

Compensation Survey - City Manager

Updated 7/14/25

		Annual Amount													
		Salary and Cash					Deferred Compensation		CalPERS			Medical Insurance	TOTAL COMPENSATION	Pension at Retirement ⁽³⁾	
Agency	Incumbent	Salary Effective	Salary ⁽¹⁾	Car Allowance	Other Allowance	Total	City Contribution	Amount	Formula	Employee Rate ⁽²⁾	Employee Deduction	Maximum City Paid			% of Final Comp
Fremont	Karena Shackelford	7/14/2024	\$ 423,242	\$ -	\$ -	\$ 423,242	457: IRS max (standard) & 401(a): 2%	\$ 31,965	2.5% @ 55	8.00%	\$ (33,859)	\$ 32,400	\$ 453,748	75%	\$ 317,432
Hayward	Ana Alvarez (former)	1/9/2025	\$ 385,000	\$ -	\$ 18,000	\$ 403,000	None	\$ -	2.5% @ 55 ^(1a)	13.00%	\$ (50,050)	\$ 36,843	\$ 389,793	75%	\$ 288,750
Mountain View	Kimbra McCarthy	6/22/2025	\$ 435,237	\$ -	\$ 600	\$ 435,837	457: 4% & 401(a): \$704/mo.	\$ 25,861	2.7% @ 55 ^(1a)	11.50%	\$ (50,052)	\$ 50,596	\$ 462,242	81%	\$ 352,542
Palo Alto	Ed Shikada	7/1/2024	\$ 422,803	\$ -	\$ -	\$ 422,803	\$30,815/yr.	\$ 30,815	2% @ 60 ^(1a)	8.00%	\$ (33,824)	\$ 27,120	\$ 446,914	60%	\$ 253,682
Redwood City	Melissa Stevenson Diaz	12/2/2024	\$ 405,667	\$ 4,800	\$ 1,200	\$ 411,666	2%	\$ 8,113	2% @ 60 ^(1a)	14.00%	\$ (56,793)	\$ 31,250	\$ 394,237	60%	\$ 243,400
San Mateo	Alex Khojikian	4/21/2025	\$ 348,140	\$ 4,500	\$ -	\$ 352,640	\$1,500/mo.	\$ 18,000	2% @ 55 ^(1b)	8.34%	\$ (29,035)	\$ 31,250	\$ 372,855	68%	\$ 236,248
Santa Clara	Jōvan Grogan	12/22/2024	\$ 418,221	\$ 6,240	\$ 960	\$ 425,421	\$8,600/yr.	\$ 8,600	2% @ 62 (PEPRA)	7.00%	\$ (29,275)	\$ 31,250	\$ 435,996	54%	\$ 225,839
Average			\$ 405,473	\$ 2,220	\$ 2,966	\$ 410,658		\$ 17,622		9.98%	\$ (40,413)	\$ 34,387	\$ 422,255	68%	\$ 273,985
Sunnyvale	Tim Kirby	9/1/2024	\$ 398,000	\$ 5,400	\$ 480	\$ 403,880	457: IRS max (catch-up) & 401(a): IRS max (standard)	\$ 54,500	2.7% @ 55	4.00%	\$ (15,920)	\$ 46,812	\$ 489,273	81%	\$ 335,275
Sunnyvale above/(below) average - in \$:			\$ (7,473)	\$ 3,180	\$ (2,486)	\$ (6,778)		\$ 36,878		-5.98%	\$ (24,493)	\$ 12,425	\$ 67,018	13.4%	\$ 61,291
Sunnyvale above/(below) average - in %:			-1.8%			-1.7%		209.3%			-60.6%	36.1%	15.9%		22.4%

Notes:

- (1) The salary adjustment for FY 25/26 is unknown as of the date of this survey if it is not listed.
- (2) CalPERS Employee Rate includes member's rate and cost sharing.

(a) 4 of 7 agencies have cost sharing - Hayward, Mountain View, Palo Alto and Redwood City.

(b) 1 agency is using half of the total normal cost for Classic member - San Mateo.
- (3) Pension at Retirement estimation is based on retiring at age 60 with 30 years of service, including EPMC.
- Fremont: Salary - No planned adjustments in FY 25/26 as of the date of this survey.
- Hayward: Former City Manager, Ana Alvarez, resigned on 6/24/2025.

Other allowance - Personal equipment and automobile \$1,500/month (cell phone, computer equipment, etc.)
- Mountain View: Other allowance - Cell phone \$50/month.
- Palo Alto: Salary - To be reviewed in the Fall and update in December.
- Redwood City: Salary - Increase of 3% effective 12/1/2025, and 3% effective 12/1/2026.

Other allowance - Cell phone \$100/month.

CalPERS employee rate - Reduced to 13% effective 12/1/2025, and 12% effective 12/1/2026.
- San Mateo: CalPERS employee rate - Half of the total normal cost.
- Santa Clara: Other allowance - Cell phone \$80/month.
- Sunnyvale: Other allowance - Cell phone \$40/month.