

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 | | | | | | | | | | | | | 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 | 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:

(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) 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:

(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

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 | 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:

(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

(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

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 | 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:

(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 Library & Community Services

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 | 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:

(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 Public Safety

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 | 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).

(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