

**City of Fresno**  
**California Benchmark Cities Comparative Executive Compensation Matrix**  
**Survey Conducted 2018**

CITY MANAGER	
Agency	Base Salary
Fresno	228,363
Anaheim	205,635
Bakersfield	256,038
Long Beach	276,816
Oakland	309,465
Riverside	309,744
Sacramento	294,176
San Diego	263,411
San Jose	326,085
Santa Ana	285,000
Stockton	222,607

<b>Average Salary</b>	<b>270,667</b>
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ASSISTANT CITY MANAGER	
Agency	Base Salary
Fresno*	191,125
Anaheim	229,222
Bakersfield	145,750
Long Beach	262,333
Oakland	251,160
Riverside	253,704
Sacramento	217,434
San Diego	211,201
San Jose	304,877
Santa Ana	216,252
Stockton	N/A

<b>Average Salary</b>	<b>228,306</b>
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POLICE CHIEF	
Agency	Base Salary
Fresno	206,189
Anaheim**	267,000
Bakersfield	185,432
Long Beach	260,068
Oakland	279,510
Riverside	311,106
Sacramento	255,865
San Diego	211,765
San Jose	278,047
Santa Ana	238,692
Stockton	201,076

<b>Average Salary</b>	<b>244,977</b>
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FIRE CHIEF	
Agency	Base Salary
Fresno	203,388
Anaheim	277,167
Bakersfield	151,043
Long Beach	257,107
Oakland	233,272
Riverside	266,301
Sacramento**	214,823
San Diego	211,765
San Jose	235,532
Santa Ana	Contract w/OCFA
Stockton	189,680

<b>Average Salary</b>	<b>224,008</b>
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CITY ATTORNEY	
Agency	Base Salary
Fresno	219,141
Anaheim	193,434
Bakersfield	193,502
Long Beach	294,012
Oakland	207,344
Riverside	330,800
Sacramento**	250,651
San Diego	193,648
San Jose	254,654
Santa Ana	Per Contract
Stockton	216,796

<b>Average Salary</b>	<b>235,398</b>
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CITY CLERK	
Agency	Base Salary
Fresno	116,337
Anaheim	286,719
Bakersfield	87,504
Long Beach	153,194
Oakland	192,153
Riverside	213,482
Sacramento	164,090
San Diego	154,981
San Jose	170,547
Santa Ana	173,136
Stockton**	134,832

<b>Average Salary</b>	<b>167,907</b>
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CITY CONTROLLER/FINANCE DIR	
Agency	Base Salary
Fresno	170,134
Anaheim	
Finance Director	240,393
Bakersfield	158,515
Long Beach	
Director Financial Mgt	225,372
Oakland	201,767
Riverside	
Chief Financial Officer	203,036
Sacramento	181,578
San Diego	185,931
San Jose	
Finance Director	242,123
Santa Ana	
Finance Director	191,112
Stockton	180,169

<b>Average Salary</b>	<b>198,194</b>
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\*This position has two incumbents, base salary reported is the calculated average of two salaries.

\*\*Mid-year hire, projected annual based on partial year information.