

California Benchmark Cities Comparative Executive Compensation

| City Manager | |
|--------------|---------|
| Agency | Salary |
| Fresno | 281,035 |
| Anaheim | 344,873 |
| Bakersfield | 240,003 |
| Long Beach | 361,973 |
| Oakland | 203,384 |
| Riverside | 355,725 |
| Sacramento | 593,240 |
| San Diego | 379,913 |
| San Jose | 425,101 |
| Santa Ana | 424,518 |
| Stockton | 334,022 |

| | |
|----------------|---------|
| Average Salary | 358,526 |
|----------------|---------|

| Assistant City Manager | |
|------------------------|---|
| Agency | Salary |
| Fresno | 221,958 221,895 |
| Anaheim | 327,631 |
| Bakersfield | 214,662 191,329 |
| Long Beach | 297,438 182,655 |
| Oakland | 305,611 302,078 |
| Riverside | 301,089 302,929 313,566 |
| Sacramento | 281,872 278,399 270,294 242,140 |
| San Diego | 296,315 292,138 283,227 281,347 182,489 |
| San Jose | 368,175 |
| Santa Ana | 303,147 |
| Stockton | 236,623 |

| | |
|----------------|---------|
| Average Salary | 270,792 |
|----------------|---------|

| Police Chief | |
|--------------|---------|
| Agency | Salary |
| Fresno | 284,623 |
| Anaheim | 316,502 |
| Bakersfield | 212,084 |
| Long Beach | 310,842 |
| Oakland | 400,119 |
| Riverside | 433,291 |
| Sacramento | 269,981 |
| San Diego | 310,348 |
| San Jose | 370,648 |
| Santa Ana | 306,327 |
| Stockton | 278,220 |

| | |
|----------------|---------|
| Average Salary | 318,214 |
|----------------|---------|

| Population Statistics | |
|-----------------------|------------|
| Agency | Population |
| Fresno | 546,971 |
| Anaheim | 340,160 |
| Bakersfield | 411,109 |
| Long Beach | 458,813 |
| Oakland | 425,093 |
| Riverside | 316,690 |
| Sacramento | 520,407 |
| San Diego | 1,385,379 |
| San Jose | 969,491 |
| Santa Ana | 310,797 |
| Stockton | 317,204 |

Resource:
<https://publicpay.ca.gov/Reports/Cities/Cities.aspx?year=2023>

| City Attorney | |
|---------------|---------|
| Agency | Salary |
| Fresno | 240,963 |
| Anaheim | 352,731 |
| Bakersfield | 226,867 |
| Long Beach | 401,165 |
| Oakland | 280,944 |
| Riverside | 351,724 |
| Sacramento | 336,370 |
| San Diego | 228,104 |
| San Jose | 391,803 |
| Santa Ana | 259,652 |
| Stockton | 281,284 |

| | |
|----------------|---------|
| Average Salary | 304,692 |
|----------------|---------|

| City Clerk | |
|-------------|---------|
| Agency | Salary |
| Fresno | 150,612 |
| Anaheim | 205,618 |
| Bakersfield | 125,976 |
| Long Beach | 184,843 |
| Oakland | 214,114 |
| Riverside | 226,222 |
| Sacramento | 262,956 |
| San Diego | 235,800 |
| San Jose | 237,264 |
| Santa Ana | 168,727 |
| Stockton | 152,840 |

| | |
|----------------|---------|
| Average Salary | 196,816 |
|----------------|---------|

| CFO/Controller | |
|----------------|---------|
| Agency | Salary |
| Fresno | 218,045 |
| Anaheim | 177,939 |
| Bakersfield | 180,832 |
| Long Beach | 247,556 |
| Oakland | 243,932 |
| Riverside | 184,790 |
| Sacramento | 270,588 |
| San Diego | 288,512 |
| San Jose | 279,889 |
| Santa Ana | 264,315 |
| Stockton | 211,942 |

| | |
|----------------|---------|
| Average Salary | 232,078 |
|----------------|---------|

| Fire Chief | |
|-------------|--------------|
| Agency | Salary |
| Fresno | 237,141 |
| Anaheim | 389,021 |
| Bakersfield | 208,876 |
| Long Beach | 277,286 |
| Oakland | 201,244 |
| Riverside | 338,426 |
| Sacramento | 235,145 |
| San Diego | 299,154 |
| San Jose | 337,213 |
| Santa Ana | ¹ |
| Stockton | 232,673 |

| | |
|----------------|---------|
| Average Salary | 275,433 |
|----------------|---------|

NOTES:

¹ Service with County,
 Excluded from Average