

2014: Benchmark Cities Executive Employee Compensation Matrix

City Manager

Agency	Base Salary	Gross Pay
Fresno	189,516	235,516
Anaheim	297,800	<i>pending*</i>
Bakersfield	239,287	<i>pending*</i>
Long Beach	260,844	<i>pending*</i>
Oakland	281,245	<i>pending*</i>
Riverside	301,900	<i>pending*</i>
Sacramento	281,040	<i>pending*</i>
San Diego	280,709	<i>pending*</i>
San Jose	258,850	<i>pending*</i>
Santa Ana	342,240	<i>pending*</i>
Stockton	244,800	<i>pending*</i>
Average	278,872	

Assistant City Manager

Agency	Base Salary	Gross Pay	Notes
Fresno	161,964	181,571	
Anaheim	263,279	<i>pending*</i>	
Bakersfield	145,750	<i>pending*</i>	
Long Beach	**	**	Data not available
Oakland	127,434	<i>pending*</i>	
Riverside	218,054	<i>pending*</i>	
Sacramento	204,031	<i>pending*</i>	
San Diego	230,329	<i>pending*</i>	
San Jose	232,163	<i>pending*</i>	
Santa Ana	**	**	Data not available
Stockton	174,175	<i>pending*</i>	
Average	199,402		

City Attorney

Agency	Base Salary	Gross Pay	Notes
Fresno	181,684	187,184	
Anaheim	239,538	<i>pending*</i>	
Bakersfield	190,642	<i>pending*</i>	
Long Beach	270,768	<i>pending*</i>	
Oakland	207,349	<i>pending*</i>	
Riverside	271,900	<i>pending*</i>	
Sacramento	236,568	<i>pending*</i>	
San Diego	202,054	<i>pending*</i>	
San Jose	246,626	<i>pending*</i>	
Santa Ana	***	***	Contracted out
Stockton	209,100	<i>pending*</i>	
Average	230,505		

City Clerk

Agency	Base Salary	Gross Pay
Fresno	97,530	100,830
Anaheim	159,046	<i>pending*</i>
Bakersfield	106,367	<i>pending*</i>
Long Beach	149,904	<i>pending*</i>
Oakland	154,119	<i>pending*</i>
Riverside	150,667	<i>pending*</i>
Sacramento	174,672	<i>pending*</i>
San Diego	140,176	<i>pending*</i>
San Jose	149,230	<i>pending*</i>
Santa Ana	164,784	<i>pending*</i>
Stockton	126,366	<i>pending*</i>
Average	147,533	

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CFO/Controller

Agency	Base Salary	Gross Pay	Notes
Fresno****	150,000	153,300	Annualized Gross Pay excluded cash-out of previous earnings
Anaheim	181,871	<i>pending*</i>	
Bakersfield	158,515	<i>pending*</i>	
Long Beach	**	**	Data not available
Oakland	217,766	<i>pending*</i>	
Riverside	207,575	<i>pending*</i>	
Sacramento	184,780	<i>pending*</i>	
San Diego	244,573	<i>pending*</i>	
San Jose	205,191	<i>pending*</i>	
Santa Ana	181,908	<i>pending*</i>	
Stockton	173,404	<i>pending*</i>	
Average	190,558		

Police Chief

Agency	Base Salary	Gross Pay	Notes
Fresno	177,454	211,513	
Anaheim	247,382	<i>pending*</i>	
Bakersfield	185,432	<i>pending*</i>	
Long Beach	**	**	Data not available
Oakland	235,587	<i>pending*</i>	
Riverside	261,912	<i>pending*</i>	
Sacramento	220,000	<i>pending*</i>	
San Diego	224,099	<i>pending*</i>	
San Jose	240,669	<i>pending*</i>	
Santa Ana	232,860	<i>pending*</i>	
Stockton	194,150	<i>pending*</i>	
Average	226,899		

Fire Chief

Agency	Base Salary	Gross Pay	Notes
Fresno	163,571	174,493	
Anaheim	232,655	<i>pending*</i>	
Bakersfield	174,863	<i>pending*</i>	
Long Beach	**	**	Data not available
Oakland	217,766	<i>pending*</i>	
Riverside	216,975	<i>pending*</i>	
Sacramento	208,000	<i>pending*</i>	
San Diego	179,280	<i>pending*</i>	
San Jose	215,311	<i>pending*</i>	
Santa Ana	**	**	Data not available
Stockton	183,600	<i>pending*</i>	
Average	203,556		

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

Population data represents 2013 data obtained from California State Controller website. 2014 data will be updated once available.

***Peer City data obtained from an informal salary survey. Actual data will be updated pending availability of 2014 data on California State Controller Website**