

2016: Benchmark Cities Executive Employee Compensation Matrix

City Manager/City Administrator

Agency	Base Salary
Fresno	227,552
Anaheim	306,500
Bakersfield	256,038
Long Beach	260,844
Oakland	298,344
Riverside	305,364
Sacramento	295,087
San Diego	292,596
San Jose	318,270
Santa Ana	342,240
Stockton	256,332
Average	293,161

Assistant City Manager/City Administrator

Agency	Base Salary
Fresno	187,360
Anaheim	270,943
Bakersfield	145,750
Long Beach	240,000
Oakland	236,781
Riverside	223,224
Sacramento	221,639
San Diego	not applicable
San Jose	291,748
Santa Ana	177,456
Stockton	205,444
Average	223,665

City Attorney

Agency	Base Salary
Fresno	194,178
Anaheim	260,068
Bakersfield	193,502
Long Beach	278,280
Oakland	207,349
Riverside	274,320
Sacramento	260,810
San Diego	204,912
San Jose	300,000
Santa Ana	contracted out
Stockton	214,850
Average	243,788

2016: Benchmark Cities Executive Employee Compensation Matrix

City Clerk

Agency	Base Salary
Fresno	105,841
Anaheim	163,583
Bakersfield	106,367
Long Beach	142,836
Oakland	163,489
Riverside	170,568
Sacramento	236,069
San Diego	207,936
San Jose	188,268
Santa Ana	164,784
Stockton	132,200
Average	167,610

CFO/Controller/Finance Director

Agency	Base Salary
Fresno	157,392
Anaheim	227,566
Bakersfield	158,515
Long Beach	147,672
Oakland	190,211
Riverside	202,500
Sacramento	209,749
San Diego	207,936
San Jose	221,973
Santa Ana	181,908
Stockton	128,497
Average	184,902

Police Chief

Agency	Base Salary
Fresno	226,641
Anaheim	251,093
Bakersfield	185,432
Long Beach	237,999
Oakland	251,127
Riverside	276,888
Sacramento	249,657
San Diego	224,868
San Jose	252,039
Santa Ana	232,860
Stockton	232,918
Average	239,488

2016: Benchmark Cities Executive Employee Compensation Matrix

Fire Chief	
Agency	Base Salary
Fresno	182,912
Anaheim	246,824
Bakersfield	174,863
Long Beach	235,290
Oakland	233,270
Riverside	232,272
Sacramento	226,961
San Diego	224,868
San Jose	221,973
Santa Ana	not applicable
Stockton	189,547
Average	220,652