

Attachment 1

Compensation Survey - City Attorney

California Large to Mid-Size Cities

Information as of May 2018, unless otherwise indicated in the notes section

Updated 5/29/18

All Annual - Based on Current Incumbents														
Agency	Salary	Car Allowance	Other Cash 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 ⁽⁴⁾	\$288,002	\$4,200	\$0	\$292,202	IRS max \$24,500	\$24,500	2% @ 60	7.0%	(\$20,160)	\$18,024	\$11,520	\$326,086	60.0%	\$172,801
Fremont	\$291,031	\$0	\$0	\$291,031	401(a): 3.4% + 457: IRS max \$24,500	\$34,395	2.5% @ 55	8.0%	(\$23,283)	\$25,562	\$0	\$327,706	75.0%	\$218,274
Mountain View ⁽⁵⁾	\$264,450	\$0	\$600	\$265,050	None	\$0	2.7% @ 55	11.5%	(\$30,412)	\$35,229	\$0	\$269,867	81.0%	\$214,204
Palo Alto ⁽⁶⁾	\$284,253	\$3,900	\$0	\$288,153	\$1,250/mo.	\$15,000	2% @ 60	8.0%	(\$22,740)	\$25,056	\$0	\$305,469	60.0%	\$170,552
Redwood City	\$239,628	\$4,800	\$0	\$244,428	2%	\$4,793	2% @ 60	14.0%	(\$33,548)	\$21,899	\$0	\$237,571	60.0%	\$143,777
San Mateo ⁽⁷⁾	\$222,419	\$4,500	\$0	\$226,919	0.5%	\$1,112	2% @ 55	7.4%	(\$16,459)	\$21,899	\$0	\$233,471	67.9%	\$150,934
Santa Clara ⁽⁸⁾	\$319,992	\$3,840	\$960	\$324,792	None	\$0	2% @ 62 (PEPRA)	5.75%	(\$18,400)	\$11,789	\$0	\$318,182	54.0%	\$65,550
Torrance	\$224,916	\$5,352	\$0	\$230,268	0.5% matching	\$1,125	2% @ 55	0.0%	\$0	\$12,252	\$0	\$243,644	67.9%	\$163,312
Average	\$266,836	\$3,324	\$195	\$270,355		\$10,116		7.7%	(\$20,625)	\$21,464	\$1,440	\$282,749	65.7%	\$162,425
Sunnyvale ^(2,3)	\$235,573	\$0	\$0	\$235,573	401(a): 2% + 457: IRS max \$24,500	\$29,211	2% @ 60	3.0%	(\$7,067)	\$42,801	\$0	\$300,519	60.0%	\$146,998
Sunnyvale above/(below) average - in \$:	(\$31,263)	(\$3,324)	(\$195)	(\$34,782)		\$19,096		-4.7%	\$13,558	\$21,338	(\$1,440)	\$17,769	-5.7%	(\$15,428)
Sunnyvale above/(below) average - in %:	-11.7%			-12.9%		188.8%			-65.7%	99.4%	-100.0%	6.3%		-9.5%

Notes:

(1) Pension at retirement estimation is based on retiring at age 60 with 30 years of service, and including EPMC as compensation.

(2) EPMC is included as compensation in the pension at retirement estimation.

(3) Sunnyvale: Salary - Effective 7/16/17 at 100% CP

(4) Carlsbad: Bonus - Non-PERSable stipend in March 2018

(5) Mountain View: Other Cash Allowance - Cell phone

(6) Palo Alto: Employee Paid PERS - Effective 7/1/2017, 7.5%. Effective 7/1/2017, 8%

(7) San Mateo: Employee Paid PERS - 50% of the normal cost

(8) Santa Clara: Other Cash Allowance - Cell phone

Pension at Retirement - PERSable compensation cap at \$121,388 for Social Security participants in 2018.