

**Salary Survey 8/24/2022**

Agency	Classification	Recommended Entry Step	Recommended Top Step	Recommended Bargaining Unit	Notes
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City of Fresno	<b>Project Liaison/Program Administrator</b>	\$9,766	\$ 12,501.00	02A	Recommended Salary Range for new position. The City has over 200+ capital improvement projects and programs that this position can facilitate and/or be the liaison of.
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Transparency Cities:	Entry Step	Top Step	% Difference	Notes
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Anaheim	No Match				
Bakersfield	No Match				
Long Beach	No Match				
Oakland	No Match				
Riverside	Principal Project Manager	\$ 7,343.00	\$ 14,720.00	17.75%	Only a partial match. Manages, coordinates and monitors complex projects and programs related to City-wide initiatives and services requiring multi-agency coordination efforts and partnerships; acts as a liaison with outside organizations, consultants, developers, and public agencies; and makes presentations to City Council, business organizations, community groups, etc. Positions exist in the Community and Economic Development (1 in Redevelopment and 1 in Outreach Homeless Services), 1 in PARCS, and 2 in DPU (1 in power supply operations and 1 in Engineering and Resources).
Sacramento	No Match				
San Diego	No Match				
San Jose	No Match				
Santa Ana	No Match				
Stockton	No Match				

**Comparison/Data**

Transparency Cities	Entry Step	Top Step	% Difference from City of Fresno
Average	\$ 7,343.00	\$ 14,720.00	17.75%
Median	\$ 7,343.00	\$ 14,720.00	17.75%

**Salary Survey 8/24/2022**

Agency	Classification	Recommended Entry Step	Recommended Top Step	# of Ees	# of Units
City of Fresno	Chief Labor Negotiator	\$8,558	\$13,181	4,387	12

Transparency Cities:		Entry Step	Top Step	% Difference	# of Ees	# of Units	Notes
Anaheim	Employee Relations Manager	\$ 10,203.08	\$ 14,029.25	6.44%	1,750	15	N/A
Bakersfield	Human Resources Manager	\$ 7,776.08	\$ 9,452.39	-39.45%	1,790	7	N/A
Long Beach	Chief of Labor Relations	\$ 12,600.00	\$ 15,750.00	19.49%	5,580	10	N/A
Oakland	Human Resources Manager	\$ 13,851.96	\$ 17,006.11	29.02%	4,455	8	N/A
Riverside	No Match				2,498	9	Functions handled by Human Resources Director.
Sacramento	Human Resources Manager	\$ 9,585.96	\$ 12,577.61	-4.80%	4,883	11	N/A
San Diego	Labor Relations Manager	\$ 5,263.00	\$ 19,356.00	46.85%	11,000	6	N/A
San Jose	No Match				6,294	11	Functions handled by Assistant City Manager.
Santa Ana	Employee Relations Manager	\$ 9,865.00	\$ 14,642.00	11.08%	1,400	7	N/A
Stockton	No Match				1,482	10	Supervising HR Analyst oversees Labor Relations Division; reports to Assistant Director of HR.

**Comparison/Data**

Transparency Cities	Entry Step	Top Step	% Difference from City of Fresno
Average	\$ 9,877.87	\$ 14,687.62	11.43%
Median	\$ 9,865.00	\$ 14,642.00	11.08%

**Salary Survey 8/24/2022**

Agency	Classification	Recommended Entry Step	Recommended Top Step
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City of Fresno	Deputy City Manager	\$8,558	\$13,181
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Transparency Cities:		Entry Step	Top Step	% Difference	Notes
Anaheim	Deputy City Manager	\$ 14,573.33	\$ 24,046.00	82.43%	
Bakersfield	No Match				Only has Assistant City Manager.
Long Beach	Deputy City Manager	\$ 16,372.33	\$ 18,039.00	36.86%	Salary based on job posting in April 2022.
Oakland	Deputy City Administrator	\$ 13,408.67	\$ 20,113.02	52.59%	
Riverside	Deputy City Manager	\$ 11,084.00	\$ 15,928.00	20.84%	
Sacramento	No Match				Only has Assistant City Manager.
San Diego	Deputy Chief Operating Officer	\$ 6,961.00	\$ 26,367.00	100.04%	
San Jose	Deputy City Manager	\$ 17,518.78	\$ 28,287.85	114.61%	
Santa Ana	No Match				Only has Assistant City Manager.
Stockton	Deputy City Manager II	\$ 15,990.98	\$ 20,310.84	54.09%	

**Comparison/Data**

Transparency Cities	Entry Step	Top Step	% Difference from City of Fresno
Average	\$ 13,701.30	\$ 21,870.24	65.92%
Median	\$ 14,573.33	\$ 20,310.84	54.09%