

Compensation Survey - City Manager

Bay Area Cities

Information as of June 2017

Updated 8/30/17

All Annual - Based on Current Incumbents														
Agency	Salary	Car Allowance	Other Allowance	Total \$: Salary & Cash	City Paid Deferred Compensation	Total \$: Deferred Compensation	CalPERS Formula	Employee Paid PERS (include paying for City)	Total \$: Employee Paid PERS	Max City Paid Medical	Bonus	TOTAL COMPENSATION	Pension at Retirement - % of Final Comp ⁽¹⁾	Pension at Retirement - Estimated Amt ⁽¹⁾
Fremont	\$304,448	\$0	\$0	\$304,448	401(a): 2%+\$11,344 + 457: \$5,400	\$22,833	2.5% @ 55	8.00%	(\$24,356)	\$24,362	\$0	\$327,286	75.00%	\$228,336
Mountain View ⁽²⁾	\$278,334	\$0	\$600	\$278,934	2%	\$5,567	2.7% @ 55	11.50%	(\$32,008)	\$33,457	\$0	\$285,950	81.00%	\$225,451
Palo Alto	\$298,542	\$7,200	\$0	\$305,742	\$54,000	\$54,000	2.7% @ 55	8.50%	(\$25,376)	\$24,096	\$0	\$358,462	81.00%	\$241,819
Redwood City ⁽⁵⁾	\$266,412	\$4,800	\$0	\$271,212	2%	\$5,328	2% @ 60	14.00%	(\$37,298)	\$20,594	\$0	\$259,836	60.00%	\$159,847
San Mateo	\$255,938	\$4,500	\$0	\$260,438	none	\$0	2% @ 55	7.50%	(\$19,195)	\$20,594	\$0	\$261,837	67.86%	\$173,680
Santa Clara ⁽³⁾	\$372,886	\$6,600	\$45,000	\$424,486	401(a): 5% + 457: \$18,000	\$36,644	2.7% @ 55	8.00%	(\$29,831)	\$33,143	\$0	\$464,442	81.00%	\$302,038
Average	\$296,093	\$3,850	\$7,600	\$307,543		\$20,729		9.58%	(\$28,011)	\$26,041	\$0	\$326,302	74.31%	\$221,862
Sunnyvale	\$274,713	\$6,000	\$0	\$280,713	401(a): 2% + 457: \$17,500	\$22,994	2% @ 60	4.00%	(\$10,989)	\$33,143	\$0	\$325,861	60.00%	\$164,828
Sunnyvale above/(below) average - in \$:	(\$21,381)	\$2,150	(\$7,600)	(\$26,831)		\$2,266		-5.6%	\$17,022	\$7,102	\$0	(\$441)	-14.3%	(\$57,034)
Sunnyvale above/(below) average - in %:	-7.2%	55.8%	-100.0%	-8.7%		10.9%		-58.3%	-60.8%	27.3%	0.0%	-0.1%	-19.3%	-25.7%

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) Mountain View: Other allowance - Cell phone

(3) Santa Clara: Deanna Santana

Other allowance - Housing

Compensation Survey - City Manager

California Large to Mid-Size Cities

Information as of June 2017

Updated 8/25/17

All Annual - Based on Current Incumbents														
Agency	Salary	Car Allowance	Other Allowance	Total \$: Salary & Cash	City Paid Deferred Compensation	Total \$: Deferred Compensation	CalPERS Formula	Employee Paid PERS (include paying for City)	Total \$: Employee Paid PERS	Max City Paid Medical	Bonus	TOTAL COMPENSATION	Pension at Retirement - % of Final Comp ⁽¹⁾	Pension at Retirement - Estimated Amt ⁽¹⁾
Carlsbad	\$303,160	\$12,000	\$0	\$315,160	\$24,000	\$24,000	2% @ 60	7.00%	(\$21,221)	\$17,664	\$0	\$335,603	60.00%	\$181,896
Fremont	\$304,448	\$0	\$0	\$304,448	401(a): 2%+\$11,344 + 457: \$5,400	\$22,833	2.5% @ 55	8.00%	(\$24,356)	\$24,362	\$0	\$327,286	75.00%	\$228,336
Mountain View ⁽²⁾	\$278,334	\$0	\$600	\$278,934	2%	\$5,567	2.7% @ 55	11.50%	(\$32,008)	\$33,457	\$0	\$285,950	81.00%	\$225,451
Palo Alto	\$298,542	\$7,200	\$0	\$305,742	\$54,000	\$54,000	2.7% @ 55	8.50%	(\$25,376)	\$24,096	\$0	\$358,462	81.00%	\$241,819
Redwood City ⁽⁵⁾	\$266,412	\$4,800	\$0	\$271,212	2%	\$5,328	2% @ 60	14.00%	(\$37,298)	\$20,594	\$0	\$259,836	60.00%	\$159,847
San Mateo	\$255,938	\$4,500	\$0	\$260,438	none	\$0	2% @ 55	7.50%	(\$19,195)	\$20,594	\$0	\$261,837	67.86%	\$173,680
Santa Clara ⁽³⁾	\$372,886	\$6,600	\$45,000	\$424,486	401(a): 5% + 457: \$18,000	\$36,644	2.7% @ 55	8.00%	(\$29,831)	\$33,143	\$0	\$464,442	81.00%	\$302,038
Torrance	\$268,380	\$5,352	\$0	\$273,732	0.5% matching	\$1,342	2% @ 55	0.00%	\$0	\$12,252	\$0	\$287,326	67.86%	\$182,123
Average	\$293,513	\$5,057	\$5,700	\$304,269		\$18,714		8.06%	(\$23,661)	\$23,270	\$0	\$322,593	71.72%	\$211,899
Sunnyvale	\$274,713	\$6,000	\$0	\$280,713	401(a): 2% + 457: \$17,500	\$22,994	2% @ 60	4.00%	(\$10,989)	\$33,143	\$0	\$325,861	60.00%	\$164,828
Sunnyvale above/(below) average - in \$:	(\$18,800)	\$944	(\$5,700)	(\$23,556)		\$4,280		-4.1%	\$12,672	\$9,873	\$0	\$3,268	-11.7%	(\$47,071)
Sunnyvale above/(below) average - in %:	-6.4%	18.7%	-100.0%	-7.7%		22.9%		-50.4%	-53.6%	42.4%	0.0%	1.0%	-16.3%	-22.2%

Notes:

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(3) Santa Clara: Deanna Santana
Other allowance - Housing