

Compensation Survey - City Manager
California Large to Mid-Size Cities

City Manager Salary Survey for Kent Steffens
For Discussion January 2020

Updated 1/2/20

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 ⁽¹⁾	Pension at Retirement - Estimated Amt ⁽¹⁾
Carlsbad	7/1/2019	\$306,813	\$12,000	\$0	\$318,813	\$19,000	\$19,000	2% @ 60	7.00%	(\$21,477)	\$18,336	\$0	\$334,672	60.00%	\$184,088
Fremont	9/11/2019	\$310,960	\$0	\$0	\$310,960	401(a): 2% + 457: \$19,000	\$25,719.20	2.5% @ 55	8.00%	(\$24,877)	\$26,762	\$0	\$338,564	75.00%	\$233,220
Mountain View ⁽²⁾	6/30/2019	\$310,078	\$0	\$600	\$310,678	2%	\$6,202	2.7% @ 55	11.50%	(\$35,659)	\$37,409	\$0	\$318,630	81.00%	\$251,163
Palo Alto	12/29/2018	\$356,013	\$0	\$48,000	\$404,013	\$18,500	\$18,500	2% @ 60	8.00%	(\$28,481)	\$26,064	\$0	\$420,096	60.00%	\$213,608
Redwood City ⁽³⁾	10/15/2018	\$295,008	\$0	\$0	\$295,008	2%	\$5,900	2% @ 60	14.00%	(\$41,301)	\$20,104	\$0	\$279,711	60.00%	\$177,005
San Mateo	12/23/2018	\$265,000	\$4,500	\$0	\$269,500	\$18,000	\$18,000	2% @ 55	7.84%	(\$20,776)	\$21,579	\$0	\$288,303	67.86%	\$179,829
Santa Clara ⁽⁴⁾	12/16/2018	\$403,320	\$6,600	\$45,000	\$454,920	401(a): 5% + 457: \$19,000	\$39,166	2.7% @ 55	8.00%	(\$32,266)	\$35,404	\$0	\$497,224	81.00%	\$326,689
Torrance	8/18/2019	\$295,224	\$5,352	\$0	\$300,576	\$1,476.12	\$1,476	2% @ 55	7.00%	(\$20,666)	\$17,652	\$0	\$299,038	67.86%	\$200,339
Average		\$317,802	\$3,557	\$11,700	\$333,059		\$16,745		8.92%	(\$28,188)	\$25,414	\$0	\$347,030	69.09%	\$220,743
Sunnyvale ⁽⁵⁾	1/1/2019	\$315,633	\$6,000	\$480	\$322,113	\$19,000	\$19,000	2.7% @ 55	4.00%	(\$12,625)	\$34,667	\$0	\$363,155	81.00%	\$255,663
Sunnyvale above/(below) average - in \$:		(\$2,169)	\$2,444	(\$11,220)	(\$10,946)		\$2,255		-4.9%	\$15,562	\$9,254	\$0	\$16,125	11.9%	\$34,920
Sunnyvale above/(below) average - in %:		-0.7%	68.7%	-95.9%	-3.3%		13.5%		-55.1%	-55.2%	36.4%	0.0%	4.6%	17.2%	15.8%

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) Mountain View: Other allowance - Cell phone

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

(4) Santa Clara: Other allowance - Housing allowance

(5) Sunnyvale: Other allowance - Cell phone