

Compensation Survey - City Attorney

2019

California Large to Mid-Size Cities

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

Updated 6/24/19

All Annual - Based on Current Incumbents																
Agency	Population (1)	Salary Effective	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	One-Time Pay	TOTAL COMPENSATION	Pension at Retirement - % of Final Comp (2)	Pension at Retirement - Estimated Amt (2, 3)
Carlsbad	115,241	1/22/2017	\$288,002	\$4,200	\$0	\$292,202	IRS max \$25,000	\$25,000	2% @ 60	7.0%	(\$20,160)	\$18,336	\$0	\$315,378	60.0%	\$172,801
Fremont	232,532	6/25/2017	\$291,031	\$0	\$0	\$291,031	401(a): 3.4% + 457: IRS max \$25,000	\$34,895	2.5% @ 55	8.0%	(\$23,283)	\$25,562	\$0	\$328,206	75.0%	\$218,274
Hayward (4)	159,433	7/1/2017	\$224,578	\$0	\$5,400	\$229,978	None	\$0	2.5% @ 55	13.0%	(\$29,195)	\$27,734	\$11,229	\$239,745	75.0%	\$93,135
Mountain View (5)	81,992	7/1/2018	\$275,028	\$0	\$600	\$275,628	None	\$0	2.7% @ 55	11.5%	(\$31,628)	\$37,409	\$0	\$281,409	81.0%	\$222,772
Palo Alto	69,397	6/23/2018	\$298,480	\$3,900	\$0	\$302,380	\$1,250/mo.	\$15,000	2% @ 60	8.0%	(\$23,878)	\$26,064	\$0	\$319,566	60.0%	\$179,088
Redwood City (6)	85,319	9/3/2018	\$251,604	\$3,600	\$3,300	\$258,504	2%	\$5,032	2.7% @ 55	15.0%	(\$37,741)	\$21,736	\$0	\$247,531	81.0%	\$203,799
San Mateo (7)	104,570	1/27/2019	\$234,645	\$4,500	\$0	\$239,145	0.5%	\$1,173	2% @ 55	7.500%	(\$17,598)	\$21,572	\$0	\$244,292	67.9%	\$159,230
Torrance	148,054	11/7/2017	\$224,916	\$5,352	\$0	\$230,268	0.5% matching	\$1,125	2% @ 55	0.0%	\$0	\$17,652	\$0	\$249,044	67.9%	\$163,312
Average			\$261,035	\$2,694	\$1,163	\$264,892		\$10,278		8.8%	(\$22,935)	\$24,508	\$0	\$278,146	71.0%	\$176,551
Sunnyvale	155,567	7/15/2018	\$249,708	\$0	\$0	\$249,708	401(a): 2% + 457: IRS max \$25,000	\$29,994	2% @ 60	3.0%	(\$7,491.24)	\$34,667	\$0	\$306,878	60.0%	\$155,818
Sunnyvale above/(below) average - in \$:			(\$11,327)	(\$2,694)	(\$1,163)	(\$15,184)		\$19,716		-5.8%	\$15,444	\$10,159	\$0	\$28,732	-11.0%	(\$20,734)
Sunnyvale above/(below) average - in %:			-4.3%			-5.7%		191.8%			-67.3%	41.5%	\$0	10.3%		-11.7%

Reference:

Santa Clara (8)	128,717	Dec 2018	\$332,796	\$3,840	\$960	\$337,596	None	\$0	2% @ 62 (PEPRA)	5.75%	(\$19,136)	\$11,640	\$0	\$330,100	54.0%	\$67,057
-----------------	---------	----------	-----------	---------	-------	-----------	------	-----	--------------------	-------	------------	----------	-----	-----------	-------	----------

- Notes:
- (1) Population: California Department of Finance, Demographic Research Unit, January 2019 City Population, released on 5/1/2019
  - (2) Pension at retirement estimation is based on retiring at age 60 with 30 years of service, and including EPMC as compensation.
  - (3) EPMC is included as compensation in the pension at retirement estimation.
  - (4) Hayward: Other Cash Allowance - Personal equipment, e.g. cell phone, iPad, alptop, printers, etc.  
One-Time Payment - 5% in lieu of salary adjustment in July 2018
  - (5) Mountain View: Other Cash Allowance - Cell phone
  - (6) Redwood City: Other Cash Allowance - Cell phone \$75/month, professional development allowance \$2,400/year
  - (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 \$124,180 for Social Security participants in 2019.