

**Compensation Survey - City Manager**

**California Large to Mid-Size Cities**

Information as of January 2019, unless otherwise indicated in the notes section

Updated 12/17/18

All Annual - Based on Current Incumbents															
Agency	Salary Effective	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 <sup>(1)</sup>	Pension at Retirement - Estimated Amt <sup>(1)</sup>
Carlsbad	?	\$295,581	\$12,000	\$0	\$307,581	\$19,000	\$19,000	2% @ 60	7.00%	(\$20,691)	\$18,336	\$0	\$324,226	60.00%	\$177,349
Fremont <sup>(3)</sup>	Sept 2018	\$299,000	\$0	\$0	\$299,000	401(a): 2% + 457: \$19,000	\$24,980	2.5% @ 55	8.00%	(\$23,920)	\$26,762	\$0	\$326,822	75.00%	\$224,250
Mountain View <sup>(4)</sup>	?	\$301,047	\$0	\$600	\$301,647	2%	\$6,021	2.7% @ 55	11.50%	(\$34,620)	\$35,229	\$0	\$308,276	81.00%	\$243,848
Palo Alto <sup>(5)</sup>	Jan 2019	\$356,000	\$0	\$0	\$356,000	\$18,500	\$18,500	2% @ 60	8.00%	(\$28,480)	\$26,064	\$0	\$372,084	60.00%	\$213,600
Redwood City <sup>(6)</sup>	10/18/2017	\$278,676	\$4,800	\$3,300	\$286,776	2%	\$5,574	2% @ 60	14.00%	(\$39,015)	\$21,899	\$0	\$275,233	60.00%	\$167,206
San Mateo	7/1/2018	\$265,000	\$4,500	\$0	\$269,500	0.5%	\$1,325	2% @ 55	7.50%	(\$19,875)	\$21,573	\$0	\$272,523	67.86%	\$179,829
Santa Clara <sup>(8)</sup>	Dec 2018	\$403,320	\$6,600	\$45,000	\$454,920	401(a): 5% + 457: \$19,000	\$39,166	2.7% @ 55	8.00%	(\$32,266)	\$24,024	\$0	\$485,845	81.00%	\$326,689
Torrance	11/25/2018	\$268,380	\$5,352	\$0	\$273,732	0.5% matching	\$1,342	2% @ 55	0.00%	\$0	\$17,652	\$0	\$292,725	67.86%	\$182,123
Average		\$308,375	\$4,157	\$6,113	\$318,644		\$14,488		8.00%	(\$24,858)	\$23,942	\$0	\$332,217	69.09%	\$214,362
Sunnyvale <sup>(10)</sup>	12/30/2018	\$311,102	\$6,000	\$480	\$317,582	\$19,000	\$19,000	2.7% @ 55	4.00%	(\$12,444)	\$34,667	\$0	\$358,805	81.00%	\$251,993
Sunnyvale above/(below) average - in \$:		\$2,727	\$1,844	(\$5,633)	(\$1,062)		\$4,512		-4.0%	\$12,414	\$10,725	\$0	\$26,589	11.9%	\$37,631
Sunnyvale above/(below) average - in %:		0.9%	44.4%	-92.1%	-0.3%		31.1%		-50.0%	-49.9%	44.8%	0.0%	8.0%	17.2%	17.6%

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).

(3) Fremont: New City Manager, Mark Danaj, started in in September 2018.

(4) Mountain View: Other allowance - Cell phone

(5) Palo Alto: New City Manager, Edward Shikada, starting in January 2019

(6) Redwood City: Other allowance - Professional development allowance \$2,400/year, cell phone \$75/month

(8) Santa Clara: Other allowance - Housing allowance

(10) Sunnyvale: Salary - Includes 3% salary increase effective January 2019 based per Employment Agreement

Other allowance - Cell phone