

Compensation Survey - City Attorney

Updated 2/27/25

		Annual Amount														
		Salary and Cash						Deferred Compensation		CalPERS			Medical Insurance	TOTAL COMPENSATION	Pension at Retirement ⁽²⁾	
Agency	Incumbent	Salary Effective	Salary	Car Allowance	Other Allowance	Misc One- Time Pay	Total	City Contribution	Amount	Formula	Employee Rate ⁽¹⁾	Employee Deduction	Maximum City Paid		% of Final Comp	Estimated Amt
Fremont	Rafael Alvarado	7/14/2024	\$ 355,159	\$ -	\$ -	\$ -	\$ 355,159	401a: 2% + 457b: IRS max \$31,000/yr	\$ 38,103	2% @ 60	7.0%	\$ (24,861)	\$ 32,400	\$ 400,801	60%	\$ 213,096
Hayward	Michael Lawson	7/1/2023	\$ 335,608	\$ 5,400	\$ -	\$ -	\$ 341,008	None	\$ -	2.5% @ 55	13.0%	\$ (43,629)	\$ 36,843	\$ 334,222	75%	\$ 251,706
Mountain View	Jennifer Logue	7/1/2024	\$ 348,752	\$ -	\$ 1,200	\$ -	\$ 349,952	2%	\$ 6,975	2.7% @ 55	11.5%	\$ (40,106)	\$ 50,596	\$ 367,417	81%	\$ 282,489
Palo Alto	Molly Stump	7/1/2024	\$ 365,266	\$ 3,900	\$ -	\$ -	\$ 369,166	401a: \$1,250/mo + 457b: \$2,500/yr	\$ 17,500	2% @ 60	8.0%	\$ (29,221)	\$ 27,120	\$ 384,565	60%	\$ 219,160
Redwood City	Veronica Ramirez	12/2/2024	\$ 333,402	\$ 4,800	\$ 900	\$ -	\$ 339,102	2%	\$ 6,668	2% @ 60	14.0%	\$ (46,676)	\$ 31,250	\$ 330,344	60%	\$ 200,041
San Mateo	Prasanna Rasiah	2/3/2025	\$ 311,459	\$ 4,500	\$ -	\$ -	\$ 315,959	\$1,500/mo	\$ 18,000	2% @ 55	9.3%	\$ (28,841)	\$ 31,250	\$ 336,368	68%	\$ 211,356
Santa Clara	Glen Googins	12/22/2024	\$ 356,213	\$ 6,240	\$ 960	\$ -	\$ 363,413	None	\$ -	2% @ 62	7.0%	\$ (24,935)	\$ 31,250	\$ 369,728	54%	\$ 192,355
Average			\$ 343,694	\$ 3,549	\$ 437		\$ 347,680		\$ 12,464		10.0%	\$ (34,039)	\$ 34,387	\$ 360,492	65%	\$ 224,315
Sunnyvale	Rebecca Moon	5/12/2024	\$ 293,000	\$ -	\$ 480	\$ -	\$ 293,480	\$ 31,000	\$ 31,000	2.7% @ 55	4.0%	\$ (11,720)	\$ 46,812	\$ 359,573	81%	\$ 246,823
Sunnyvale above/(below) average - in \$:			\$ (50,694)	\$ (3,549)	\$ 43	\$ -	\$ (54,200)		\$ 18,536		-6.0%	\$ (22,319)	\$ 12,425	\$ (920)	15.6%	\$ 22,509
Sunnyvale above/(below) average - in %:			-14.7%				-15.6%		148.7%			-65.6%	36.1%	-0.3%		10.0%

Notes:

(1) CalPERS Employee Rate includes member's rate and cost sharing.

(2) Pension at Retirement estimation is based on retiring at age 60 with 30 years of service, including EPMC (if known).

Mountain View: Other allowance - Cell phone \$100/month.

Redwood City: Salary - Additional 3% increase effective 12/1/2025.
Other allowance - Cell phone \$75/month.
CalPERS employee rate - Effective 12/1/2025, rate will be reduced to 13%.

Santa Clara: Other allowance - Cell phone \$80/month.

Sunnyvale: Other allowance - Cell phone \$40/month.