

2013: Benchmark Cities Executive Employee Compensation Matrix

Data obtained from California State Controller and Transparent California website

City Manager

Agency	Base Salary	Gross Pay	Notes
Fresno *	170,988	211,880	*Partial Year
Anaheim	283,686	299,853	
Bakersfield	233,263	248,114	
Long Beach	239,546	262,368	
Oakland	275,100	325,260	
Riverside	280,500	287,916	
Sacramento	242,952	262,733	
San Diego	195,022	214,706	
San Jose	227,975	248,564	
Santa Ana*	121,922	121,922	*Partial Year
Stockton	206,718	224,844	
Average	230,668	249,628	

Assistant City Manager

Agency	Base Salary	Gross Pay	Notes
Fresno *	152,945	176,545	*Partial Year
Anaheim	225,000	233,425	
Bakersfield*	95,840	105,974	*Partial Year
Long Beach	221,706	238,785	
Oakland	218,335	231,035	
Riverside	209,997	214,865	
Sacramento	176,562	184,123	
San Diego	158,111	172,939	
San Jose	202,608	210,191	
Santa Ana	**	**	**Data not available
Stockton	186,888	190,988	
Average	188,339	198,036	

City Attorney

Agency	Base Salary	Gross Pay	Notes
Fresno	165,207	169,907	
Anaheim*	72,540	124,373	*Partial Year
Bakersfield	187,047	196,005	
Long Beach	218,613	225,897	
Oakland	207,349	225,114	
Riverside	213,745	285,671	
Sacramento	214,852	232,972	
San Diego	193,648	198,148	
San Jose	206,116	226,311	
Santa Ana	***	***	***Contracted Out
Stockton	199,888	196,578	
Average	190,422	212,341	

City Clerk

Agency	Base Salary	Gross Pay
Fresno	93,198	96,798
Anaheim	128,893	138,231
Bakersfield	98,744	100,725
Long Beach	143,953	152,900
Oakland	143,847	159,494
Riverside	138,404	144,375
Sacramento	137,277	154,583
San Diego	135,512	142,142
San Jose	106,234	107,078
Santa Ana	154,396	154,396
Stockton	121,776	121,634
Average	130,904	137,556

Base Salary excludes cash-out of previous time earned.

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CFO/Controller

Agency	Base Salary	Gross Pay	Notes
Fresno	**	**	**Data not available
Anaheim	182,000	196,625	
Bakersfield	154,523	167,752	
Long Beach	125,347	129,164	
Oakland	107,243	129,100	
Riverside	190,571	209,382	
Sacramento	143,502	153,805	
San Diego	187,070	191,789	
San Jose	188,779	203,519	
Santa Ana	158,772	165,260	
Stockton	148,383	145,963	
Average	158,619	169,236	

Police Chief

Agency	Base Salary	Gross Pay	Notes
Fresno	170,564	199,031	
Anaheim	205,812	227,955	
Bakersfield	174,178	191,559	
Long Beach	221,473	222,962	
Oakland*	133,950	158,359	*Partial Year
Riverside	241,500	254,568	
Sacramento	166,857	174,939	
San Diego	**	**	**Data not available
San Jose	192,910	218,283	
Santa Ana	208,356	239,507	
Stockton	188,816	208,582	
Average	192,650	210,746	

Fire Chief

Agency	Base Salary	Gross Pay	Notes
Fresno****	149,043	191,192	****Incumbent did not hold position full year, regular pay annualized
Anaheim	215,827	226,990	
Bakersfield	170,461	183,277	
Long Beach	**	**	**Data not available
Oakland	194,196	216,177	
Riverside	246,698	269,102	
Sacramento*	94,611	184,664	
San Diego	162,567	173,087	
San Jose	174,666	194,525	
Santa Ana	**	**	**Data not available
Stockton	172,377	176,565	
Average	178,925	203,048	

Population Statistics

Agency	Population
Fresno	515,609
Anaheim	348,305
Bakersfield	367,315
Long Beach	470,292
Oakland	404,355
Riverside	314,034
Sacramento	475,122
San Diego	1,345,895
San Jose	1,000,536
Santa Ana	331,953
Stockton	300,899
Average	535,871

Base Salary excludes cash-out of previous time earned.