

California Benchmark Cities Comparative Executive Compensation

City Manager	
Agency	Salary
Fresno	310,679
Anaheim	367,563
Bakersfield	242,074
Long Beach	379,319
Oakland	383,503
Riverside	388,293
Sacramento	327,352 ²
San Diego	393,447
San Jose	441,206
Santa Ana	325,030
Stockton	361,075

City Attorney	
Agency	Salary
Fresno	269,812
Anaheim	396,022
Bakersfield	237,031
Long Beach	366,786
Oakland	343,437
Riverside	376,259
Sacramento	338,376
San Diego	238,528 227,702
San Jose	420,712
Santa Ana	241,444 ⁷ 230,516 ⁷
Stockton	305,901

CFO/Controller	
Agency	Salary
Fresno	237,547
Anaheim	204,372
Bakersfield	195,359 ⁸
Long Beach	206,361
Oakland	250,251
Riverside	326,045
Sacramento	168,193 ¹
San Diego	333,913
San Jose	283,397
Santa Ana	219,780
Stockton	124,370 ¹

City Clerk	
Agency	Salary
Fresno	151,218
Anaheim	235,925
Bakersfield	137,229
Long Beach	235,300
Oakland	220,648
Riverside	228,945
Sacramento	235,783
San Diego	266,758
San Jose	253,729
Santa Ana	203,972
Stockton	181,860 ⁴

Average Salary	356,322
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Average Salary	362,957
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Average Salary	227,852
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Average Salary	213,761
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Assistant City Manager	
Agency	Salary
	242,674 ⁴ 242,289 238,704 231,219
Fresno (3)	
Anaheim	352,509
	211,714 194,556 147,848 ¹ 140,115 ¹
Bakersfield	
	322,902
Long Beach	331,173
	316,380
Oakland	316,287
	313,655
Riverside	311,795
	367,432 303,434 295,128 294,265 266,248
Sacramento	
	284,537 178,931 ¹
San Diego	
	400,115
San Jose	307,112
Santa Ana	280,668 ⁶ 261,477 ⁶ 210,533 ⁶
Stockton	

Police Chief	
Agency	Salary
	266,159 ¹ 250,791 ¹
Fresno	
Anaheim	370,787
Bakersfield	227,434
Long Beach	331,173 ¹
Oakland	271,197
Riverside	446,289
Sacramento	267,695
	349,895 ¹ 332,588
San Diego	
	361,557 271,862 ¹
San Jose	
Santa Ana	371,776
Stockton	312,270

Fire Chief	
Agency	Salary
	258,448
Fresno	
Anaheim	661,079 ³
Bakersfield	225,150
Long Beach	309,034
Oakland	312,210
Riverside	313,360
Sacramento	246,220 222,058
San Diego	327,469
San Jose	356,567 ⁵
Santa Ana	
Stockton	263,308

Population Statistics	
Agency	Population
Fresno	557,032
Anaheim	341,773
Bakersfield	419,238
Long Beach	462,561
Oakland	426,457
Riverside	320,337
Sacramento	527,979
San Diego	1,408,937
San Jose	979,415
Santa Ana	315,325
Stockton	319,731

Average Salary	299,861
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Average Salary	335,730
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Average Salary	302,663
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Resource:
<https://publicpay.ca.gov/Reports/Cities/Cities.aspx?year=2024>

NOTES:

- ¹ Partial Year, not included in average
- ² Interim
- ³ Includes Overtime
- ⁴ Contracted Salary
- ⁵ Service with County, not included in average
- ⁶ Deputy City Manager
- ⁷ Chief Assistant City Attorney
- ⁸ Finance Director