

Compensation Survey - City Manager
California Large to Mid-Size Cities

Kent Steffens Compensation as of 10/01/21

Updated 11/30/21

All Annual - Based on Current Incumbents																	
Agency	Salary Effective	Salary Range Min	Salary Range Max	Salary	Car Allowance	Other Allowance	Total \$: Salary & Cash	City Paid Deferred Compensation	Total \$: Deferred Compensation	CalPERS Formula	Employee Paid PERS (include paying for City)	Total \$: Employee Paid PERS	Max City Paid Medical	Bonus	TOTAL COMPENSATION	Pension at Retirement : % of Final Comp ⁽¹⁾	Pension at Retirement - Estimated Amt ⁽¹⁾
Torrance	10/1/2020	No Range Set		\$283,404	\$5,352	\$0	\$288,756	401(a) = 0.5% of base salary	\$1,417	2% @ 55	7.00%	(\$19,838)	\$17,652	\$0	\$287,986	67.86%	\$192,318
Redwood City ⁽⁴⁾	10/14/2019	No Range Set		\$303,864	\$4,800	\$900	\$309,564	401(a) = 2% of base salary	\$6,077	2% @ 60	14.00%	(\$42,541)	\$23,019	\$0	\$296,119	60.00%	\$182,318
San Mateo ⁽⁵⁾	5/17/2021	No Range Set		\$272,946	\$4,500	\$2,400	\$279,846	457 = 0.5% of base salary & Match 1% of ee's voluntary contribution	\$18,000	2% @ 55	7.94%	(\$21,672)	\$22,847	\$0	\$299,021	67.86%	\$185,221
Carlsbad	7/1/2019	No Range Set		\$318,813	\$12,000	\$0	\$330,813	457 = \$19,500	\$19,500	2% @ 60	7.00%	(\$22,317)	\$20,496	\$0	\$348,492	60.00%	\$191,288
Mountain View ⁽²⁾	6/27/2021	No Range Set		\$325,697	\$0	\$600	\$326,297	457 = 4% of base salary	\$13,028	2.7% @ 55	11.50%	(\$37,455)	\$39,876	\$2,750	\$344,495	81.00%	\$263,814
Fremont	6/21/2020	No Range Set		\$336,334	\$0	\$0	\$336,334	401(a) = 2% of base salary 457 = \$19,500	\$26,227	2.5% @ 55	8.00%	(\$26,907)	\$28,200	\$0	\$363,854	75.00%	\$252,250
Palo Alto ⁽³⁾	6/22/2020	No Range Set		\$356,000	\$0	\$0	\$356,000	401 (a) = \$18,500	\$18,500	2% @ 60	7.00%	(\$24,920)	\$26,160	\$0	\$375,740	60.00%	\$213,600
Santa Clara ⁽⁶⁾	10/6/2019	No Range Set		\$448,492	\$6,600	\$600	\$455,692	401(a)= 5% of base salary 457- \$19,500& Catchup \$6,500	\$48,425	2.7% @ 55	8.00%	(\$35,879)	\$25,449	\$0	\$493,686	81.00%	\$363,278
Average				\$304,490	\$4,157	\$563	\$335,413		\$18,897		8.81%	(\$28,941)	\$25,462	\$344	\$351,174	69.09%	\$230,511
Sunnyvale ⁽⁷⁾	12/27/2020	\$25,170	\$30,204	\$354,637	\$6,000	\$480	\$361,117	401(a) = \$26,000	\$26,000	2.7% @ 55	4.00%	(\$14,185)	\$40,805	\$10,000	\$423,737	81.00%	\$287,256
Sunnyvale above/(below) average - in \$:				\$50,147	\$1,844	(\$83)	\$25,704		\$7,103		-4.8%	\$14,756	\$15,343	\$9,656	\$72,563	11.9%	\$56,745
Sunnyvale above/(below) average - in %:				16.5%	44.4%	-14.7%	7.7%		37.6%		-54.6%	-51.0%	60.3%	2809.1%	20.7%	17.2%	24.6%

Notes:

(1) Pension at retirement estimation is based on retiring at age 60, with 30 years of service, and not accounting for EPMC (not all agencies contracted EPMC as compensation).

(2) Mountain View: Other allowance - Cell phone

(3) Palo Alto: 10% salary reduction in the form of 26 unpaid furlough days; up to 5% may be offset by paid leave

(4) Redwood City: Other allowance - Cell phone

(5) San Mateo: Other allowance -Housing allowance. Total 457 and Match combined is \$1500/mo

(6) Santa Clara: Other allowance - VEBA contribution

(7) Sunnyvale: Other allowance - Cell phone. Bonus - one time lump sum