

Agency	Classification	Top Step Salary	HEALTH BENEFITS (FAMILY) ⁽¹⁾					TOTAL BENEFITS	TOTAL RETIREMENT (CLASSIC) ⁽³⁾	TOTAL OTHER BENEFITS ⁽⁴⁾	TOTAL COMPENSATION	BY TOTAL COMPENSATION		
			Life	Medical ⁽¹⁾	Dental	LTD	Vision					RANK (Current)	RANK (Healthcare Change Only)	RANK (10% Pay Increase Only)
SANTA CLARA	POLICE CHIEF	\$379,566	\$46	\$15,755	\$267	\$ -	\$108	\$16,175	\$166,436	\$21,378	\$583,555			1
MOUNTAIN VIEW	POLICE CHIEF	\$385,175	\$648	\$36,071	\$3,002	\$103	\$ -	\$39,824	\$153,454	\$3,452	\$581,905	1	1	2
HAYWARD	CHIEF OF POLICE	\$354,224	\$ -	\$33,597	\$2,015	\$ -	\$372	\$35,985	\$153,357	\$30,467	\$574,033	2	2	3
SANTA CLARA (COUNTY)	SHERIFF - U	\$352,657	\$612	\$32,722	\$1,410	\$530	\$105	\$35,379	\$149,597	\$27,400	\$565,034	3	3	4
SAN MATEO (COUNTY)	SHERIFF - ELECTIVE	\$361,858	TBD ⁽⁶⁾	\$27,777	\$1,388	TBD ⁽⁶⁾	\$192	\$29,357	\$138,230	\$27,139	\$556,584	4	4	5
PALO ALTO	POLICE CHIEF	\$367,702	\$410	\$27,120	\$2,644	\$446	\$153	\$30,773	\$147,007	\$2,400	\$547,882	5	5	6
SANTA CLARA	POLICE CHIEF	\$345,060	\$46	\$31,250	\$267	\$ -	\$108	\$31,671	\$151,305	\$19,653	\$547,689		6	
SAN JOSE	CHIEF OF POLICE	\$389,597	\$720	\$28,314	\$1,798	\$ -	\$192	\$31,024	\$119,073	\$4,875	\$544,570	6	4	7
FREMONT	POLICE CHIEF	\$362,369	\$101	\$32,400	\$1,610	\$665	\$362	\$35,138	\$133,569	\$8,747	\$539,824	7	8	8
MILPITAS	CHIEF OF POLICE	\$357,123	\$84	\$34,722	\$2,427	\$86	\$205	\$37,524	\$130,671	\$8,850	\$534,168	8	9	9
SANTA CLARA	POLICE CHIEF	\$345,060	\$46	\$15,755	\$267	\$ -	\$108	\$16,175	\$151,305	\$19,653	\$532,194	9		
SAN MATEO	CHIEF OF POLICE	\$333,731	\$102	\$31,250	\$1,650	\$1,268	\$149	\$34,419	\$122,646	\$8,792	\$499,588	10	10	10
BERKELEY	POLICE CHIEF	\$323,129	\$113	\$30,683	\$2,044	\$3,231	\$ -	\$36,071	\$126,741	\$5,900	\$491,841	11	11	11
DALY CITY	CHIEF OF POLICE	\$307,678	\$ -	\$32,986	\$ -	\$ -	\$200	\$33,186	\$103,811	\$1,000	\$445,675	12	12	12
CURRENT														
AVG (NO CSC)		\$354,113										\$534,646		
AVG (BELOW/ABOVE)		-2.56%										-0.46%		
10% PAY INCREASE ONLY														
AVG (NO CSC)		\$354,113										\$534,646		9.15%
AVG (BELOW/ABOVE)		7.19%												
HEALTHCARE CHANGE ONLY														
AVG (NO CSC)		\$354,113										\$534,646		2.44%
AVG (BELOW/ABOVE)		-2.56%												

- NOTES:** (1) City of Santa Clara Police Chief receives benefits available to Unclassified Police Management Employees (Unit 9A) in effect as of 2018-2023 MOU. The Healthcare figure was amended to reflect the current amount the Police Chief would be eligible for under the 2018-2023 MOU (Kaiser + \$200).
- (2) Includes Social Security and Medicare (only Santa Clara (County) and San Mateo (County) pay for both Social Security and Medicare). All others pay for Medicare only (except San Jose). For pension, the Employer Rate is the Normal Cost only as provided for Classic employees in CalPERS valuation reports. San Jose and San Mateo (County) are not in CalPERS.
- (4) Other Benefits include, where available: POST Pay, Deferred Compensation, Uniform Allowance, Auto Allowance, and Professional Development
- (5) Awaiting on information from agency. Total Compensation Survey will be updated once this information is received.