

Compensation Survey - City Attorney

California Large to Mid-Size Cities

Information as of June 2021, unless otherwise indicated in the notes section

Updated 6/2/21

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)	\$20,496	\$0	\$332,017	60.0%	\$179,368
Fremont	234,220	6/23/2019	\$302,673	\$0	\$0	\$302,673	401(a): 3.4% + 457: IRS max \$19,500	\$29,791	2.5% @ 55	8.0%	(\$24,214)	\$28,200	\$0	\$336,450	75.0%	\$227,005
Hayward ⁽⁴⁾	160,311	3/29/2021	\$237,078	\$0	\$5,400	\$242,478	0%	\$0	2.5% @ 55	13.0%	(\$30,820)	\$32,315	\$0	\$243,974	75.0%	\$177,809
Mountain View ⁽⁵⁾	82,272	2/21/2021	\$252,350	\$0	\$600	\$252,950	0%	\$0	2.7% @ 55	11.5%	(\$29,020)	\$39,871	\$0	\$263,800	81.0%	\$204,404
Palo Alto ⁽⁶⁾	69,226	6/22/2020	\$313,414	\$4,224	\$1,750	\$319,388	401(a): \$1,250/month	\$15,000	2% @ 60	8.0%	(\$25,073)	\$26,160	\$0	\$335,475	60.0%	\$188,048
Redwood City ⁽⁷⁾	86,754	2/16/2021	\$259,152	\$3,600	\$3,300	\$266,052	401 (a): 2%	\$5,183	2.7% @ 55	15.0%	(\$38,873)	\$21,303	\$0	\$253,665	81.0%	\$209,913
San Mateo ⁽⁸⁾	103,087	4/5/2021	\$255,000	\$4,500	\$0	\$259,500	\$1500/month	\$18,000	2% @ 55	7.96%	(\$20,298)	\$22,847	\$0	\$280,049	67.9%	\$173,043
Santa Clara ⁽¹⁰⁾	129,104	5/16/2021	\$332,796	\$3,840	\$1,560	\$338,196	0%	\$0	2% @ 62 (PEPRA)	6.50%	(\$21,632)	\$12,187	\$0	\$328,751	54.0%	\$69,152
Torrance ⁽⁹⁾	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			\$275,147	\$3,224	\$1,568	\$279,939		\$10,566		8.6%	(\$23,428)	\$24,559		\$291,636	69.1%	\$176,895
Sunnyvale	156,503	7/26/2020	\$277,925	\$0	\$0	\$277,925	401(a): 2% + 457: IRS max \$26,000	\$31,559	2% @ 60	3.0%	(\$8,338)	\$40,805	\$0	\$341,951	60.0%	\$173,425
Sunnyvale above/(below) average - in \$:			\$2,778	(\$3,224)	(\$1,568)	(\$2,014)		\$20,992		-5.6%	\$15,091	\$16,246		\$50,315	-9.1%	(\$3,470)
Sunnyvale above/(below) average - in %:			1.0%			-0.7%		198.7%			-64.4%	66.2%		17.3%		-2.0%

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, 2022: COLA increase 3.5 %
Other Cash Allowance - Health & Wellness stipend \$100/mo + Personal equipment stipend e.g. cell phone, iPad, laptop, printers, etc. \$350/mc

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

(6) Palo Alto: 10% salary reduction in the form of 26 unpaid furlough days; other cash allowance: Excess Benefits (used for medical or DCAP FSA or deferred comp)- \$1,250 + Professional Development- \$501

(7) Redwood City: Other Cash Allowance - Cell phone \$75/month, professional development allowance \$2,400/year

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

(9) 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)

(10) Santa Clara: Other Cash Allowance - Cell phone \$80/month + VEBA \$50/month

Pension at Retirement - PERSable compensation cap at \$128,059 for Social Security participants in 2021.

(11) Carlsbad: Other Cash Allowance - Cell phone