

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

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|--|------------|---------------|-----------------|--------------------------|---------------------------------------|----------------------------------|-----------------|--|-------------------------------|-----------------------|-------|--------------------|--|--|
| 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:

(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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Other allowance - Housing