

2015: Benchmark Cities Executive Employee Compensation Matrix

City Manager

Agency	Base Salary
Fresno	189,000
Anaheim	290,000
Bakersfield	239,287
Long Beach	260,844
Oakland	286,000
Riverside	296,472
Sacramento	248,067
San Diego	255,428
San Jose	252,717
Santa Ana	342,240
Stockton	244,800
Average	271,586

Assistant City Manager

Agency	Base Salary
Fresno	170,000
Anaheim	255,479
Bakersfield	145,750
Long Beach	240,000
Oakland	232,128
Riverside	212,594
Sacramento	166,372
San Diego	not applicable
San Jose	226,223
Santa Ana	156,840
Stockton	174,175
Average	201,062

City Attorney

Agency	Base Salary
Fresno	189,000
Anaheim	231,378
Bakersfield	190,642
Long Beach	272,748
Oakland	207,349
Riverside	266,328
Sacramento	214,270
San Diego	193,648
San Jose	217,618
Santa Ana	contracted out
Stockton	209,100
Average	222,565

2015: Benchmark Cities Executive Employee Compensation Matrix

City Clerk

Agency	Base Salary
Fresno	97,850
Anaheim	151,246
Bakersfield	106,367
Long Beach	140,004
Oakland	160,284
Riverside	146,167
Sacramento	151,933
San Diego	143,642
San Jose	148,454
Santa Ana	164,784
Stockton	126,366
Average	143,925

CFO/Controller

Agency	Base Salary
Fresno	150,000
Anaheim	210,732
Bakersfield	158,515
Long Beach	212,373
Oakland	164,380
Riverside	202,475
Sacramento	161,079
San Diego	157,892
San Jose	117,137
Santa Ana	186,456
Stockton	173,404
Average	172,222

Police Chief

Agency	Base Salary
Fresno	178,164
Anaheim	251,093
Bakersfield	185,432
Long Beach	237,999
Oakland	251,135
Riverside	261,012
Sacramento	191,054
San Diego	174,522
San Jose	241,135
Santa Ana	164,784
Stockton	194,150
Average	215,232

2015: Benchmark Cities Executive Employee Compensation Matrix

Fire Chief

Agency	Base Salary
Fresno	174,840
Anaheim	239,635
Bakersfield	174,863
Long Beach	235,290
Oakland	224,254
Riverside	216,075
Sacramento	176,806
San Diego	155,693
San Jose	201,860
Santa Ana	not applicable
Stockton	183,600
Average	200,897