

Compensation Survey - City Attorney

California Large to Mid-Size Cities

Information as of May 2020, unless otherwise indicated in the notes section

Updated 6/25/2020

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	114,463	1/1/2019	\$298,947	\$7,500	\$0	\$306,447	IRS max \$26,000	\$26,000	2% @ 60	7.0%	(\$20,926)	\$19,284	\$0	\$330,805	60.0%	\$179,368
Fremont	234,220	9/11/2019	\$302,673	\$0	\$0	\$302,673	401(a): 3.4% + 457: IRS max \$26,000	\$36,291	2.5% @ 55	8.0%	(\$24,214)	\$27,360	\$0	\$342,110	75.0%	\$227,005
Hayward ⁽⁴⁾	160,311	7/1/2020	\$233,651	\$0	\$5,400	\$239,051	0%	\$0	2.5% @ 55	13.0%	(\$30,375)	\$28,283	\$0	\$236,959	75.0%	\$93,135
Mountain View ⁽⁵⁾	82,272	7/28/2019	\$245,000	\$0	\$600	\$245,600	0%	\$0	2.7% @ 55	11.5%	(\$28,175)	\$38,897	\$0	\$256,322	81.0%	\$198,450
Palo Alto ⁽¹⁰⁾	69,226	6/22/2019	\$313,414	\$4,224	\$0	\$317,638	401(a): \$1,250/month	\$15,000	2% @ 60	8.0%	(\$25,073)	\$26,160	\$0	\$333,725	60.0%	\$188,048
Redwood City ⁽⁶⁾	86,754	9/3/2019	\$259,152	\$3,600	\$3,300	\$266,052	2%	\$5,183	2.7% @ 55	15.0%	(\$38,873)	\$20,078	\$0	\$252,440	81.0%	\$209,913
San Mateo ⁽⁷⁾	103,087	2/9/2020	\$241,800	\$4,500	\$0	\$246,300	0.5%	\$1,209	2% @ 55	7.84%	(\$18,957)	\$21,579	\$0	\$250,131	67.9%	\$164,085
Torrance ⁽⁸⁾	145,546	11/7/2017	\$224,916	\$5,352	\$1,500	\$231,768	0.5%	\$1,125	2% @ 55	0.0%	\$0	\$17,652	\$0	\$250,544	67.9%	\$163,312
Average			\$264,944	\$3,147	\$1,350	\$269,441		\$10,601		8.8%	(\$23,324)	\$24,912		\$281,629	71.0%	\$177,915

Sunnyvale	156,503	7/28/2019	\$264,690	\$0	\$0	\$264,690	401(a): 2% + 457: IRS max \$26,000	\$31,294	2% @ 60	3.0%	(\$7,941)	\$36,967	\$0	\$325,010	60.0%	\$165,167
Sunnyvale above/(below) average - in \$:			(\$254)	(\$3,147)	(\$1,350)	(\$4,751)		\$20,693		-5.8%	\$15,383	\$12,055		\$43,381	-11.0%	(\$12,748)
Sunnyvale above/(below) average - in %:			-0.1%			-1.8%		195.2%			-66.0%	48.4%		15.4%		-7.2%

Reference:																
Santa Clara ⁽⁹⁾	129,104	5/17/2020	\$332,796	\$3,840	\$2,960	\$339,596	0	\$0	2% @ 62 (PEPRA)	5.75%	(\$19,136)	\$11,647	\$0	\$332,107	54.0%	\$67,057

Notes:

- (1) Population: California Department of Finance, Demographic Research Unit, January 2020, City Population
- (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: January 1, 2020- 2% COLA Increase; Another 2% July 1, 2020
Other Cash Allowance - Personal equipment, e.g. cell phone, iPad, alptop, printers, etc.
- (5) Mountain View: Other Cash Allowance - Cell phone
- (6) Redwood City: 3% COLA increase effective 2019, going to Council 6/8/20. 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) Torrance: Other Cash Allowance- up to \$1,500/year for medically related purposes ; training or tuition and acquisition of City compatible technology (none require proof of expense for reimbursement)
- (9) Santa Clara: Other Cash Allowance - Cell phone \$80/month + Up to \$2,000 for tuition reimbursement
Pension at Retirement - PERSable compensation cap at \$126,291 for Social Security participants in 2020.