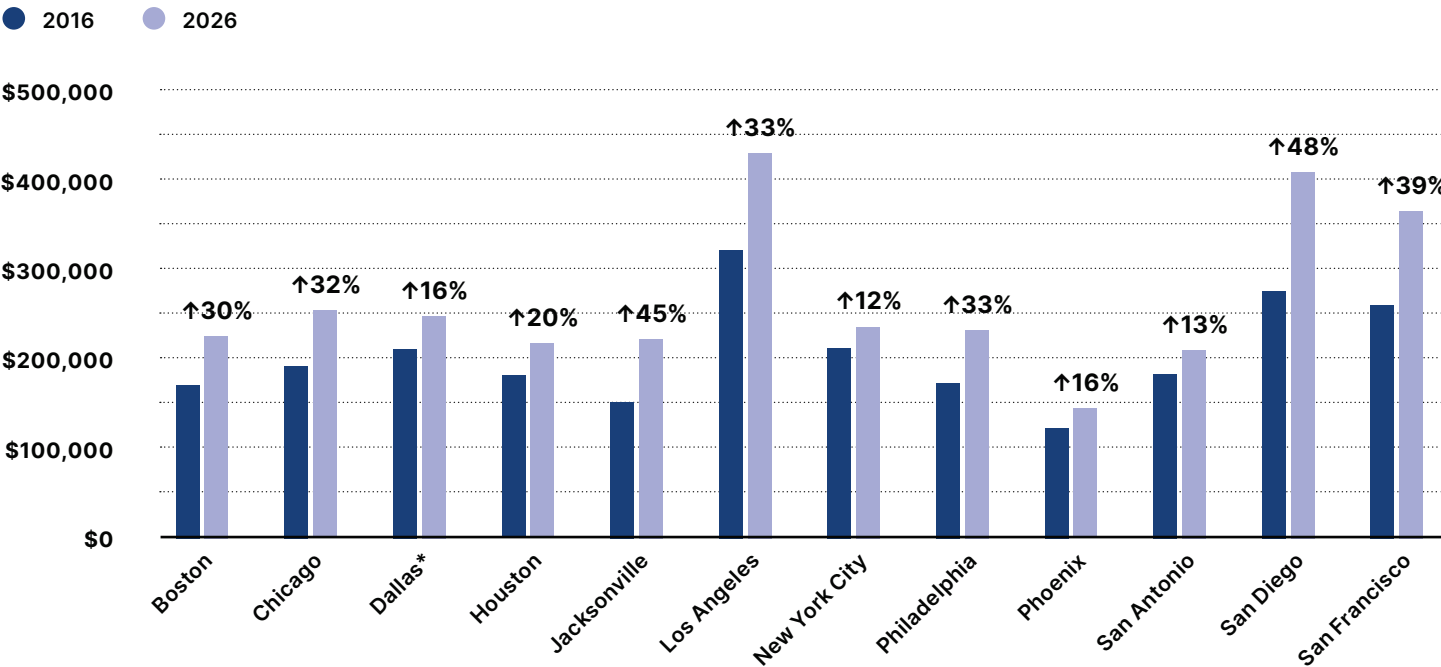
US CITIES FOR COMPARISON: CITY COUNCIL MEMBER SALARIES OVER TIME



SOURCES: Salary information was sourced from each city. See methodological approach for more information and a list of city-specific links.
NOTE: Council Members in Houston, Jacksonville, and San Antonio are considered part-time.

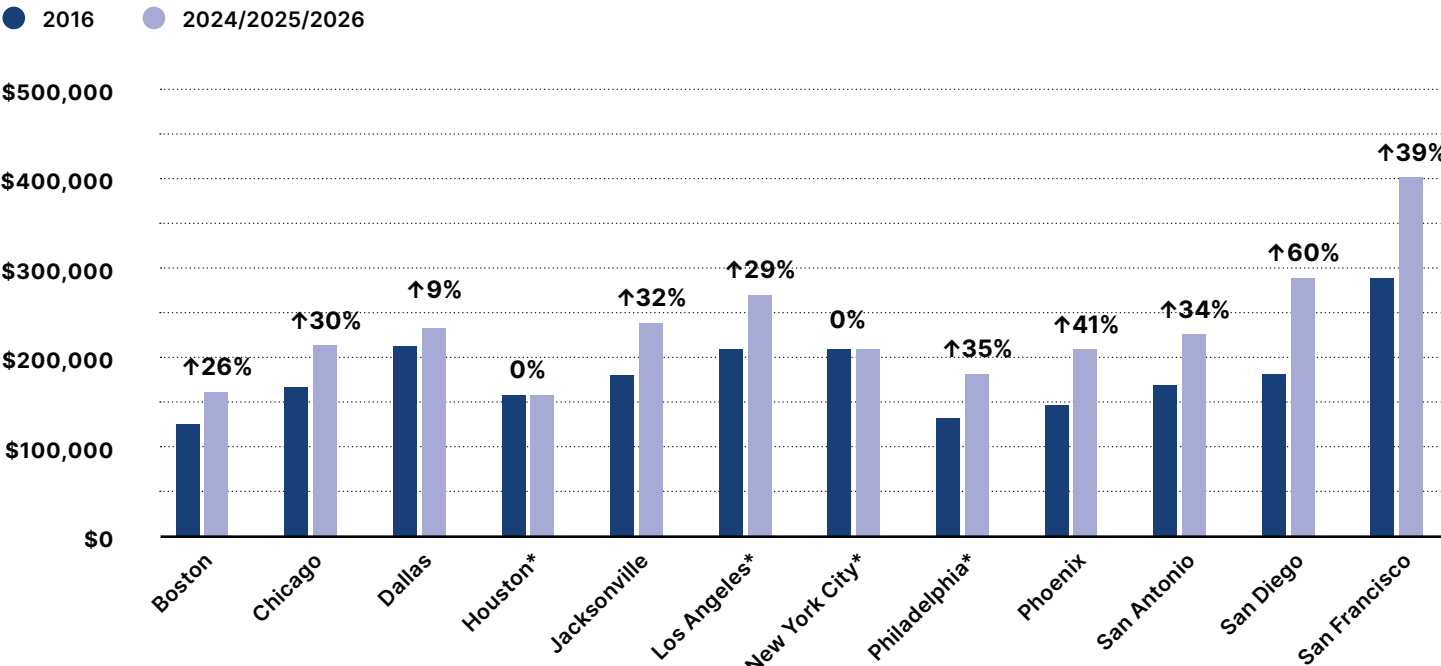
US CITIES FOR COMPARISON: DISTRICT ATTORNEY AND COMPTROLLER SALARIES OVER TIME

District Attorney



*2026 salary is an estimate based on increased in base pay from 2016 salary.

Comptroller



*Comptroller/Controller positions in these cities are elected officials; positions in other cities are not.

SOURCES: Salary information was sourced from each city. See methodological approach for more information and a list of city-specific links.

U.S. CITIES FOR COMPARISON: CONSTITUENCY & JURISDICTION SIZE COMPARISON

Council Members	Number of Members	Population	Average Number Constituents Per Member
Boston	13	673,458	51,804
Chicago	50	2,721,308	54,426
Dallas	14	1,326,087	94,721
Houston	16	2,390,125	149,383
Jacksonville	19	1,009,833	53,149
Los Angeles	15	3,878,704	258,580
New York City	51	8,478,072	166,237
Philadelphia	17	1,573,916	92,583
Phoenix	9	1,673,164	185,907
San Antonio	10	1,526,656	152,666
San Diego	9	1,404,452	156,050
San Francisco	11	827,526	75,230

DA City	DA Jurisdiction	County Population
Boston	Suffolk County District Attorney	791,891
Chicago	Cook County State's Attorney	5,194,625
Dallas	Dallas County District Attorney	2,661,397
Houston	Harris County District Attorney	5,045,026
Jacksonville	Florida State's Attorney - 4th Judicial District	1,409,435
Los Angeles	Los Angeles County District Attorney	9,694,934
New York City	Bronx County	1,406,332
New York City	Kings County	2,653,963
New York City	New York County	1,664,862
New York City	Queens County	2,358,182
New York City	Richmond County	501,290
Philadelphia	Philadelphia District Attorney	1,574,281
Phoenix	Maricopa County District Attorney	4,689,558
San Antonio	Bexar County District Attorney	2,160,088
San Diego	San Diego County District Attorney	3,282,248
San Francisco	San Francisco County District Attorney	826,079

SOURCES: See methodological approach for more information and a list of city-specific links.

NOTE: Council Members in Houston, Jacksonville, and San Antonio are considered part-time.

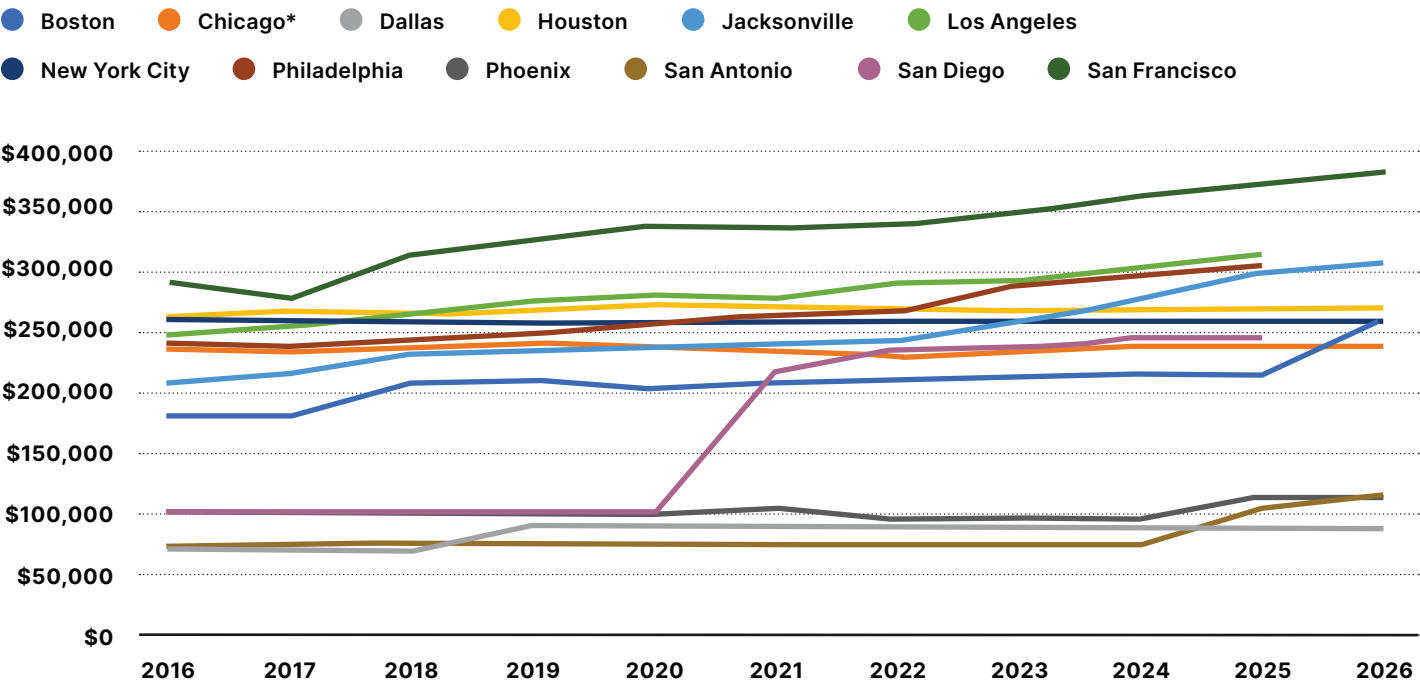
US CITIES FOR COMPARISON: REGIONAL PRICE PARITIES

Metropolitan Statistical Area	Regional Price Parities									Change, 2016 to 2024
	2016	2017	2018	2019	2020	2021	2022	2023	2024	
Boston-Cambridge-Newton, MA-NH	110.1	109.1	110.3	109.9	112.5	109.8	112.2	110.4	108.3	-1.71%
Chicago-Naperville-Elgin, IL-IN	103.8	105.2	104.2	102.6	104.5	105.5	105.7	102.5	103.6	-0.19%
Dallas-Fort Worth-Arlington, TX	98.0	99.7	101.1	103.4	104.5	104.0	103.4	102.5	103.1	5.15%
Houston-Pasadena-The Woodlands, TX	102.4	100.0	101.9	101.4	100.0	99.7	98.8	99.7	98.6	-3.64%
Jacksonville, FL	99.3	98.7	97.0	95.9	96.4	98.7	98.5	99.6	99.5	0.16%
Los Angeles-Long Beach-Anaheim, CA	111.3	110.2	111.0	110.9	113.9	114.2	113.3	114.7	113.6	2.07%
New York-Newark-Jersey City, NY-NJ	113.7	113.6	114.5	114.9	115.6	114.8	113.0	112.6	112.6	-1.01%
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	102.5	104.0	103.2	103.7	102.3	99.0	100.7	102.4	102.6	0.02%
Phoenix-Mesa-Chandler, AZ	100.4	98.9	99.6	100.0	102.8	99.1	103.9	104.7	103.3	2.88%
San Antonio-New Braunfels, TX	98.3	97.1	95.5	95.8	96.8	96.2	95.0	94.3	94.7	-3.61%
San Diego-Chula Vista-Carlsbad, CA	113.6	112.3	112.6	113.5	115.1	115.1	114.6	110.7	111.9	-1.52%
San Francisco-Oakland-Fremont, CA	116.4	121.6	122.3	119.7	119.6	120.0	118.0	117.6	115.6	-0.67%

SOURCES: U.S. Bureau of Economic Analysis, "MARPP Regional price parities by MSA" (accessed Sunday, May 31, 2026).

NOTES: Regional Price Parities (RPPs) from the BEA measure the differences in price levels across metropolitan statistical areas relative to the national average (set to 100). This measure is only available at the MSA-level, not for cities. For example, if New York's RPP is 112, that means it's cost of living is 12% higher than the national average.

US CITIES FOR COMPARISON: MAYORAL SALARIES ADJUSTED FOR COST OF LIVING

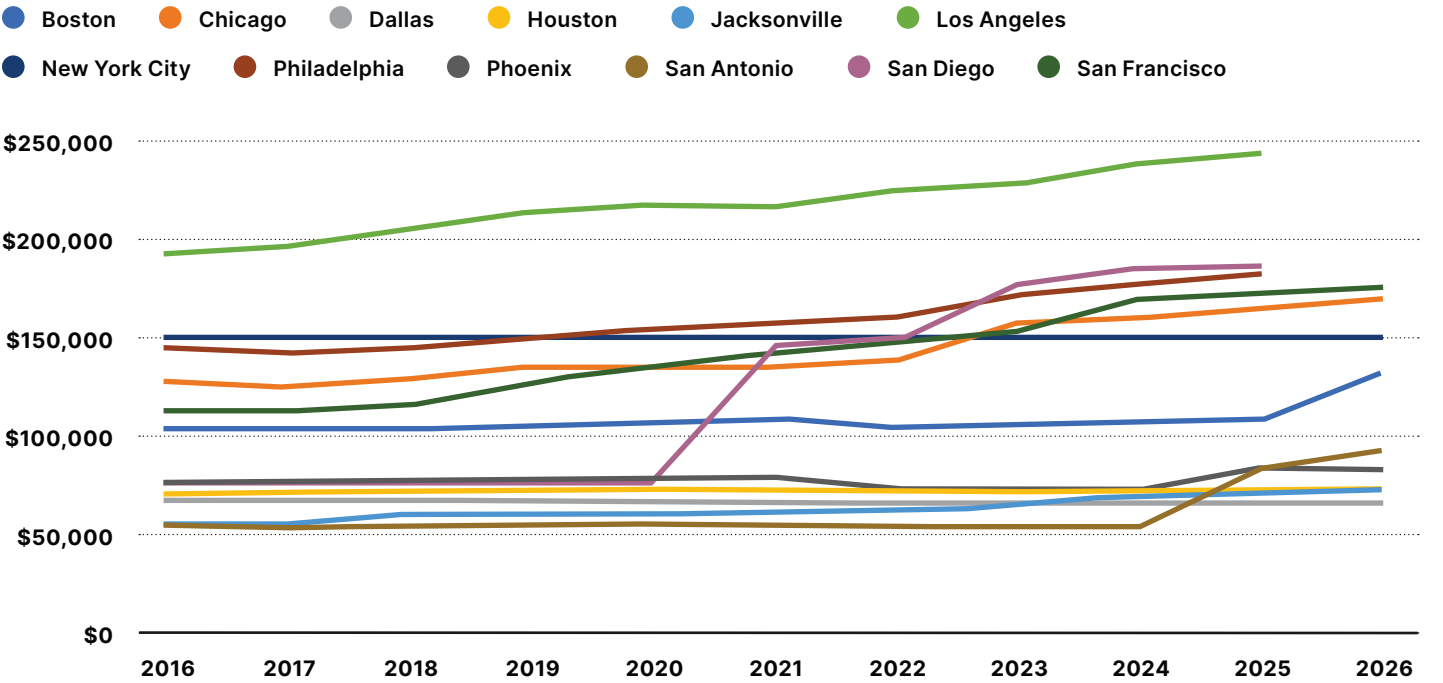


*Chicago's mayor chose to decline inflation-based raises 2024-2026.

SOURCES: Salary information was sourced from each city. See methodological approach for more information and a list of city-specific links. Cost of living adjustment utilized the U.S. Bureau of Economic Analysis's MARPP Regional price parities by MSA.

NOTE: Dallas, Phoenix, and San Antonio operate with a Council-Manager form of government, in which a City Manager manages most or all of the city's day-to-day operations.

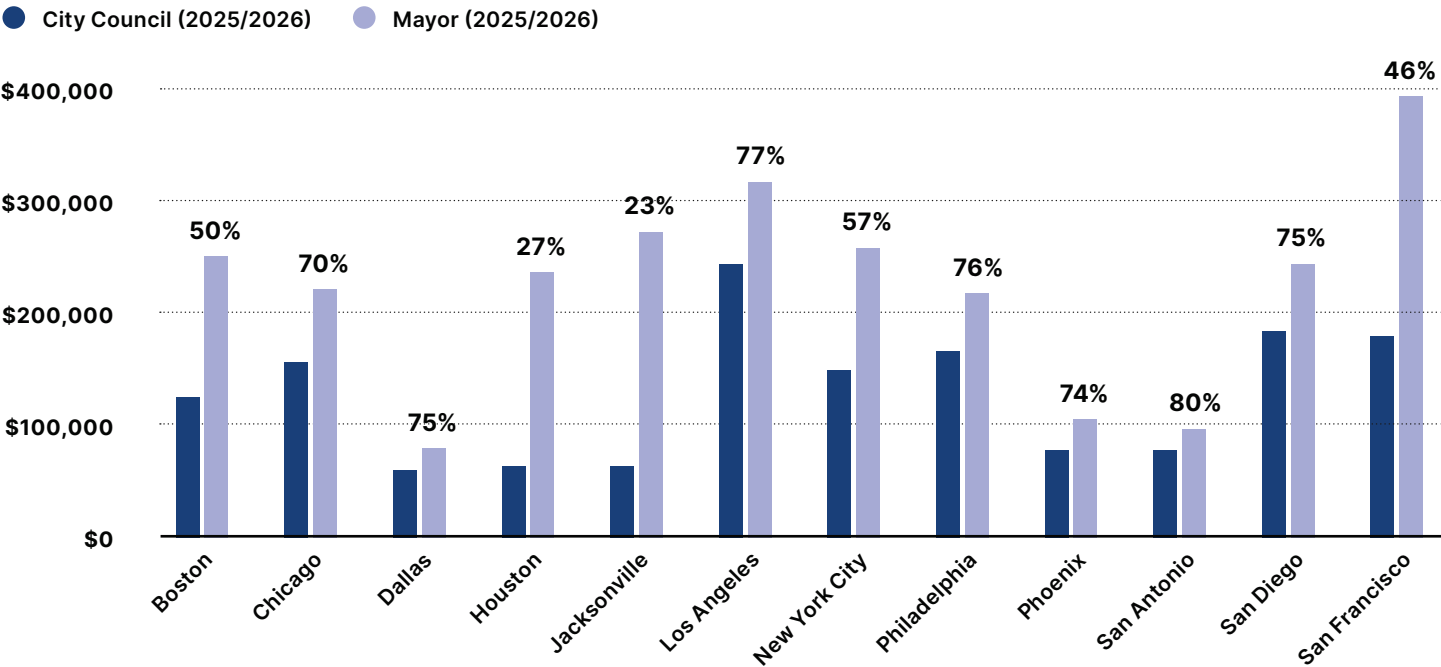
US CITIES FOR COMPARISON: CITY COUNCIL SALARIES ADJUSTED FOR COST OF LIVING



SOURCES: Salary information was sourced from each city. See methodological approach for more information and a list of city-specific links. Cost of living adjustment utilized the U.S. Bureau of Economic Analysis's MARPP Regional price parities by MSA.

NOTE: Council Members in Houston, Jacksonville, and San Antonio are considered part-time.

US CITIES FOR COMPARISON: COUNCIL MEMBER SALARY AS A PERCENTAGE OF MAYOR SALARY

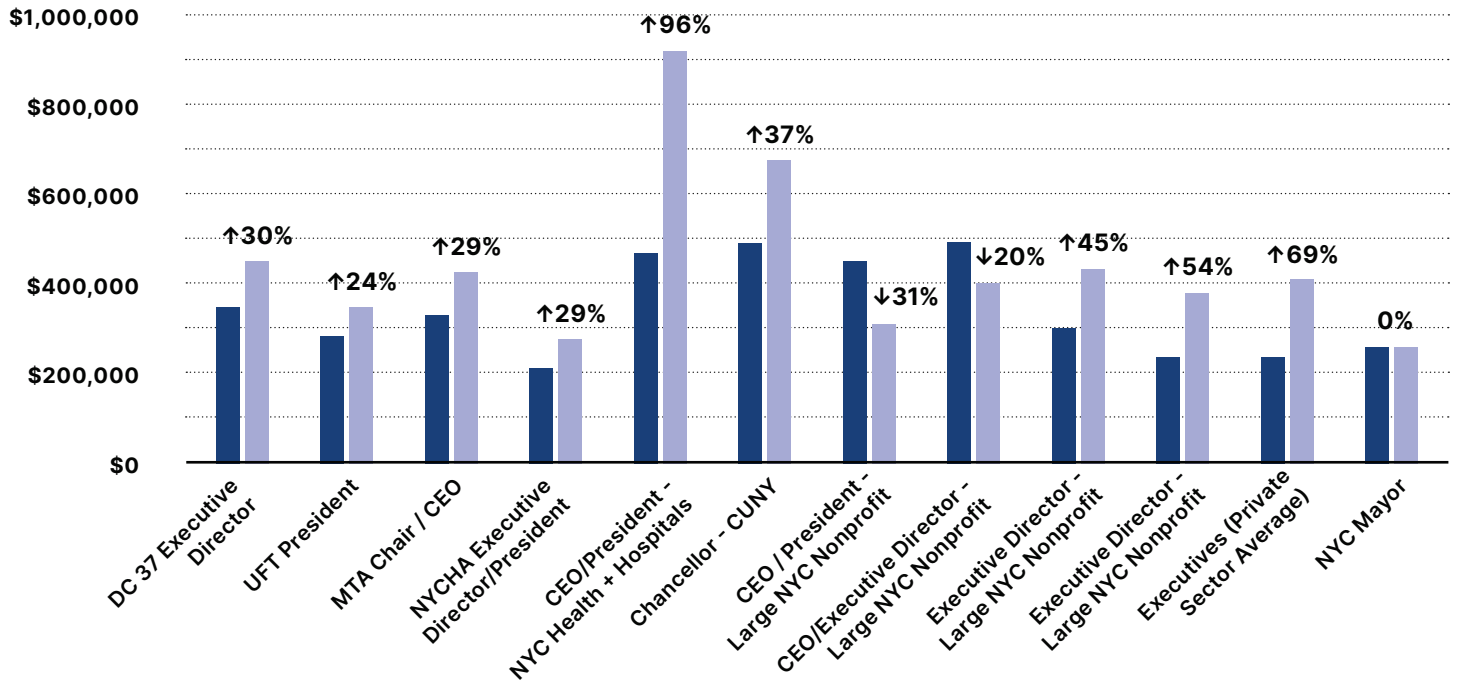


SOURCES: Salary information was sourced from each city. See methodological approach for more information and a list of city-specific links. Cost of living adjustment utilized the U.S. Bureau of Economic Analysis’s MARPP Regional price parities by MSA.

NOTES: Labels are Council Member salary as a percentage of mayor salary. Dallas, Phoenix, and San Antonio operate with a Council-Manager form of government, in which a City Manager manages most or all of the city’s day-to-day operations. Council Members in Houston, Jacksonville, and San Antonio are considered part-time.

EXECUTIVE COMPENSATION

● 2016 ● 2025/Latest



SOURCES: ProPublica Nonprofit Explorer; SeeThroughNY; US Bureau of Labor Statistics

NOTES: This is a selection of nonprofit and public sector executives.

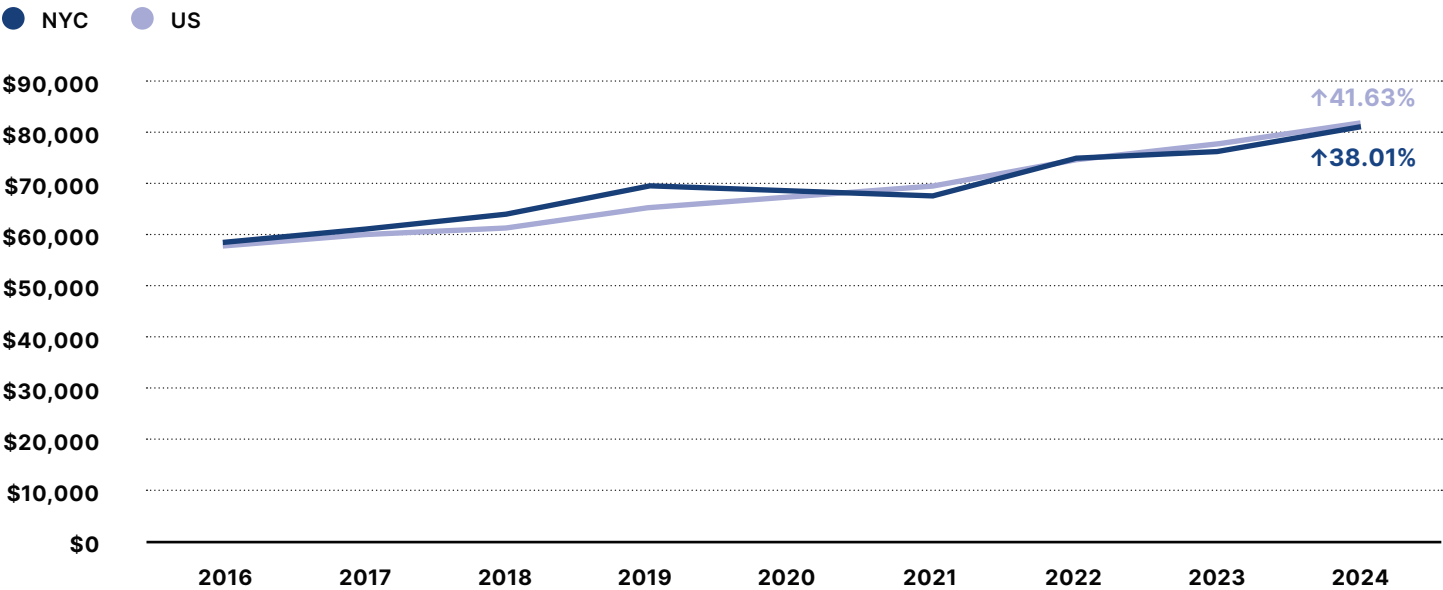
NEW YORK STATE OFFICIALS' SALARIES

Office	2016 Salary	2026 Salary	Percent Change, 2016 to 2026	Annualized Percent Change, 2016 to 2026
Governor	\$179,000	\$250,000	39.70%	3.97%
Attorney General	\$151,500	\$220,000	45.20%	4.52%
Comptroller	\$151,500	\$220,000	45.20%	4.52%
State Legislator (Assembly + Senate)	\$79,500	\$142,000	78.60%	7.86%

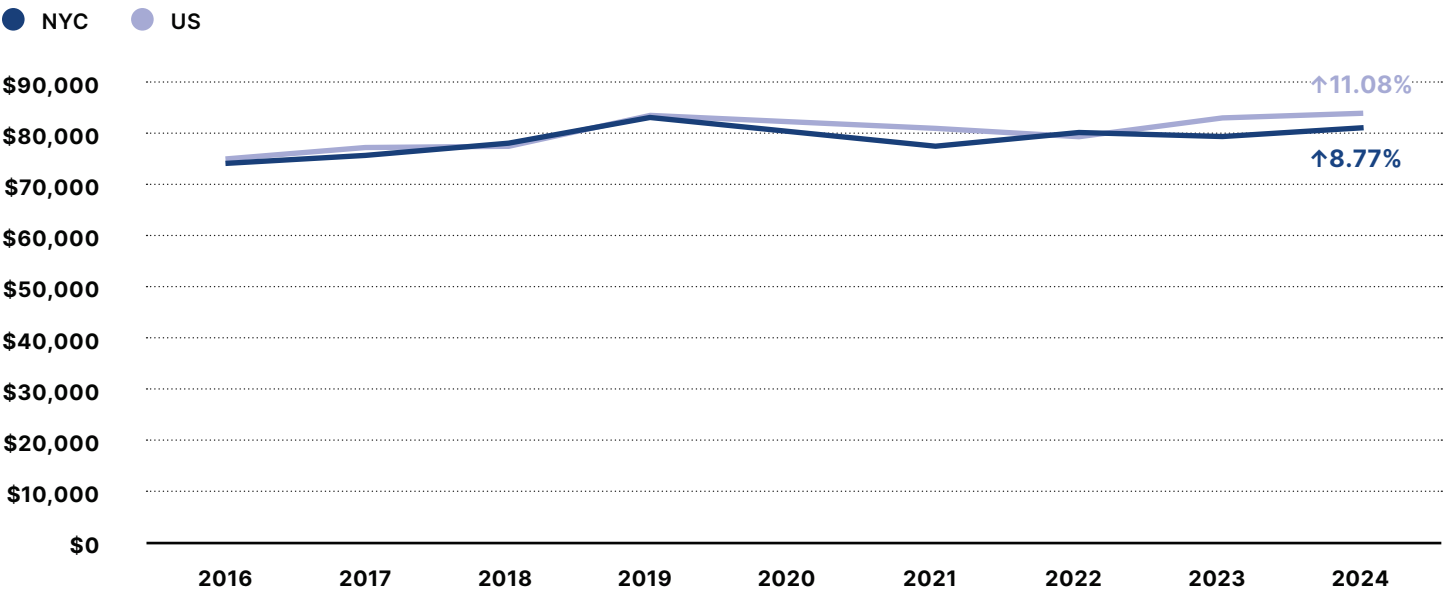
SOURCE: New York State Division of the Budget

MEDIAN HOUSEHOLD INCOME

Nominal



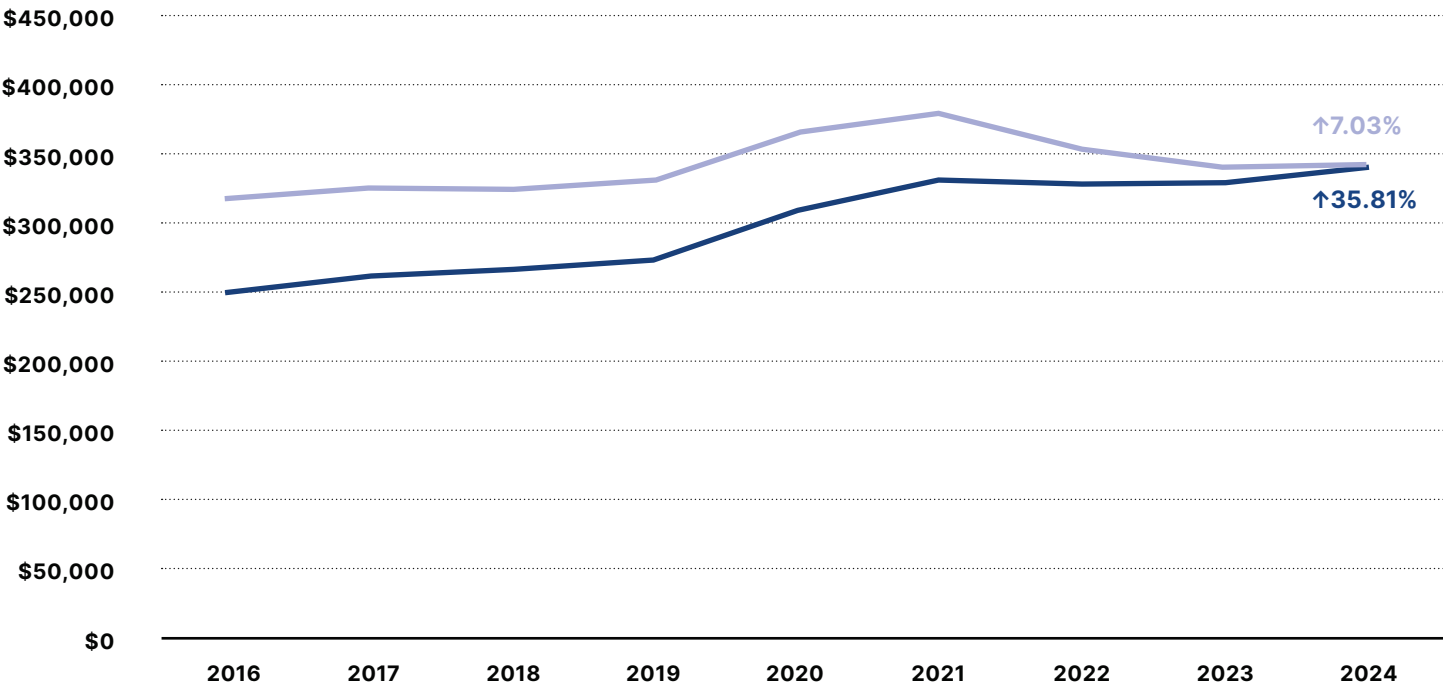
Real (2024 \$)



SOURCES: Median household income in the past 12 months: 2024 American Community Survey 1-year estimates (Table B19013); U.S. Census Bureau. (2024).
NOTES: This is the nominal and real Median Household Income for the New York City and the U.S. ACS 1-year estimates are not available for 2020.

PRIVATE SECTOR WAGES, NEW YORK CITY

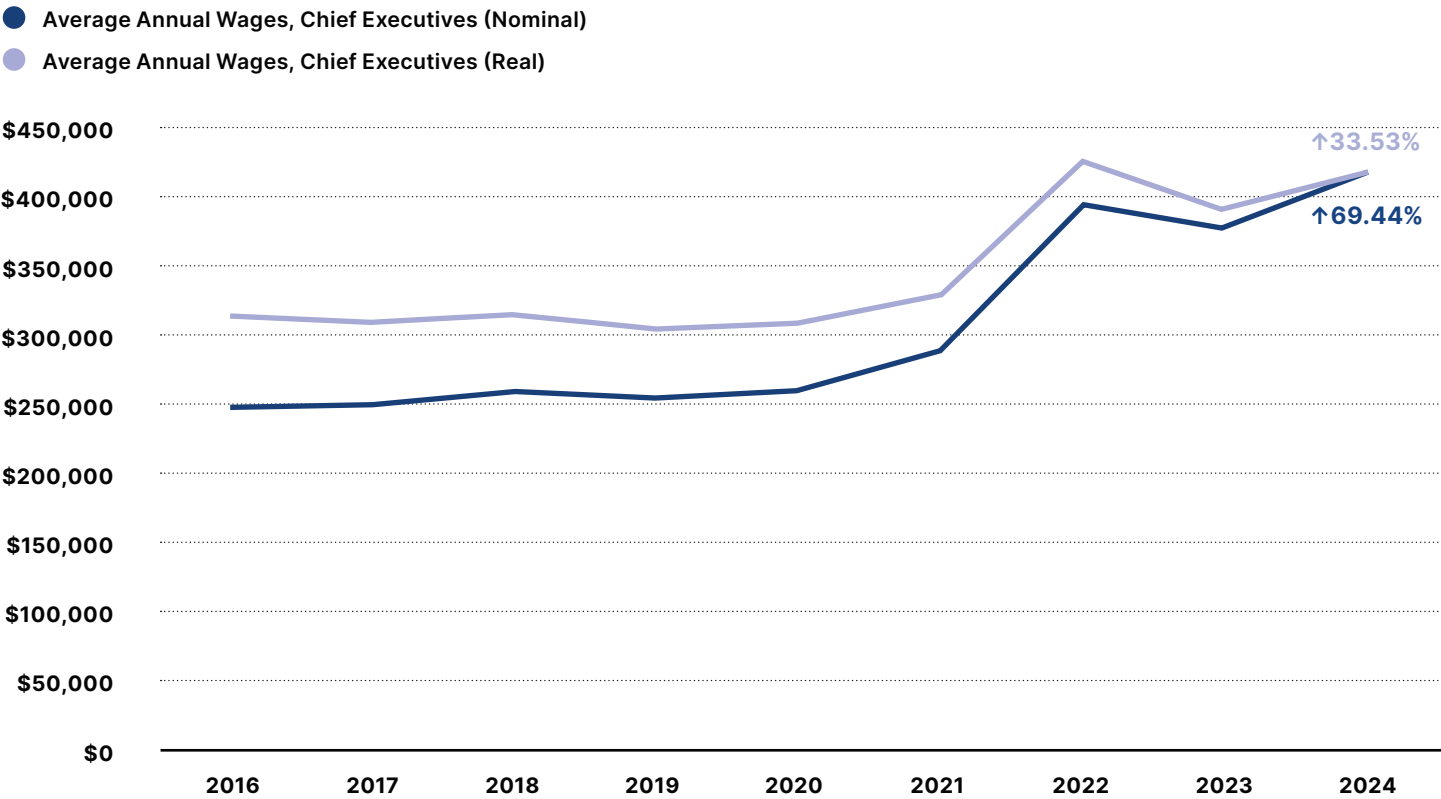
- Average Private Sector Employment Annual Wages (Nominal)
- Average Private Sector Employment Annual Wages (Real 2024 \$)



SOURCES: U.S. Bureau of Labor Statistics. Quarterly census of employment and wages. U.S. Department of Labor.

NOTES: Data uses the New York City labor market geography and allows for differentiation between private and public sector. This is all private sector employment.

AVERAGE CHIEF EXECUTIVE WAGES, NEW YORK CITY METRO AREA



SOURCES: U.S. Bureau of Labor Statistics. (2025, April). Occupational employment and wage statistics: Metropolitan area cross-industry estimates. U.S. Department of Labor.

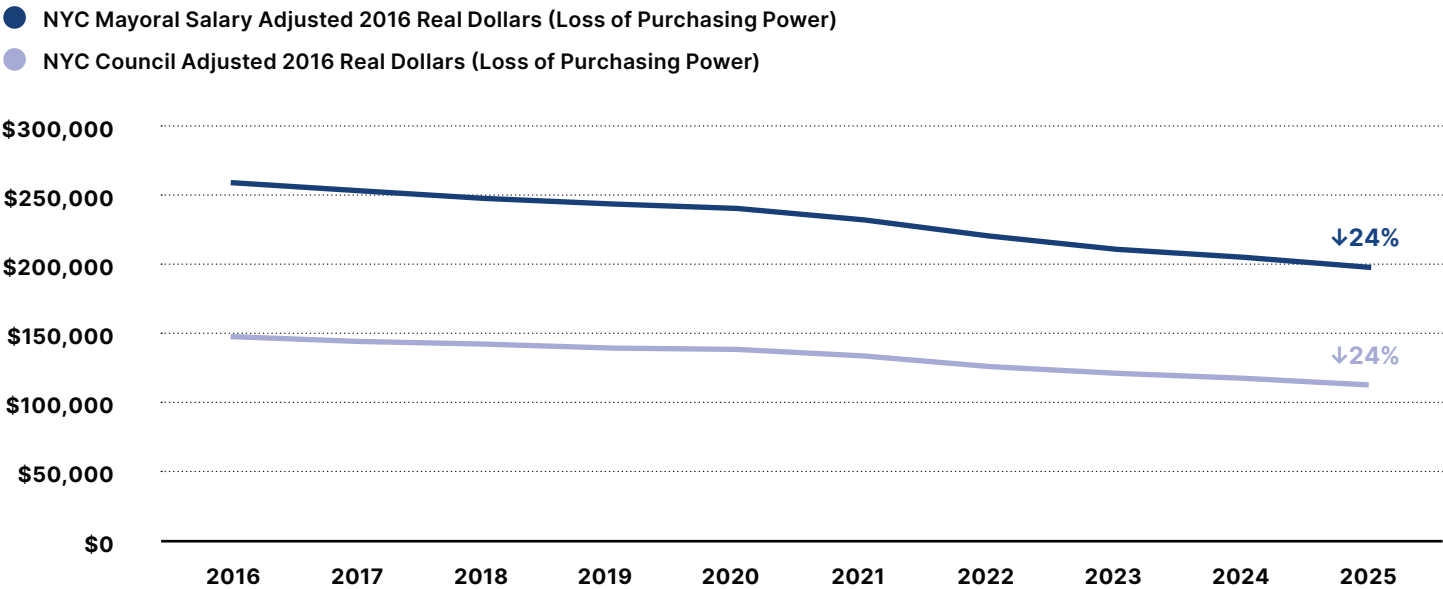
NOTES: Data is available at the MSA-level and does not distinguish between private and public sector wages.

DC37 WAGE INCREASES, 2011 TO 2025

EFFECTIVE RAISE DATE	% INCREASE	AGREEMENT YEAR	NOTE
9/3/2011	1%	7/1/2014	Retroactive to 2011, \$1000 ratification bonus
9/3/2012	1%	7/1/2014	
9/3/2013	1%	7/1/2014	
9/3/2014	1.50%	7/1/2014	
9/3/2015	2.50%	7/1/2014	
9/3/2016	3%	7/1/2014	
9/26/2017	2%	6/25/18	Retroactive to Sept 2017
9/26/2018	2.25%	6/25/18	
10/26/2019	3%	6/25/18	
5/26/2021	3%	2/16/23	Retroactive to May 2021, \$3,000 ratification payment
5/26/2022	3%	2/16/23	
5/26/2023	3%	2/16/23	
5/26/2024	3%	2/16/23	
5/26/2025	3.25%	2/16/23	
TOTAL COMPOUNDED INCREASE SINCE 2016	28.58%		

SOURCE: NYC DC37 MOUs

LOSS OF PURCHASING POWER FOR ELECTED OFFICIALS' COMPENSATION, 2016 TO 2025

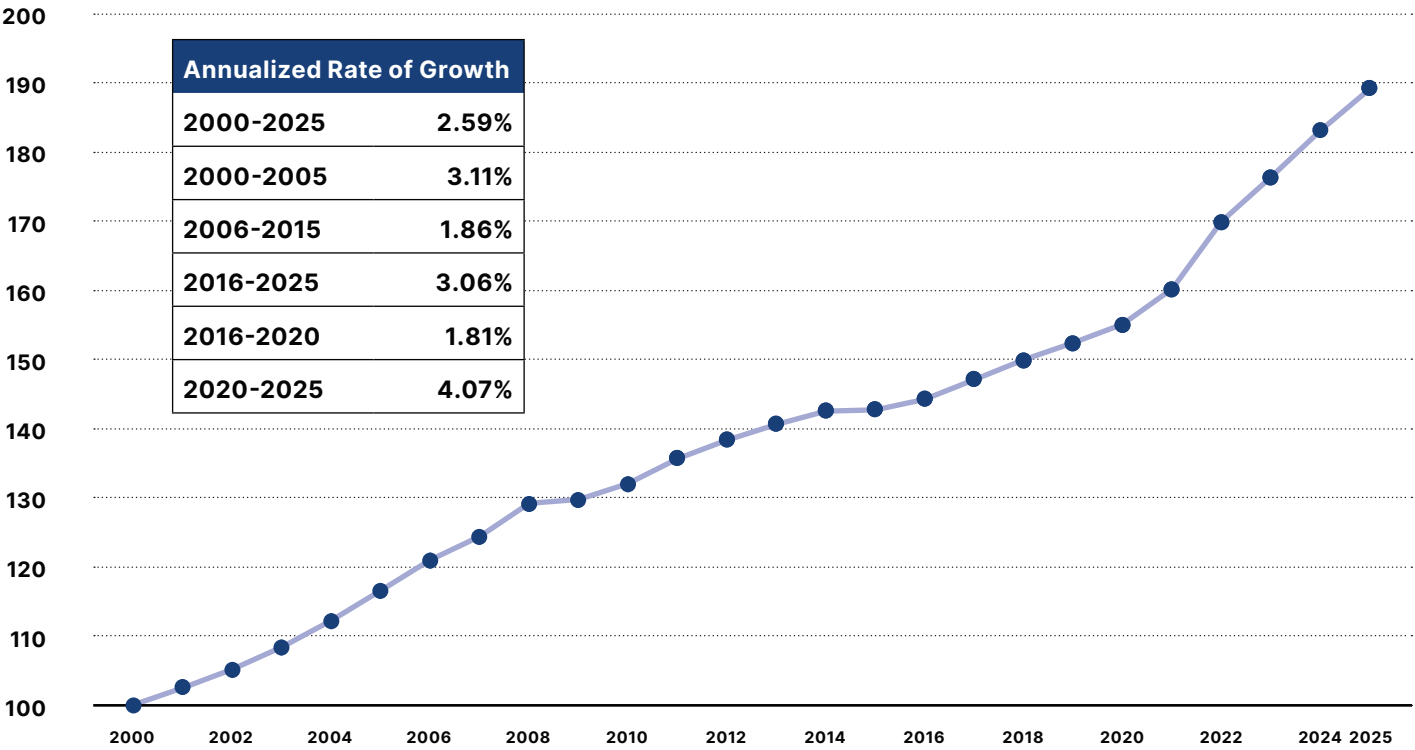


SOURCE: U.S. Bureau of Labor Statistics, Consumer Price Index for All Urban Consumers: All Items in New York-Newark-Jersey City, NY-NJ-PA (CBSA)

NOTE: By adjusting the nominal salary to 2016 real dollars (the year where current salaries were set) you can see the loss in purchasing power.

CONSUMER PRICE INDEX (CPI)

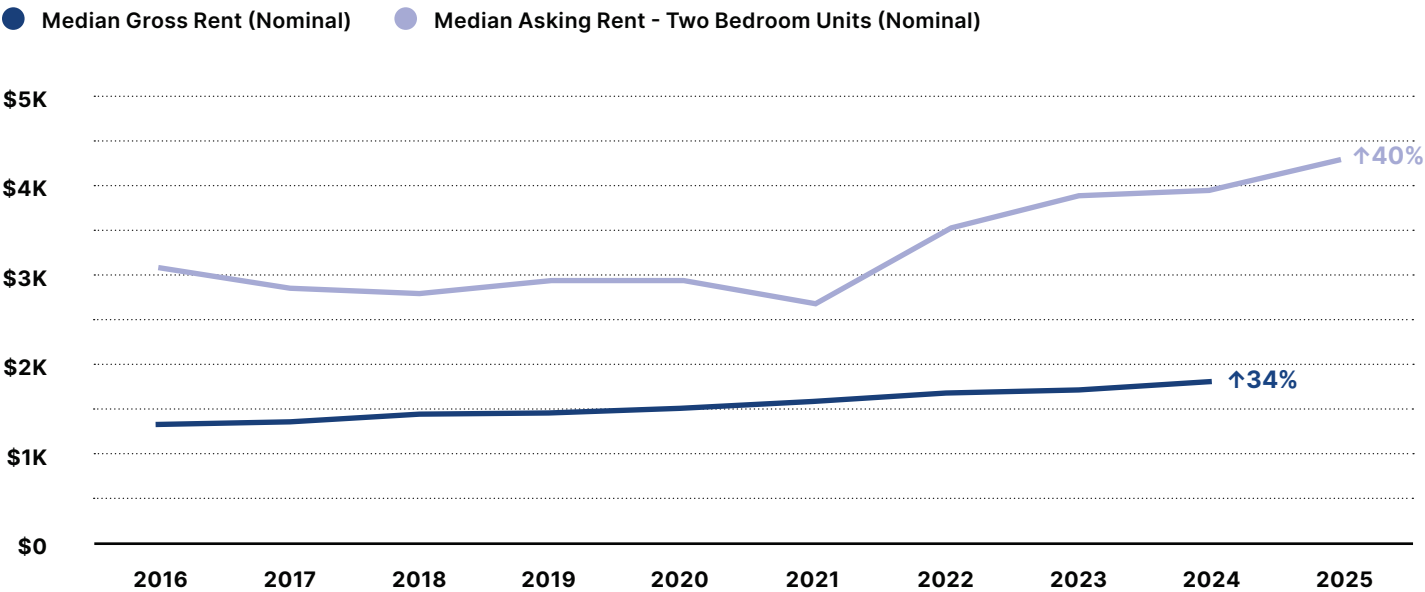
● CPI (Annual Average) NY Metro Area (Indexed, 2000=100)



SOURCE: U.S. Bureau of Labor Statistics, Consumer Price Index for All Urban Consumers: All Items in New York-Newark-Jersey City, NY-NJ-PA (CBSA)

NOTES: Data represents the average annual Consumer Price Index for the NY Metropolitan Area and is indexed to 100 at 2000. This table also presents year over year percent change. Data limitations: 2025 average is missing October due to appropriations lapse, and 2026 average is based on only January-April.

RENT, NEW YORK CITY



SOURCES: U.S. Census Bureau. American Community Survey, 2024 1-year estimates. Table B25064: Median Gross Rent, New York City. Accessed via data.census.gov.; StreetEasy. (2025). Median Asking Price for Two-Bedroom Apartments, New York City. StreetEasy Data Dashboard. <https://streteasy.com>

NOTES: ACS 1-year estimate is missing for 2020, so 2019 number is filled in. Median Gross Rent includes all apartment types, including subsidized housing. Median Asking Rent reflects rents for two bedroom apartments listed on StreetEasy and captures the price of entering the rental market.

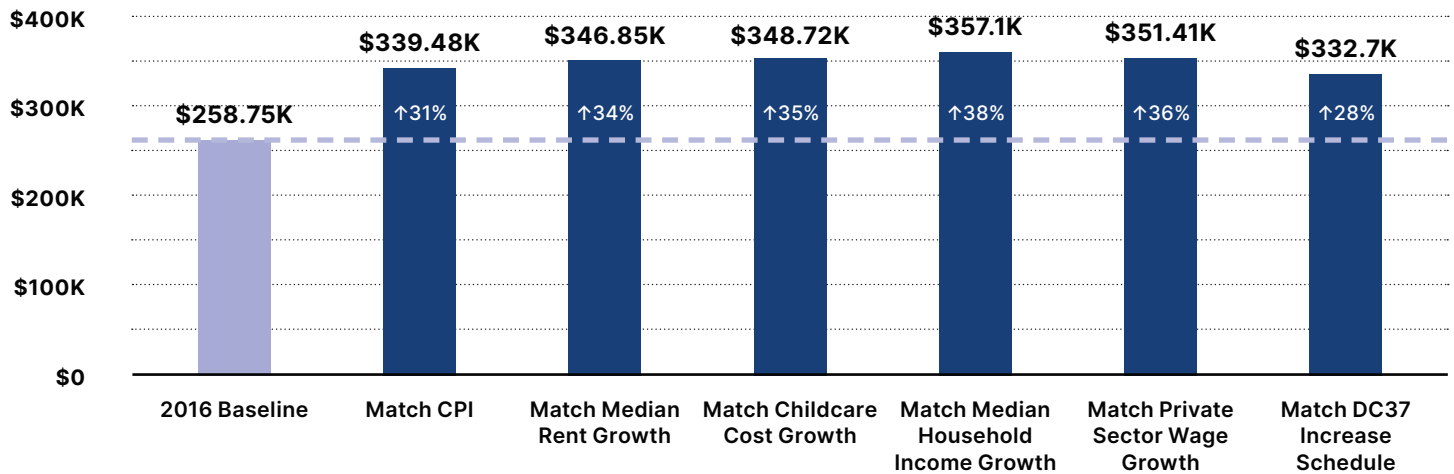
TRUE COST OF LIVING, NEW YORK CITY

Family Type (Adults under Age 65)	Median Costs	Median Resources
One Adult No Children	\$70,334	\$57,680
One Adult 1 Child	\$97,527	\$66,026
One Adult 2 Children	\$114,108	\$67,701
One Adult 3+ Children	\$138,235	\$73,765
One Adult 1+ Children	\$114,568	\$68,500
Two Adults No Children	\$131,993	\$133,089
Two+ Adults 1 Child	\$147,522	\$130,449
Two+ Adults 2 Children	\$166,279	\$141,449
Two+ Adults 3+ Children	\$186,554	\$138,243
Two+ Adults 1+ Children	\$166,034	\$136,766

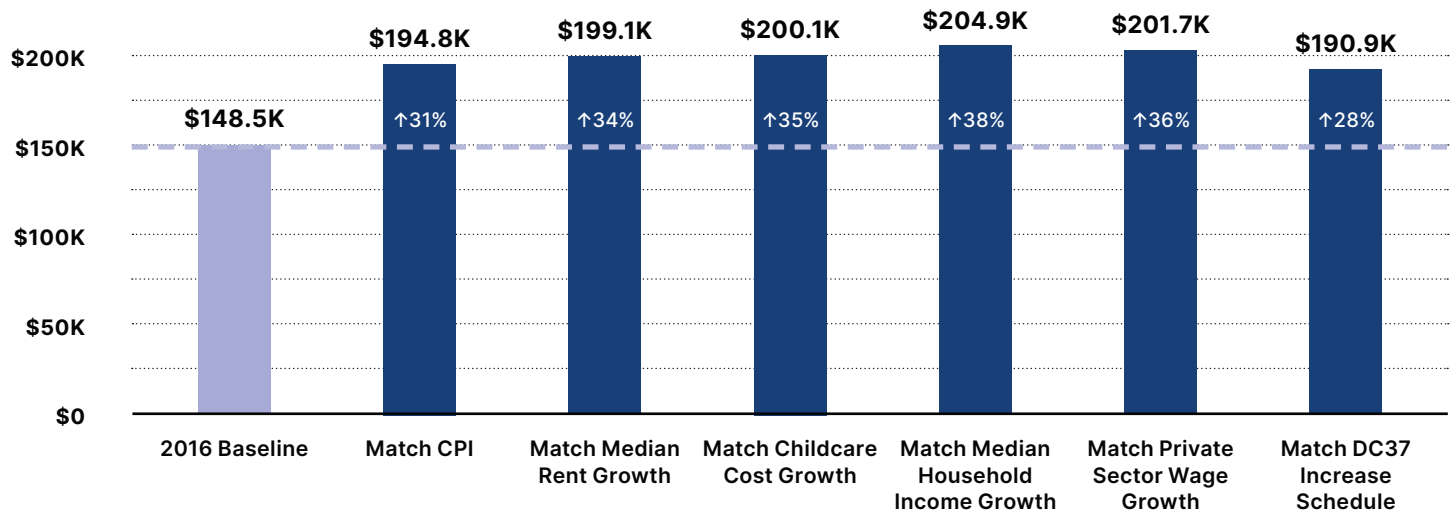
SOURCE: NYC Mayor's Office of Equity & Racial Justice, Urban Institute, & NYC Mayor's Office for Economic Opportunity. (2026). NYC true cost of living measure: Inaugural report — measuring what New Yorkers need to live with dignity. City of New York. https://www.nyc.gov/assets/equity/downloads/pdf/2026%20NYC%20TCOL%20Measure_4%206%2026.pdf. Table Source: Urban Institute, applying the ATTIS model to the 2018 American Community Survey, IPUMS USA, projected to 2022.

ELECTED OFFICIALS' COMPENSATION RELATIVE TO OTHER BENCHMARKS

Mayor Salary If Compensation Kept Up with Nominal Growth of Other Benchmarks



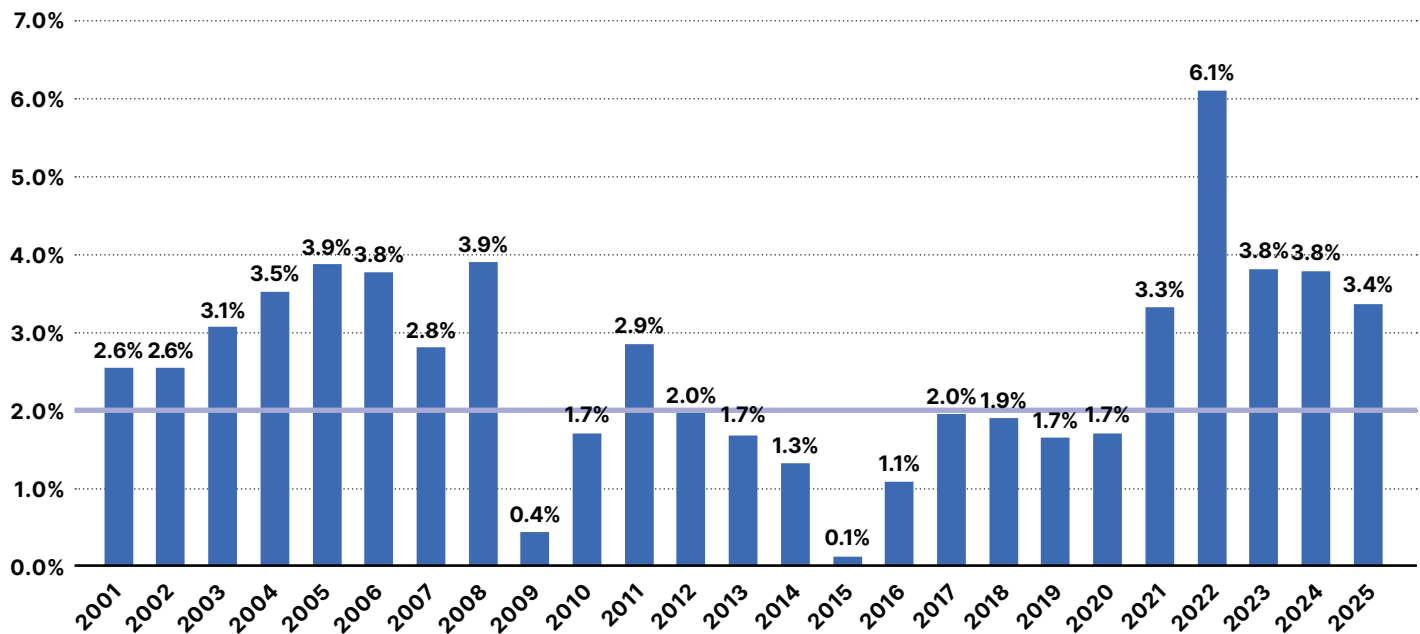
City Council Salary If Compensation Kept Up with Nominal Growth of Other Benchmarks



SOURCE: U.S Census Bureau, ACS 1-year Estimates; Bureau of Labor Statistics; and other sources (see full methodology)

NOTES: This table provides a summary of nominal growth in cost of living indicators along with projected mayoral and city council salaries if they had had the same nominal growth as the cost of living indicators. Based on the data sources available for each cost of living metric, data is available through 2024 or 2025.

CPI YEAR-OVER-YEAR PERCENT CHANGE, 2001 TO 2025



SOURCES: U.S. Bureau of Labor Statistics, Consumer Price Index for All Urban Consumers: All Items in New York-Newark-Jersey City, NY-NJ-PA (CBSA)
NOTE: Data represents the year over year percent change in the average annual Consumer Price Index for the NY Metropolitan Area and is indexed to 100 at 2000. Data limitations: 2025 average is missing October due to appropriations lapse.