

City of Fresno
California Benchmark Cities Comparative Executive Compensation Matrix
Survey Conducted 2017

CITY MANAGER	
Agency	Base Salary
Fresno	225,000
Anaheim	298,700
Bakersfield	256,038
Long Beach	271,387
Oakland	309,456
Riverside	323,956
Sacramento	282,058
San Diego	255,000
San Jose	242,935
Santa Ana	285,000
Stockton	259,488

ASSISTANT CITY MANAGER	
Agency	Base Salary
Fresno	234,223
Anaheim	263,143
Bakersfield	138,809
Long Beach	257,188
Oakland	251,166
Riverside	241,620
Sacramento	211,000
San Diego	215,000
San Jose	265,144
Santa Ana	216,252
Stockton	N/A

POLICE CHIEF	
Agency	Base Salary
Fresno	206,539
Anaheim	251,093
Bakersfield	185,432
Long Beach	252,494
Oakland	279,517
Riverside	287,964
Sacramento	254,650
San Diego	176,456
San Jose	261,907
Santa Ana	238,692
Stockton	200,934

FIRE CHIEF	
Agency	Base Salary
Fresno	184,999
Anaheim	246,824
Bakersfield	174,864
Long Beach	249,618
Oakland	233,269
Riverside	253,620
Sacramento	219,540
San Diego	180,000
San Jose	203,468
Santa Ana	Contract w/OCFA
Stockton	191,566

CITY ATTORNEY	
Agency	Base Salary
Fresno	210,591
Anaheim	260,068
Bakersfield	193,502
Long Beach	283,767
Oakland	207,343
Riverside	306,792
Sacramento	249,691
San Diego	193,648
San Jose	242,413
Santa Ana	Per Contract
Stockton	216,054

CITY CLERK	
Agency	Base Salary
Fresno	112,948
Anaheim	155,783
Bakersfield	94,548
Long Beach	147,857
Oakland	192,159
Riverside	189,840
Sacramento	160,527
San Diego	150,030
San Jose	157,494
Santa Ana	173,136
Stockton	77,075

CITY CONTROLLER/FINANCE DIR	
Agency	Base Salary
Fresno	157,776
Anaheim	
Finance Director	219,766
Bakersfield	158,515
Long Beach	
Director Financial Mgt	220,953
Oakland	201,775
Riverside	187,104
Sacramento	194,850
San Diego	157,000
San Jose	228,160
Santa Ana	
Finance Director	191,112
Stockton	N/A