

Compensation Survey - City Manager

Updated: 8/31/2023

Annual Numbers - Based on Current Incumbents															
Agency	Salary Range Min	Salary Range Max	Salary Effective	Salary	Car Allowance	Other Allowance	Total \$: Salary & Cash	City Paid Deferred Compensation	Total \$: Deferred Compensation	CalPERS Formula	Employee Paid CalPERS (include paying for City)	Total \$: Employee Paid CalPERS	Max City Paid Medical	Bonus	TOTAL COMPENSATION
Carlsbad	none	none	7/1/2021	\$326,756	\$12,000	\$0	\$338,756	457: \$27,500	\$27,500	2% @ 60	7.00%	(\$22,873)	\$42,336	\$0	\$385,719
Fremont	none	none	7/2/2023	\$406,964	\$0	\$0	\$406,964	401(a): 2% of base 457 = IRS max \$22,500	\$30,639	2.5% @ 55	8.00%	(\$32,557)	\$30,000	\$0	\$435,046
Mountain View ⁽²⁾	none	none	6/25/2023	\$387,670	\$0	\$600	\$388,270	4% of base	\$15,507	2.7% @ 55	11.50%	(\$44,582)	\$41,383	\$0	\$400,577
Palo Alto ⁽³⁾	none	none	11/28/2022	\$381,389	\$0	\$0	\$381,389	401 (a): \$18,500	\$18,500	2% @ 60	8.00%	(\$30,511)	\$27,120	\$0	\$396,498
Redwood City ⁽⁴⁾	none	none	7/3/2023	\$358,044	\$4,800	\$900	\$363,744	401(a): 2% of base	\$7,161	2% @ 60	14.00%	(\$50,126)	\$32,980	\$0	\$353,759
San Mateo ⁽⁵⁾ - New City Manager 8/21/2023	none	none	8/21/2023	\$338,000	\$4,500	\$0	\$342,500	\$18,000	\$18,000	2% @ 55	8.30%	(\$28,054)	\$32,980	\$0	\$365,426
Torrance	none	none	2/12/2023	\$299,520	\$8,592	\$0	\$308,112	457: 0.5%	\$1,498	2% @ 55	0.00%	\$0	\$19,152	\$0	\$328,761
Average				\$356,906	\$4,270	\$214	\$361,391		\$16,972		8.11%	(\$29,815)	\$32,279	\$0	\$380,827
Sunnyvale - Kent Steffens ⁽⁶⁾	\$302,041	\$422,749	12/25/2022	\$398,470	\$6,000	\$480	\$404,950	401(a): IRS 457 age 50 max + 457: one- time \$15,000	\$45,000	2.7% @ 55	4.00%	(\$15,939)	\$37,774	\$0	\$471,785
Sunnyvale above/(below) average - in \$:				\$41,564	\$1,730	\$266	\$43,559		\$28,028		-4.1%	\$13,876	\$5,496	\$0	\$90,959
Sunnyvale above/(below) average - in %:				11.6%	40.5%	124.0%	12.1%		165.1%		-50.7%	-46.5%	17.0%	0.0%	23.9%
Reference - Not included in the average:															
Santa Clara - New City Manager 5/1/2023	\$405,056	\$483,906	5/1/2023	\$405,056	\$6,240	\$0	\$411,296	\$8,600	\$8,600	2% @ 62	7.00%	(\$28,354)	\$21,930	\$0	\$413,472

Notes:

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

(2) Mountain View:
Other allowance - Cell phone \$50/month.
Employee paid CalPERS - 8% member + 3.5% employer.

(3) Palo Alto:
Salary - May be granted with salary adjustment annually based on performance. Date is not determined for 2023.
Employee paid CalPERS - 7% member + 1% employer.

(4) Redwood City:
Other allowance - Cell phone \$75/month.
Employee paid CalPERS - 7% member + 7% employer.

(5) San Mateo:
Employee paid CalPERS - 50% of total normal cost.

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