

Compensation Survey - Assistant City Manager

California Large to Mid-Size Cities

Information as of July 2017

Updated 9/5/17

		All Annual Numbers												
Agency	Classification	Max Salary	Car Allowance	Other	Total \$: Salary & Cash	City Paid Deferred Compensation	Total \$: Deferred Compensation	CalPERS Lowest Classic	Employee Paid PERS (include paying for City)	Total \$: Employee Paid PERS	Max City Paid Medical	TOTAL COMPENSATION	Pension at Retirement - % of Final Comp ⁽¹⁾	Pension at Retirement - Estimated Amt ⁽¹⁾
Carlsbad	ACM	\$189,300	\$0	\$0	\$189,300	none	\$0	2% @ 60	7.00%	(\$13,251)	\$17,664	\$193,713	60.00%	\$113,580
Fremont ⁽³⁾	ACM	\$244,007	\$0	\$720	\$244,727	2% + \$4,000	\$8,880	2% @ 60	7.00%	(\$17,080)	\$24,362	\$260,888	60.00%	\$146,404
Mountain View ⁽⁴⁾	ACM	\$230,704	\$0	\$7,159	\$237,863	none	\$0	2.7% @ 55	11.50%	(\$26,531)	\$33,457	\$244,790	81.00%	\$186,870
Palo Alto ⁽⁵⁾	ACM/Utilities General Mgr	\$314,912	\$0	\$0	\$314,912	\$2,500	\$2,500	2% @ 60	7.50%	(\$23,618)	\$24,096	\$317,890	60.00%	\$188,947
Redwood City	ACM	\$238,608	\$4,800	\$0	\$243,408	2%	\$4,772	2% @ 60	16.00%	(\$38,177)	\$20,594	\$230,596	60.00%	\$143,165
San Mateo	ACM	\$227,610	\$4,500	\$0	\$232,110	2% matching	\$4,552	2% @ 55	7.50%	(\$17,071)	\$20,594	\$240,185	67.86%	\$154,456
Santa Clara ⁽⁶⁾	ACM	\$310,240	\$3,840	\$960	\$315,040	none	\$0	2.7% @ 55	8.00%	(\$24,819)	\$11,201	\$301,421	81.00%	\$251,294
Torrance	ACM	\$222,780	\$5,352	\$0	\$228,132	0.5% matching	\$1,114	2% @ 55	7.00%	(\$15,595)	\$12,252	\$225,903	67.86%	\$151,179
Average		\$247,270	\$2,312	\$1,105	\$250,687		\$2,727		8.94%	(\$22,018)	\$20,527	\$251,923	67.22%	\$166,987
Sunnyvale ⁽²⁾	ACM	\$228,823	\$5,400	\$480	\$234,703	2%	\$4,576	2% @ 60	3.00%	(\$6,865)	\$33,143	\$265,557	60.00%	\$137,294
Sunnyvale above/(below) average - in \$:		(\$18,447)	\$3,089	(\$625)	(\$15,983)		\$1,849		-5.9%	\$15,153	\$12,615	\$13,634	-7.2%	(\$29,693)
Sunnyvale above/(below) average - in %:		-7.5%	133.6%	-56.6%	-6.4%		67.8%		-66.4%	-68.8%	61.5%	5.4%	-10.7%	-17.8%

Notes:

(1) Pension at retirement estimation is based on retiring at age 60, with 30 years of service, and not accounting for EPMC (not all agencies contracted EPMC as compensation).

(2) Sunnyvale: Other allowance - Cell phone
CalPERS - Using the tier 2 benefit, which is the tier for new hire classic

(3) Fremont: Other allowance - Cell phone

(4) Mountain View: Other allowance - Cell phone and specialty pay

(5) Palo Alto: Deferred compensation - Employee can designate such amount to FSA, professional development or health club instead

(6) Santa Clara: Max salary - Information as of 8/29/17 Agenda Report, agenda item # 16.E
Other allowance - Cell phone

Compensation Survey - Director of Community Development

California Large to Mid-Size Cities

Information as of July 2017

Updated 9/5/17

All Annual Numbers														
Agency	Classification	Max Salary	Car Allowance	Other	Total \$: Salary & Cash	City Paid Deferred Compensation	Total \$: Deferred Compensation	CalPERS Lowest Classic	Employee Paid PERS (include paying for City)	Total \$: Employee Paid PERS	Max City Paid Medical	TOTAL COMPENSATION	Pension at Retirement - % of Final Comp ⁽¹⁾	Pension at Retirement - Estimated Amt ⁽¹⁾
Carlsbad	Comm & Econ Devp Dir	\$162,300	\$0	\$0	\$162,300	none	\$0	2% @ 60	7.00%	(\$11,361)	\$17,664	\$168,603	60.00%	\$97,380
Fremont ⁽³⁾	CD Dir	\$227,721	\$0	\$720	\$228,441	2% + \$4,000	\$8,554	2% @ 60	7.00%	(\$15,940)	\$24,362	\$245,417	60.00%	\$136,633
Mountain View ⁽⁴⁾	CD Dir	\$230,704	\$0	\$7,159	\$237,863	none	\$0	2.7% @ 55	11.50%	(\$26,531)	\$33,457	\$244,790	81.00%	\$186,870
Palo Alto ⁽⁵⁾	Dir of Planning & Comm Envir	\$242,611	\$0	\$0	\$242,611	\$2,500	\$2,500	2% @ 60	7.50%	(\$18,196)	\$24,096	\$251,011	60.00%	\$145,567
Redwood City	CD Dir	\$216,312	\$4,800	\$0	\$221,112	2%	\$4,326	2% @ 60	16.00%	(\$34,610)	\$20,594	\$211,422	60.00%	\$129,787
San Mateo	Dir of CD	\$207,737	\$4,500	\$0	\$212,237	2% matching	\$4,155	2% @ 55	7.50%	(\$15,580)	\$20,594	\$221,405	67.86%	\$140,970
Santa Clara	Dir of CD	\$274,140	\$3,840	\$960	\$278,940	none	\$0	2.7% @ 55	8.00%	(\$21,931)	\$11,201	\$268,209	81.00%	\$222,053
Torrance	CD Dir	\$192,168	\$5,352	\$0	\$197,520	0.5% matching	\$961	2% @ 55	7.00%	(\$13,452)	\$12,252	\$197,281	67.86%	\$130,405
Average		\$219,212	\$2,312	\$1,105	\$222,628		\$2,562		8.94%	(\$19,700)	\$20,527	\$226,017	67.22%	\$148,708
Sunnyvale ⁽²⁾	Dir of CD	\$215,688	\$5,400	\$480	\$221,568	2%	\$4,314	2% @ 60	3.00%	(\$6,471)	\$33,143	\$252,554	60.00%	\$129,413
Sunnyvale above/(below) average - in \$:		(\$3,524)	\$3,089	(\$625)	(\$1,060)		\$1,752		-5.9%	\$13,230	\$12,615	\$26,536	-7.2%	(\$19,296)
Sunnyvale above/(below) average - in %:		-1.6%	133.6%	-56.6%	-0.5%		68.4%		-66.4%	-67.2%	61.5%	11.7%	-10.7%	-13.0%

Notes:

(1) Pension at retirement estimation is based on retiring at age 60, with 30 years of service, and not accounting for EPMC (not all agencies contracted EPMC as compensation).

(2) Sunnyvale: Other allowance - Cell phone
CalPERS - Using the tier 2 benefit, which is the tier for new hire classic

(3) Fremont: Other allowance - Cell phone

(4) Mountain View: Other allowance - Cell phone and specialty pay

(5) Palo Alto: Deferred compensation - Employee can designate such amount to FSA, professional development or health club instead

Compensation Survey - Director of Environmental Services

California Large to Mid-Size Cities

Information as of July 2017

Updated 9/5/17

All Annual Numbers													Pension at Retirement - % of Final Comp ⁽¹⁾	Pension at Retirement - Estimated Amt ⁽¹⁾
Agency	Classification	Max Salary	Car. Allowance	Other	Total \$: Salary & Cash	City Paid Deferred Compensation	Total \$: Deferred Compensation	CalPERS Lowest Classic	Employee Paid PERS (include paying for City)	Total \$: Employee Paid PERS	Max City Paid Medical	TOTAL COMPENSATION		
Dublin/San Ramon Services District	General Manager	\$260,556	\$0	\$0	\$260,556	none	\$0	2.7% @ 55	10.0%	(\$26,056)	\$19,680	\$254,180	81.00%	\$211,050
Santa Clara	Dir of Water & Sewer Utilities	\$289,968	\$3,840	\$960	\$294,768	none	\$0	2.7% @ 55	8.00%	(\$23,197)	\$11,201	\$282,771	81.00%	\$234,874
Silicon Valley Clean Water ⁽³⁾	Manager	\$319,968	Car	\$18,000	\$337,968	\$5,000 matching	\$5,000	2% @ 55	12.00%	(\$38,396)	\$22,882	\$327,454	67.86%	\$217,130
Union Sanitary District	General Manager	\$261,697	\$0	\$0	\$261,697	\$4,200 matching	\$4,200	2.5% @ 55	8.00%	(\$20,936)	\$27,795	\$272,756	75.00%	\$196,273
Average		\$283,047	\$1,280	\$4,740	\$288,747		\$2,300		9.50%	(\$27,146)	\$20,389	\$284,290	76.22%	\$214,832
Sunnyvale ⁽²⁾	Dir of Envir Serv	\$222,158	\$5,400	\$480	\$228,038	2%	\$4,443	2% @ 60	3.00%	(\$6,665)	\$33,143	\$258,959	60.00%	\$133,295
Sunnyvale above/(below) average - in \$:		(\$60,890)	\$4,120	(\$4,260)	(\$60,710)		\$2,143		-6.5%	\$20,482	\$12,753	(\$25,332)	-16.2%	(\$81,537)
Sunnyvale above/(below) average - in %:		-21.5%	321.9%	-89.9%	-21.0%		93.2%		-68.4%	-75.4%	62.5%	-8.9%	-21.3%	-38.0%

Notes:

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(2) Sunnyvale: Other allowance - Cell phone
CalPERS - Using the tier 2 benefit, which is the tier for new hire classic

(3) SVCW: Other allowance - Rent equivalent

Compensation Survey - Director of Finance

California Large to Mid-Size Cities

Information as of July 2017

Updated 9/5/17

All Annual Numbers													Pension at Retirement - % of Final Comp ⁽¹⁾	Pension at Retirement - Estimated Amt ⁽¹⁾
Agency	Classification	Max Salary	Car Allowance	Other	Total \$: Salary & Cash	City Paid Deferred Compensation	Total \$: Deferred Compensation	CalPERS Lowest Classic	Employee Paid PERS (include paying for City)	Total \$: Employee Paid PERS	Max City Paid Medical	TOTAL COMPENSATION		
Carlsbad	Fin Dir	\$162,300	\$0	\$0	\$162,300	none	\$0	2% @ 60	7.00%	(\$11,361)	\$17,664	\$168,603	60.00%	\$97,380
Fremont ⁽³⁾	Fin Dir	\$208,232	\$0	\$720	\$208,952	2% + \$4,000	\$8,165	2% @ 60	7.00%	(\$14,576)	\$24,362	\$226,902	60.00%	\$124,939
Mountain View ⁽⁴⁾	Fin & Adm Serv Dir	\$230,704	\$0	\$7,159	\$237,863	none	\$0	2.7% @ 55	11.50%	(\$26,531)	\$33,457	\$244,790	81.00%	\$186,870
Palo Alto ⁽⁵⁾	Dir of Adm Serv/CFO	\$240,198	\$0	\$0	\$240,198	\$2,500	\$2,500	2% @ 60	7.50%	(\$18,015)	\$24,096	\$248,780	60.00%	\$144,119
Redwood City	Fin Dir	\$216,312	\$4,800	\$0	\$221,112	2%	\$4,326	2% @ 60	16.00%	(\$34,610)	\$20,594	\$211,422	60.00%	\$129,787
San Mateo	Fin Dir	\$218,856	\$4,500	\$0	\$223,356	2% matching	\$4,377	2% @ 55	7.50%	(\$16,414)	\$20,594	\$231,912	67.86%	\$148,516
Santa Clara	not comparable													
Torrance	Fin Dir	\$195,984	\$5,352	\$0	\$201,336	0.5% matching	\$980	2% @ 55	7.00%	(\$13,719)	\$12,252	\$200,849	67.86%	\$132,995
Average		\$210,370	\$2,093	\$1,126	\$213,588		\$2,907		9.07%	(\$19,318)	\$21,860	\$219,037	65.25%	\$137,801
Sunnyvale ⁽²⁾	Dir of Fin	\$215,688	\$5,400	\$480	\$221,568	2%	\$4,314	2% @ 60	3.00%	(\$6,471)	\$33,143	\$252,554	60.00%	\$129,413
Sunnyvale above/(below) average - in \$:		\$5,318	\$3,307	(\$646)	\$7,980		\$1,407		-6.1%	\$12,847	\$11,283	\$33,517	-5.2%	(\$8,388)
Sunnyvale above/(below) average - in %:		2.5%	158.0%	-57.4%	3.7%		48.4%		-66.9%	-66.5%	51.6%	15.3%	-8.0%	-6.1%

Notes:

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(2) Sunnyvale: Other allowance - Cell phone
CalPERS - Using the tier 2 benefit, which is the tier for new hire classic

(3) Fremont: Other allowance - Cell phone

(4) Mountain View: Other allowance - Cell phone and specialty pay

(5) Palo Alto: Deferred compensation - Employee can designate such amount to FSA, professional development or health club instead

Compensation Survey - Director of Human Resources

California Large to Mid-Size Cities

Information as of July 2017

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Agency	Classification	Max Salary	Car Allowance	Other	Total \$: Salary & Cash	City Paid Deferred Compensation	Total \$: Deferred Compensation	CalPERS Lowest Classic	Employee Paid PERS (include paying for City)	Total \$: Employee Paid PERS	Max City Paid Medical	TOTAL COMPENSATION	Pension at Retirement - % of Final Comp ⁽¹⁾	Pension at Retirement - Estimated Amt ⁽¹⁾	
Carlsbad	HR Dir	\$162,300	\$0	\$0	\$162,300	none	\$0	2% @ 60	7.00%	(\$11,361)	\$17,664	\$168,603	60.00%	\$97,380	
Fremont	not comparable														
Mountain View	not comparable														
Palo Alto ⁽⁵⁾	Dir of HR/Chief Ppl Officer	\$228,925	\$0	\$0	\$228,925	\$2,500	\$2,500	2% @ 60	7.50%	(\$17,169)	\$24,096	\$238,351	60.00%	\$137,355	
Redwood City	not comparable														
San Mateo	HR Dir	\$202,371	\$4,500	\$0	\$206,871	2% matching	\$4,047	2% @ 55	7.50%	(\$15,178)	\$20,594	\$216,334	67.86%	\$137,329	
Santa Clara	Dir of HR	\$252,204	\$3,840	\$960	\$257,004	none	\$0	2.7% @ 55	8.00%	(\$20,176)	\$11,201	\$248,028	81.00%	\$204,285	
Torrance	not comparable														
Average		\$211,450	\$2,085	\$240	\$213,775		\$1,637		7.50%	(\$15,971)	\$18,389	\$217,829	67.22%	\$144,087	
Sunnyvale ⁽²⁾	Dir of HR	\$209,405	\$5,400	\$480	\$215,285	2%	\$4,188	2% @ 60	3.00%	(\$6,282)	\$33,143	\$246,334	60.00%	\$125,643	
Sunnyvale above/(below) average - in \$:		(\$2,045)	\$3,315	\$240	\$1,510		\$2,551		-4.5%	\$9,689	\$14,754	\$28,505	-7.2%	(\$18,444)	
Sunnyvale above/(below) average - in %:		-1.0%	159.0%	100.0%	0.7%		155.9%		-60.0%	-60.7%	80.2%	13.1%	-10.7%	-12.8%	

Notes:

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(2) Sunnyvale: Other allowance - Cell phone
CalPERS - Using the tier 2 benefit, which is the tier for new hire classic

(5) Palo Alto: Deferred compensation - Employee can designate such amount to FSA, professional development or health club instead

Compensation Survey - Chief Information Officer

California Large to Mid-Size Cities

Information as of July 2017

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		All Annual Numbers												
Agency	Classification	Max Salary	Car Allowance	Other	Total \$: Salary & Cash	City Paid Deferred Compensation	Total \$: Deferred Compensation	CalPERS Lowest Classic	Employee Paid PERS (include paying for City)	Total \$: Employee Paid PERS	Max City Paid Medical	TOTAL COMPENSATION	Pension at Retirement - % of Final Comp ⁽¹⁾	Pension at Retirement - Estimated Amt ⁽¹⁾
Carlsbad	IT Dir	\$162,300	\$0	\$0	\$162,300	none	\$0	2% @ 60	7.00%	(\$11,361)	\$17,664	\$168,603	60.00%	\$97,380
Fremont ⁽³⁾	IT Serv Dir	\$195,725	\$0	\$720	\$196,445	2% + \$4,000	\$7,915	2% @ 60	7.00%	(\$13,701)	\$24,362	\$215,020	60.00%	\$117,435
Mountain View ⁽⁴⁾	CIO/IT Dir	\$230,704	\$0	\$7,159	\$237,863	none	\$0	2.7% @ 55	11.50%	(\$26,531)	\$33,457	\$244,790	81.00%	\$186,870
Palo Alto ⁽⁵⁾	Dir of IT/CIO	\$250,141	\$0	\$0	\$250,141	\$2,500	\$2,500	2% @ 60	7.50%	(\$18,761)	\$24,096	\$257,976	60.00%	\$150,084
Redwood City	not comparable													
San Mateo	Dir of IT	\$202,371	\$4,500	\$0	\$206,871	2% matching	\$4,047	2% @ 55	7.50%	(\$15,178)	\$20,594	\$216,334	67.86%	\$137,329
Santa Clara	Dir of IT/CIO	\$260,256	\$3,840	\$960	\$265,056	none	\$0	2.7% @ 55	8.00%	(\$20,820)	\$11,201	\$255,436	81.00%	\$210,807
Torrance	IT Dir	\$168,780	\$5,352	\$0	\$174,132	0.5% matching	\$844	2% @ 55	7.00%	(\$11,815)	\$12,252	\$175,413	67.86%	\$114,534
Average		\$210,040	\$1,956	\$1,263	\$213,258		\$2,187		7.93%	(\$16,881)	\$20,518	\$219,082	68.25%	\$144,920
Sunnyvale ⁽²⁾	CIO	\$209,405	\$5,400	\$480	\$215,285	2%	\$4,188	2% @ 60	3.00%	(\$6,282)	\$33,143	\$246,334	60.00%	\$125,643
Sunnyvale above/(below) average - in \$:		(\$634)	\$3,444	(\$783)	\$2,027		\$2,002		-4.9%	\$10,599	\$12,625	\$27,252	-8.2%	(\$19,277)
Sunnyvale above/(below) average - in %:		-0.3%	176.1%	-62.0%	1.0%		91.5%		-62.2%	-62.8%	61.5%	12.4%	-12.1%	-13.3%

Notes:

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(2) Sunnyvale: Other allowance - Cell phone

CalPERS - Using the tier 2 benefit, which is the tier for new hire classic

(3) Fremont: Other allowance - Cell phone

(4) Mountain View: Other allowance - Cell phone and specialty pay

(5) Palo Alto: Deferred compensation - Employee can designate such amount to FSA, professional development or health club instead

Compensation Survey - Director of Library & Community Services

California Large to Mid-Size Cities

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Agency	Classification	Max Salary	Car Allowance	Other	Total \$: Salary & Cash	City Paid Deferred Compensation	Total \$: Deferred Compensation	CalPERS Lowest Classic	Employee Paid PERS (include paying for City)	Total \$: Employee Paid PERS	Max City Paid Medical	TOTAL COMPENSATION	Pension at Retirement - % of Final Comp ⁽¹⁾	Pension at Retirement - Estimated Amt ⁽¹⁾
Carlsbad	Parks & Rec Dir	\$162,300	\$0	\$0	\$162,300	none	\$0	2% @ 60	7.00%	(\$11,361)	\$17,664	\$168,603	60.00%	\$97,380
Fremont ⁽³⁾	CS Dir	\$208,232	\$0	\$720	\$208,952	2% + \$4,000	\$8,165	2% @ 60	7.00%	(\$14,576)	\$24,362	\$226,902	60.00%	\$124,939
Mountain View ⁽⁴⁾	CS Dir	\$230,704	\$0	\$7,159	\$237,863	none	\$0	2.7% @ 55	11.50%	(\$26,531)	\$33,457	\$244,790	81.00%	\$186,870
Palo Alto ⁽⁵⁾	Dir of CS	\$242,050	\$0	\$0	\$242,050	\$2,500	\$2,500	2% @ 60	7.50%	(\$18,154)	\$24,096	\$250,492	60.00%	\$145,230
Redwood City	Parks, Rec & CS Dir	\$219,192	\$4,800	\$0	\$223,992	2%	\$4,384	2% @ 60	16.00%	(\$35,071)	\$20,594	\$213,899	60.00%	\$131,515
San Mateo	Dir of Parks & Rec	\$207,737	\$4,500	\$0	\$212,237	2% matching	\$4,155	2% @ 55	7.50%	(\$15,580)	\$20,594	\$221,405	67.86%	\$140,970
Santa Clara	Parks & Rec Dir	\$254,100	\$3,840	\$960	\$258,900	none	\$0	2.7% @ 55	8.00%	(\$20,328)	\$11,201	\$249,773	81.00%	\$205,821
Torrance	CS Dir	\$176,772	\$5,352	\$0	\$182,124	0.5% matching	\$884	2% @ 55	7.00%	(\$12,374)	\$12,252	\$182,885	67.86%	\$119,957
Average		\$212,636	\$2,312	\$1,105	\$216,052		\$2,511		8.94%	(\$19,247)	\$20,527	\$219,844	67.22%	\$144,085
Sunnyvale ⁽²⁾	Dir of LCS	\$209,405	\$5,400	\$480	\$215,285	2%	\$4,188	2% @ 60	3.00%	(\$6,282)	\$33,143	\$246,334	60.00%	\$125,643
Sunnyvale above/(below) average - in \$:		(\$3,230)	\$3,089	(\$625)	(\$767)		\$1,677		-5.9%	\$12,965	\$12,615	\$26,490	-7.2%	(\$18,442)
Sunnyvale above/(below) average - in %:		-1.5%	133.6%	-56.6%	-0.4%		66.8%		-66.4%	-67.4%	61.5%	12.0%	-10.7%	-12.8%

Notes:

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(2) Sunnyvale: Other allowance - Cell phone
CalPERS - Using the tier 2 benefit, which is the tier for new hire classic

(3) Fremont: Other allowance - Cell phone

(4) Mountain View: Other allowance - Cell phone and specialty pay

(5) Palo Alto: Deferred compensation - Employee can designate such amount to FSA, professional development or health club instead

Compensation Survey - Director of Public Safety

California Large to Mid-Size Cities

Information as of July 2017

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Agency	Classification	Max Salary	Car Allowance	Other	Total \$: Salary & Cash	City Paid Deferred Compensation	Total \$: Deferred Compensation	CalPERS Lowest Classic	Employee Paid PERS (include paying for City)	Total \$: Employee Paid PERS	Max City Paid Medical	TOTAL COMPENSATION	Pension at Retirement - % of Final Comp ⁽¹⁾	Pension at Retirement - Estimated Amt ⁽¹⁾
Carlsbad	Police Chief	\$189,300	\$0	\$0	\$189,300	none	\$0	2% @ 50	9.00%	(\$17,037)	\$17,664	\$189,927	81.00%	\$153,333
Fremont ⁽³⁾	Police Chief	\$252,824	\$0	\$720	\$253,544	2% + \$4,000	\$9,056	3% @ 55	12.00%	(\$30,339)	\$24,362	\$256,623	90.00%	\$227,542
Mountain View ⁽⁴⁾	Police Chief	\$261,738	Car	\$5,820	\$267,558	none	\$0	3% @ 50	15.148%	(\$39,648)	\$28,418	\$256,328	90.00%	\$235,564
Palo Alto ⁽⁵⁾	Police Chief	\$271,690	\$0	\$0	\$271,690	\$2,500	\$2,500	3% @ 55	10.50%	(\$28,527)	\$24,096	\$269,758	90.00%	\$244,521
Redwood City ⁽⁶⁾	Police Chief	\$253,728	\$4,800	\$740	\$259,268	2%	\$5,075	3% @ 55	18.00%	(\$45,671)	\$20,594	\$239,265	90.00%	\$228,355
San Mateo ⁽⁷⁾	Chief of Police	\$239,147	\$4,500	\$850	\$244,497	none	\$0	3% @ 55	13.50%	(\$32,285)	\$20,594	\$232,806	90.00%	\$215,232
Santa Clara ⁽⁸⁾	Police Chief	\$304,560	\$0	\$960	\$305,520	none	\$0	3% @ 50	11.25%	(\$34,263)	\$11,386	\$282,643	90.00%	\$274,104
Torrance	Police Chief	\$221,376	\$5,352	\$0	\$226,728	0.5% matching	\$1,107	3% @ 50	9.00%	(\$19,924)	\$12,252	\$220,163	90.00%	\$199,238
Average		\$249,295	\$2,093	\$1,136	\$252,263		\$2,217		12.30%	(\$30,962)	\$19,921	\$243,439	88.88%	\$222,236
Sunnyvale ⁽²⁾	Dir of PS	\$227,702	\$5,400	\$480	\$233,582	2%	\$4,554	3% @ 55	3.00%	(\$6,831)	\$33,143	\$264,448	90.00%	\$204,932
Sunnyvale above/(below) average - in \$:		(\$21,593)	\$3,307	(\$656)	(\$18,681)		\$2,337		-9.3%	\$24,131	\$13,222	\$21,009	1.1%	(\$17,304)
Sunnyvale above/(below) average - in %:		-8.7%	158.0%	-57.8%	-7.4%		105.4%		-75.6%	-77.9%	66.4%	8.6%	1.3%	-7.8%

Notes:

(1) Pension at retirement estimation is based on retiring at age 60, with 30 years of service, and not accounting for EPMC (not all agencies contracted EPMC as compensation).

(2) Sunnyvale: Other allowance - Cell phone
CalPERS - Using the tier 2 benefit, which is the tier for new hire classic

(3) Fremont: Other allowance - Cell phone

(4) Mountain View: Other allowance - cell phone and uniform cleaning

(5) Palo Alto: Deferred compensation - Employee can designate such amount to FSA, professional development or health club instead

(6) Redwood City: Other allowance - Uniform

(7) San Mateo: Other allowance - Cell phone

(8) Santa Clara: Other allowance - Cell phone

Compensation Survey - Director of Public Works

California Large to Mid-Size Cities

Information as of July 2017

Updated 9/5/17

All Annual Numbers													Pension at Retirement - % of Final Comp ⁽¹⁾	Pension at Retirement - Estimated Amt ⁽¹⁾
Agency	Classification	Max Salary	Car Allowance	Other	Total \$: Salary & Cash	City Paid Deferred Compensation	Total \$: Deferred Compensation	CalPERS Lowest Classic	Employee Paid PERS (include paying for City)	Total \$: Employee Paid PERS	Max City Paid Medical	TOTAL COMPENSATION		
Carlsbad	PW Dir	\$189,300	\$0	\$0	\$189,300	none	\$0	2% @ 60	7.00%	(\$13,251)	\$17,664	\$193,713	60.00%	\$113,580
Fremont ⁽³⁾	PW Dir	\$224,135	\$0	\$720	\$224,855	2% + \$4,000	\$8,483	2% @ 60	7.00%	(\$15,689)	\$24,362	\$242,010	60.00%	\$134,481
Mountain View ⁽⁴⁾	PW Dir	\$230,704	\$0	\$7,159	\$237,863	none	\$0	2.7% @ 55	11.50%	(\$26,531)	\$33,457	\$244,790	81.00%	\$186,870
Palo Alto ⁽⁵⁾	Dir of PW/City Engineer	\$245,731	\$0	\$0	\$245,731	\$2,500	\$2,500	2% @ 60	7.50%	(\$18,430)	\$24,096	\$253,897	60.00%	\$147,439
Redwood City	PW Serv Dir	\$216,312	\$4,800	\$0	\$221,112	2%	\$4,326	2% @ 60	16.00%	(\$34,610)	\$20,594	\$211,422	60.00%	\$129,787
San Mateo	Dir of PW	\$219,353	\$4,500	\$0	\$223,853	2% matching	\$4,387	2% @ 55	7.50%	(\$16,452)	\$20,594	\$232,383	67.86%	\$148,853
Santa Clara	Dir of PW	\$289,968	\$3,840	\$960	\$294,768	none	\$0	2.7% @ 55	8.00%	(\$23,197)	\$11,201	\$282,771	81.00%	\$234,874
Torrance	PW Dir	\$203,724	\$5,352	\$0	\$209,076	0.5% matching	\$1,019	2% @ 55	7.00%	(\$14,261)	\$12,252	\$208,085	67.86%	\$138,247
Average		\$227,404	\$2,312	\$1,105	\$230,820		\$2,589		8.94%	(\$20,303)	\$20,527	\$233,634	67.22%	\$154,267
Sunnyvale ⁽²⁾	Dir of PW	\$222,158	\$5,400	\$480	\$228,038	2%	\$4,443	2% @ 60	3.00%	(\$6,665)	\$33,143	\$258,959	60.00%	\$133,295
Sunnyvale above/(below) average - in \$:		(\$5,246)	\$3,089	(\$625)	(\$2,782)		\$1,854		-5.9%	\$13,638	\$12,615	\$25,325	-7.2%	(\$20,972)
Sunnyvale above/(below) average - in %:		-2.3%	133.6%	-56.6%	-1.2%		71.6%		-66.4%	-67.2%	61.5%	10.8%	-10.7%	-13.6%

Notes:

(1) Pension at retirement estimation is based on retiring at age 60, with 30 years of service, and not accounting for EPMC (not all agencies contracted EPMC as compensation).

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