

City of Fresno
California Benchmark Cities Comparative Executive Compensation Matrix
Survey Conducted 2019

CITY MANAGER	
Agency	Base Salary
Fresno	237,556
Anaheim	295,106
Bakersfield	240,000
Long Beach	276,796
Oakland	321,959
Riverside	321,636
Sacramento	308,017
San Diego	272,106
San Jose	359,771
Santa Ana	290,004
	148,445
Stockton***	215,210

ASSISTANT CITY MANAGER	
Agency	Base Salary
	197,568
Fresno (2)	186,127
Anaheim Deputy City Manager	262,324
Bakersfield	133,000
Long Beach	262,315
	261,325
Oakland (2)	258,904
Riverside	263,446
Sacramento*	234,077
San Diego	229,424
San Jose	342,677
Santa Ana	227,196
Stockton	N/A

POLICE CHIEF	
Agency	Base Salary
	168,173
Fresno (2)**	177,313
Anaheim	270,594
Bakersfield	157,895
Long Beach	259,178
Oakland	292,236
Riverside	334,264
Sacramento	270,133
San Diego	229,691
San Jose	332,630
Santa Ana	244,656
Stockton	208,699

FIRE CHIEF	
Agency	Base Salary
Fresno	203,749
Anaheim	292,187
Bakersfield	148,890
Long Beach	256,227
Oakland	252,426
Riverside	297,190
Sacramento	211,052
San Diego	218,754
San Jose	281,897
Santa Ana	Contract w/OCFA
Stockton****	102,679

CITY ATTORNEY	
Agency	Base Salary
Fresno	220,378
Anaheim	284,250
Bakersfield	198,340
Long Beach	297,569
Oakland	229,255
Riverside	354,888
Sacramento	267,450
San Diego	193,648
San Jose	296,427
Santa Ana	Contract w/BB&K LLP
Stockton	223,422

CITY CLERK	
Agency	Base Salary
Fresno	118,496
Anaheim	155,640
Bakersfield	96,179
Long Beach	155,048
Oakland	199,923
Riverside	232,729
Sacramento	177,816
San Diego	160,098
San Jose	183,074
Santa Ana	168,900
Stockton	108,541

CITY CONTROLLER/FINANCE DIR	
Agency	Base Salary
Fresno	175,361
Anaheim Finance Director	236,388
Bakersfield	133,661
Long Beach Director Financial Mgt	224,600
Oakland	220,960
Riverside Chief Financial Officer	221,375
Sacramento	199,240
San Diego	vacant
San Jose Finance Director	267,243
Santa Ana Finance Director	186,444
Stockton	182,989

* The City of Sacramento has 4 Assistant City Managers being paid different amounts, the top salary is listed.

** The City of Fresno Police Chief retired 10/16/19, new police Chief hired 9/2/19

*** Stockton City Manager terminated in July

****Stockton Fire Chief terminated in May