

**CONFIDENTIAL  
CITY OF SANTA CLARA  
TOTAL MONTHLY COMPENSATION ARRAY  
CLASS: MAYOR**

Note: Unless otherwise noted, the salary information included in this report was in effect on January 23, 2019

Agency	General Law or Charter	Top Step Salary	Insurance					Soc. Sec. Medicare	Employer Retire. Rate	Employer-Pd Employee Retirement	Deferred Comp	Auto Allow.	Prof. Devel.	Retiree Medical	Total Compensation
			Life	Medical	Dental	LTD	Vision								
City of Mountain View	Charter	\$1,394.34	\$9.20	\$2,935.74	\$250.16	\$36.98	\$0.00	\$20.22	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00	\$297.68	\$5,944.31
City of Palo Alto	Charter	\$1,150.13	\$2.40	\$2,088.00	\$210.00	\$0.00	\$15.59	\$16.68	\$375.52	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,858.31
City of Cupertino	General Law	\$743.07	\$3.84	\$1,786.68	\$126.78	\$0.00	\$14.94	\$10.77	\$194.45	\$0.00	\$0.00	\$0.00	\$0.00	\$1,766.00	\$4,646.54
City of San Jose	Charter	\$11,051.00	\$6.26	\$1,528.30	\$149.84	\$0.00	\$16.00	\$160.24	\$0.00	\$0.00	\$0.00	\$350.00	\$0.00	\$0.00	\$13,261.64
City of Fremont	General Law	\$3,764.52	\$5.98	\$450.00	\$123.70	\$0.00	\$30.20	\$54.59	\$1,157.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,586.24
City of Sunnyvale	Charter	\$3,286.70	\$0.00	\$3,566.78	\$19.20	\$0.00	\$42.12	\$47.66	\$960.05	\$0.00	\$0.00	\$0.00	\$0.00	\$133.00	\$8,055.50

**Survey Median: \$2,340.52** **\$5,765.27**  
**Survey Average \$3,564.96** **\$6,892.09**

City of Santa Clara	Charter	\$2,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$36.25	\$897.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,433.75
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**Santa Clara above/below median salary: 6.81% Above**

**Santa Clara above/below average salary: -43% Below**

**Santa Clara above/below median total compensation: -68% Below**

**Santa Clara above/below average total compensation: -101% Below**

**City of Santa Clara Total Monthly Compensation Array  
Class: MAYOR  
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**Retirement: \*Classic formulas**

	Agency Base	Agency-Paid Employee Contribution	
City of Mountain View			
City of Palo Alto	32.650%		
City of Cupertino	26.169%	2.7@55	
City of San Jose			defined contribution plan (6.555) or PERS (8.892% Classic & 6.842% PEPRA)
City of Fremont	30.741%	24%	2.7@55
City of Sunnyvale	29.210%		
City of Santa Clara	35.900%	0%	2.7@55

Medical includes Vision; prof. dev. Per fiscal yr  
 Medical EE+2  
 Retiree Med EE+2  
 Medical EE+2  
 Dental & Vision EE +2

an additional \$30 each per meeting for the Stadium Authority, SOSA and Housing Authority.  
 (Attendance mandatory;max 4 meetings a month)