

City of Fresno
California Benchmark Cities Comparative Executive Compensation Matrix
Survey Conducted 2020

CITY MANAGER	
Agency	Base Salary
Fresno	241,486
Anaheim	310,975
Bakersfield	240,084
Long Beach	290,656
Oakland	331,682
Riverside	321,636
Sacramento	308,017
San Diego	VACANT
San Jose	375,809
Santa Ana	290,004
Stockton*	211,286

ASSISTANT CITY MANAGER	
Agency	Base Salary
Fresno	191,625
Fresno (2)**	80,288
Anaheim	266,674
Bakersfield	166,539
Long Beach	280,502
Oakland	269,217
Riverside	263,448
Sacramento***	234,078
San Diego	VACANT
San Jose	339,516
Santa Ana	240,000
Stockton	N/A

POLICE CHIEF	
Agency	Base Salary
Fresno	207,045
Anaheim	273,767
Bakersfield	169,946
Long Beach	270,471
Oakland	299,078
Riverside	334,264
Sacramento	270,133
San Diego	229,691
San Jose	297,995
Santa Ana	281,354
Stockton	228,580

FIRE CHIEF	
Agency	Base Salary
Fresno	203,749
Anaheim	250,901
Bakersfield	168,267
Long Beach	267,390
Oakland	252,426
Riverside	297,190
Sacramento	222,160
San Diego	218,754
San Jose	289,789
Santa Ana	Contract w/OCFA
Stockton	196,104

CITY ATTORNEY	
Agency	Base Salary
Fresno	220,654
Anaheim	278,366
Bakersfield	203,299
Long Beach	312,523
Oakland	229,255
Riverside	354,888
Sacramento	267,450
San Diego	193,648
San Jose	280,131
Santa Ana	Contract W/BB&K LLP
Stockton	233,489

CITY CLERK	
Agency	Base Salary
Fresno	119,227
Anaheim	151,731
Bakersfield	108,686
Long Beach	162,839
Oakland	126,095
Riverside	232,729
Sacramento	177,816
San Diego	160,098
San Jose	193,229
Santa Ana	168,900
Stockton	132,978

CITY CONTROLLER/FINANCE DIR	
Agency	Base Salary
Fresno	180,594
Anaheim	
Finance Director	231,610
Bakersfield	143,859
Long Beach	
Director Financial Mgt	232,132
Oakland	227,080
Riverside	
Chief Financial Officer	221,375
Sacramento	199,240
San Diego	202,738
San Jose	
Finance Director	272,696
Santa Ana	
Finance Director	200,664
Stockton****	
Chief Financial Officer	189,551

* Stockton City Manager started employment 2/18/2020

** One of Fresno Assistant City Managers retired 8/12/2020

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

**** Stockton Chief Financial Officer terminated 12/4/2020