

California Benchmark Cities Compative Executive Compensation

Survey Conducted June, 2023

City Manager	
Agency	Salary
	⁴
Fresno	266,796
Anaheim	314,897 ⁴
Bakersfield	240,001 ¹
Long Beach	329,952 ¹
Oakland	340,000 ⁴
Riverside	340,000 ⁴
Sacramento	400,653 ¹
San Diego	426,192 ¹
San Jose	407,345 ¹
Santa Ana	310,648 ⁴
Stockton	300,863 ¹

Average Salary	334,304
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Assistant City Manager	
Agency	Salary
	220,500 ⁴ 200,000 200,000
Fresno (3)	
Anaheim	300,192 ⁴
Bakersfield	199,948 ¹
Long Beach	²
Oakland	294,070 ¹
Riverside	276,620 ⁴
Sacramento	282,246 ¹
San Diego	426,192 ¹
San Jose	373,400 ¹
Santa Ana	278,940 ¹
Stockton	138,127 ¹

Average Salary	265,853 ⁶
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Police Chief	
Agency	Salary
	⁴
Fresno	240,384
Anaheim	288,552 ⁴
Bakersfield	207,659 ¹
Long Beach	²
Oakland	326,803 ¹
Riverside	389,340 ⁴
Sacramento	297,000 ¹
San Diego	316,404 ¹
San Jose	349,909 ¹
Santa Ana	278,940 ¹
Stockton	243,127 ¹

Average Salary	293,812 ⁶
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Population Statistics	
Agency	Population
Fresno	543,428
Anaheim	328,580
Bakersfield	408,373
Long Beach	458,222
Oakland	419,556
Riverside	313,676
Sacramento	528,306
San Diego	1,374,076
San Jose	959,256
Santa Ana	299,630
Stockton	319,731

Resource:

www.dof.ca.gov/research/demographic/reports/estimates

City Attorney	
Agency	Salary
Fresno	240,000 ⁴
Anaheim	297,789 ⁴
Bakersfield	216,749 ¹
Long Beach	337,884 ¹
Oakland	243,619 ¹
Riverside	315,312 ⁴
Sacramento	351,048 ¹
San Diego	426,192 ¹
San Jose	370,489 ¹
Santa Ana	325,000 ³
Stockton	270,000 ¹

Average Salary	308,553
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City Clerk	
Agency	Salary
Fresno	145,000 ⁴
Anaheim	168,826 ⁴
Bakersfield	127,745 ¹
Long Beach	176,052 ¹
Oakland	224,974 ¹
Riverside	198,450 ⁴
Sacramento	240,791 ¹
San Diego	316,404 ¹
San Jose	232,504 ¹
Santa Ana	172,000 ⁴
Stockton	153,250 ¹

Average Salary	196,000
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CFO/Controller	
Agency	Salary
Fresno	215,748 ^{1,4}
Anaheim	251,183 ⁴
Bakersfield	177,557 ¹
Long Beach	²
Oakland	286,897 ¹
Riverside	251,471 ⁴
Sacramento	230,377 ¹
San Diego	316,404 ¹
San Jose	297,416 ¹
Santa Ana	219,780 ¹
Stockton	210,808 ¹

Average Salary	245,764 ⁶
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Fire Chief	
Agency	Salary
Fresno	250,644 ¹
Anaheim	276,982 ⁴
Bakersfield	202,725 ¹
Long Beach	²
Oakland	297,532 ¹
Riverside	312,049 ⁴
Sacramento	273,000 ¹
San Diego	316,404 ¹
San Jose	306,875 ¹
Santa Ana	⁵
Stockton	221,233 ¹

Average Salary	273,049 ⁷
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NOTES:

¹ Base Salary, top range

² No data

³ Attorney contracted out

⁴ Contracted Salary

⁵ Service with County

⁶ Average Excludes Long Beach

⁷ Average Excludes Long Beach and Santa Ana