

2015: Benchmark Cities Executive Employee Compensation Matrix

City Manager

| Agency | Base Salary |
|-------------|-------------|
| Fresno | 189,000 |
| Anaheim | 290,000 |
| Bakersfield | 239,287 |
| Long Beach | 260,844 |
| Oakland | 286,000 |
| Riverside | 296,472 |
| Sacramento | 248,067 |
| San Diego | 255,428 |
| San Jose | 252,717 |
| Santa Ana | 342,240 |
| Stockton | 244,800 |
| Average | 271,586 |

Assistant City Manager

| Agency | Base Salary |
|-------------|----------------|
| Fresno | 170,000 |
| Anaheim | 255,479 |
| Bakersfield | 145,750 |
| Long Beach | 240,000 |
| Oakland | 232,128 |
| Riverside | 212,594 |
| Sacramento | 166,372 |
| San Diego | not applicable |
| San Jose | 226,223 |
| Santa Ana | 156,840 |
| Stockton | 174,175 |
| Average | 201,062 |

City Attorney

| Agency | Base Salary |
|-------------|----------------|
| Fresno | 189,000 |
| Anaheim | 231,378 |
| Bakersfield | 190,642 |
| Long Beach | 272,748 |
| Oakland | 207,349 |
| Riverside | 266,328 |
| Sacramento | 214,270 |
| San Diego | 193,648 |
| San Jose | 217,618 |
| Santa Ana | contracted out |
| Stockton | 209,100 |
| Average | 222,565 |

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City Clerk

| Agency | Base Salary |
|-------------|-------------|
| Fresno | 97,850 |
| Anaheim | 151,246 |
| Bakersfield | 106,367 |
| Long Beach | 140,004 |
| Oakland | 160,284 |
| Riverside | 146,167 |
| Sacramento | 151,933 |
| San Diego | 143,642 |
| San Jose | 148,454 |
| Santa Ana | 164,784 |
| Stockton | 126,366 |
| Average | 143,925 |

CFO/Controller

| Agency | Base Salary |
|-------------|-------------|
| Fresno | 150,000 |
| Anaheim | 210,732 |
| Bakersfield | 158,515 |
| Long Beach | 212,373 |
| Oakland | 164,380 |
| Riverside | 202,475 |
| Sacramento | 161,079 |
| San Diego | 157,892 |
| San Jose | 117,137 |
| Santa Ana | 186,456 |
| Stockton | 173,404 |
| Average | 172,222 |

Police Chief

| Agency | Base Salary |
|-------------|-------------|
| Fresno | 178,164 |
| Anaheim | 251,093 |
| Bakersfield | 185,432 |
| Long Beach | 237,999 |
| Oakland | 251,135 |
| Riverside | 261,012 |
| Sacramento | 191,054 |
| San Diego | 174,522 |
| San Jose | 241,135 |
| Santa Ana | 164,784 |
| Stockton | 194,150 |
| Average | 215,232 |

2015: Benchmark Cities Executive Employee Compensation Matrix

| Fire Chief | |
|-------------------|--------------------|
| Agency | Base Salary |
| Fresno | 174,840 |
| Anaheim | 239,635 |
| Bakersfield | 174,863 |
| Long Beach | 235,290 |
| Oakland | 224,254 |
| Riverside | 216,075 |
| Sacramento | 176,806 |
| San Diego | 155,693 |
| San Jose | 201,860 |
| Santa Ana | not applicable |
| Stockton | 183,600 |
| Average | 200,897 |