

Compensation Survey - Assistant City Manager

Bay Area 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 <sup>(1)</sup>	Pension at Retirement - Estimated Amt <sup>(1)</sup>
Fremont <sup>(3)</sup>	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 <sup>(4)</sup>	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 <sup>(5)</sup>	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 <sup>(6)</sup>	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
Average		\$261,014	\$2,190	\$1,473	\$264,677		\$3,451		9.58%	(\$24,550)	\$22,384	\$265,962	68.31%	\$178,523
Sunnyvale <sup>(2)</sup>	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 \$:		(\$32,190)	\$3,210	(\$993)	(\$29,974)		\$1,126		-6.6%	\$17,685	\$10,759	(\$404)	-8.3%	(\$41,229)
Sunnyvale above/(below) average - in %:		-12.3%	146.6%	-67.4%	-11.3%		32.6%		-68.7%	-72.0%	48.1%	-0.2%	-12.2%	-23.1%

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

### Bay Area Cities

Information as of July 2017

Updated 9/5/17

All Annual Numbers													Pension at Retirement - % of Final Comp <sup>(1)</sup>	Pension at Retirement - Estimated Amt <sup>(1)</sup>
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		
Fremont <sup>(3)</sup>	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 <sup>(4)</sup>	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 <sup>(5)</sup>	Dir of Planning & Comm	\$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
Average		\$233,204	\$2,190	\$1,473	\$236,867		\$3,256		9.58%	(\$22,131)	\$22,384	\$240,376	68.31%	\$160,313
Sunnyvale <sup>(2)</sup>	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 \$:		(\$17,516)	\$3,210	(\$993)	(\$15,300)		\$1,058		-6.6%	\$15,661	\$10,759	\$12,178	-8.3%	(\$30,901)
Sunnyvale above/(below) average - in %:		-7.5%	146.6%	-67.4%	-6.5%		32.5%		-68.7%	-70.8%	48.1%	5.1%	-12.2%	-19.3%

#### 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

### Bay Area Cities

Information as of July 2017

Updated 9/5/17

Agency	Classification	All Annual Numbers											Pension at Retirement - % of Final Comp <sup>(1)</sup>	Pension at Retirement - Estimated Amt <sup>(1)</sup>
		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 <sup>(3)</sup>	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 <sup>(2)</sup>	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

### Bay Area 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 <sup>(1)</sup>	Pension at Retirement - Estimated Amt <sup>(1)</sup>
Fremont <sup>(3)</sup>	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 <sup>(4)</sup>	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 <sup>(5)</sup>	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													
Average		\$222,861	\$1,860	\$1,576	\$226,296		\$3,874		9.90%	(\$22,029)	\$24,620	\$232,761	65.77%	\$146,846
Sunnyvale <sup>(2)</sup>	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 \$:		(\$7,173)	\$3,540	(\$1,096)	(\$4,729)		\$440		-6.9%	\$15,559	\$8,522	\$19,792	-5.8%	(\$17,434)
Sunnyvale above/(below) average - in %:		-3.2%	190.3%	-69.5%	-2.1%		11.4%		-69.7%	-70.6%	34.6%	8.5%	-8.8%	-11.9%

#### 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 Human Resources

## Bay Area 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 <sup>(1)</sup>	Pension at Retirement - Estimated Amt <sup>(1)</sup>
Fremont	not comparable													
Mountain View	not comparable													
Palo Alto <sup>(5)</sup>	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
Average		\$227,833	\$2,780	\$320	\$230,933		\$2,182		7.67%	(\$17,508)	\$18,630	\$234,238	69.62%	\$159,656
Sunnyvale <sup>(2)</sup>	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 \$:		(\$18,428)	\$2,620	\$160	(\$15,648)		\$2,006		-4.7%	\$11,226	\$14,512	\$12,096	-9.6%	(\$34,013)
Sunnyvale above/(below) average - in %:		-8.1%	94.2%	50.0%	-6.8%		91.9%		-60.9%	-64.1%	77.9%	5.2%	-13.8%	-21.3%

### 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

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

## Compensation Survey - Chief Information Officer

### Bay Area 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 <sup>(1)</sup>	Pension at Retirement - Estimated Amt <sup>(1)</sup>
Fremont <sup>(3)</sup>	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 <sup>(4)</sup>	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 <sup>(5)</sup>	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
Average		\$227,839	\$1,668	\$1,768	\$231,275		\$2,892		8.30%	(\$18,998)	\$22,742	\$237,911	69.97%	\$160,505
Sunnyvale <sup>(2)</sup>	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 \$:		(\$18,434)	\$3,732	(\$1,288)	(\$15,990)		\$1,296		-5.3%	\$12,716	\$10,401	\$8,423	-10.0%	(\$34,862)
Sunnyvale above/(below) average - in %:		-8.1%	223.7%	-72.8%	-6.9%		44.8%		-63.9%	-66.9%	45.7%	3.5%	-14.3%	-21.7%

#### 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

## Bay Area 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 <sup>(1)</sup>	Pension at Retirement - Estimated Amt <sup>(1)</sup>	
Fremont <sup>(3)</sup>	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 <sup>(4)</sup>	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 <sup>(5)</sup>	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	
Average		\$227,002	\$2,190	\$1,473	\$230,666		\$3,201		9.58%	(\$21,707)	\$22,384	\$234,543	68.31%	\$155,891	
Sunnyvale <sup>(2)</sup>	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 \$:		(\$17,597)	\$3,210	(\$993)	(\$15,380)		\$988		-6.6%	\$15,424	\$10,759	\$11,791	-8.3%	(\$30,248)	
Sunnyvale above/(below) average - in %:		-7.8%	146.6%	-67.4%	-6.7%		30.9%		-68.7%	-71.1%	48.1%	5.0%	-12.2%	-19.4%	

### 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

## Bay Area 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 <sup>(1)</sup>	Pension at Retirement - Estimated Amt <sup>(1)</sup>
Fremont <sup>(3)</sup>	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 <sup>(4)</sup>	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 <sup>(5)</sup>	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 <sup>(6)</sup>	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 <sup>(7)</sup>	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 <sup>(8)</sup>	Police Chief	\$304,560	\$0	\$960	\$305,520	none	\$0	3% @ 50	11.25%	(\$34,263)	\$11,386	\$282,643	90.00%	\$274,104
Average		\$263,948	\$1,860	\$1,515	\$267,013		\$2,772		13.40%	(\$35,122)	\$21,575	\$256,237	90.00%	\$237,553
Sunnyvale <sup>(2)</sup>	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 \$:		(\$36,246)	\$3,540	(\$1,035)	(\$33,431)		\$1,782		-10.4%	\$28,291	\$11,568	\$8,210	0.0%	(\$32,621)
Sunnyvale above/(below) average - in %:		-13.7%	190.3%	-68.3%	-12.5%		64.3%		-77.6%	-80.6%	53.6%	3.2%	0.0%	-13.7%

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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

### Bay Area 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 <sup>(1)</sup>	Pension at Retirement - Estimated Amt <sup>(1)</sup>
Fremont <sup>(3)</sup>	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 <sup>(4)</sup>	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 <sup>(5)</sup>	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
Average		\$237,701	\$2,190	\$1,473	\$241,364		\$3,283		9.58%	(\$22,485)	\$22,384	\$244,545	68.31%	\$163,717
Sunnyvale <sup>(2)</sup>	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 \$:		(\$15,543)	\$3,210	(\$993)	(\$13,326)		\$1,160		-6.6%	\$15,820	\$10,759	\$14,413	-8.3%	(\$30,423)
Sunnyvale above/(below) average - in %:		-6.5%	146.6%	-67.4%	-5.5%		35.4%		-68.7%	-70.4%	48.1%	5.9%	-12.2%	-18.6%

#### 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).

(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