

City of Fresno
California Benchmark Cities Comparative Executive Compensation Matrix
Survey Conducted 2021

CITY MANAGER	
Agency	Base Salary
Fresno	212,637
Anaheim	291,000
Bakersfield	240,002
Long Beach	287,256
Oakland	340,837
Riverside	321,636
Sacramento	285,209
San Diego	272,642
San Jose	375,809
Santa Ana	290,487
Stockton*	265,833

ASSISTANT CITY MANAGER	
Agency	Base Salary
Fresno (2)**	180,279 174,025
Anaheim	274,559
Bakersfield	167,788
Long Beach	270,510
Oakland	274,226
Riverside	166,932
Sacramento***	220,638
San Diego	222,942
San Jose	339,516
Santa Ana	240,000
Stockton	234,494

POLICE CHIEF	
Agency	Base Salary
Fresno	207,458
Anaheim	271,478
Bakersfield	171,222
Long Beach	271,411
Oakland	261,988
Riverside	268,176
Sacramento	240,849
San Diego	238,332
San Jose	297,995
Santa Ana	252,909
Stockton	233,299

FIRE CHIEF	
Agency	Base Salary
Fresno	203,749
Anaheim	250,276
Bakersfield	170,543
Long Beach	268,320
Oakland	184,467
Riverside	196,896
Sacramento	196,485
San Diego	221,215
San Jose	289,790
Santa Ana	Contract w/OCFA
Stockton	211,628

CITY ATTORNEY	
Agency	Base Salary
Fresno	233,255
Anaheim	274,662
Bakersfield	204,820
Long Beach	313,572
Oakland	229,254
Riverside	285,996
Sacramento	240,661
San Diego	218,759
San Jose	280,132
Santa Ana	Contract W/BB&K LLP
Stockton	241,213

CITY CLERK	
Agency	Base Salary
Fresno	132,525
Anaheim	151,887
Bakersfield	111,410
Long Beach	158,002
Oakland	143,518
Riverside	172,116
Sacramento	158,547
San Diego	171,178
San Jose	203,088
Santa Ana	168,900
Stockton	148,643

CITY CONTROLLER/FINANCE DIR	
Agency	Base Salary
Fresno	180,735
Anaheim	230,556
Finance Director	
Bakersfield	151,629
Long Beach	194,775
Director Financial Mgt	
Oakland	161,824
Riverside	165,720
Chief Financial Officer	
Sacramento	180,953
San Diego	233,688
San Jose	283,774
Finance Director	
Santa Ana	200,266
Finance Director	
Stockton****	181,099
Chief Financial Officer	