

City of Santa Clara  
Total Compensation Comparison to Prior Employer

Name	Agency	Classification	Annual Salary	EPMC	Other Employer Paid Benefits	Total Employer Paid Benefits	Employee Paid Medicare (and Social Security, if applicable)	Medical, Employee Paid	Other Employee Paid Benefits	Total Employee Paid Benefits	Adjusted Total Compensation	Total Increase
Aracely Azevedo	City of San Jose	Division Manager	\$ 141,369.67	\$ -	\$ 124,866.39	\$ 124,866.39	\$ (2,049.86)	\$ (3,787.92)	\$ (21,207.90)	\$ (27,045.68)	\$ 239,190.38	
Aracely Azevedo	City of San Jose	Assistant Director*	\$ 176,407.00	\$ -	\$ 147,435.86	\$ 147,435.86	\$ -	\$ (3,787.92)	\$ (624.48)	\$ (4,412.40)	\$ 319,430.46	
Aracely Azevedo	City of Santa Clara	Assistant Director of Human Resources	\$ 200,000.00	\$ -	\$ 98,600.07	\$ 98,600.07	\$ (11,437.40)	\$ (12,394.80)	\$ (18,352.08)	\$ (42,184.28)	\$ 256,415.79	7.20%
Santa Clara Below Average for Assistant Director of Human Resources												-19.73%
Craig Mobeck	City of Sunnyvale	Assistant Director of Public Works/Engineer	\$ 178,000.00	\$ 7,120.00	\$ 95,074.78	\$ 102,194.78	\$ (2,581.00)	\$ -	\$ (7,120.00)	\$ (9,701.00)	\$ 270,493.78	
Craig Mobeck	City of Sunnyvale	Director of Public Works*	\$ 272,034.00	\$ 10,881.36	\$ 128,409.08	\$ 139,290.44	\$ (3,944.49)	\$ -	\$ (10,881.36)	\$ (14,825.85)	\$ 396,498.58	
Craig Mobeck	City of Santa Clara	Director of Public Works	\$ 264,000.00	\$ -	\$ 120,931.39	\$ 120,931.39	\$ (12,365.40)	\$ (12,394.80)	\$ (23,472.08)	\$ (48,232.28)	\$ 336,699.11	24.48%
Santa Clara Below Average for Director of Public Works												-15.08%
Kathleen Hughes	City of Santa Clara	Electric Division Manager	\$ 187,224.00	\$ -	\$ 93,729.65	\$ 93,729.65	\$ (11,252.15)	\$ (12,394.80)	\$ (17,330.00)	\$ (40,976.95)	\$ 239,976.70	
Kathleen Hughes	City of Santa Clara	Sr Electric Division Manager	\$ 196,584.00	\$ -	\$ 97,045.90	\$ 97,045.90	\$ (11,387.87)	\$ (12,394.80)	\$ (18,078.80)	\$ (41,861.47)	\$ 251,768.43	4.91%
Kathleen Hughes	City of Santa Clara	Sr Electric Division Manager (Now)	\$ 224,235.60	\$ -	\$ 106,842.86	\$ 106,842.86	\$ (11,788.82)	\$ (12,394.80)	\$ (20,290.93)	\$ (44,474.54)	\$ 286,603.92	13.84%
Manuel Pineda	City of Sunnyvale	Director of Public Works	\$ 228,000.00	\$ 9,120.00	\$ 112,799.38	\$ 121,919.38	\$ (3,306.00)	\$ -	\$ (9,120.00)	\$ (12,426.00)	\$ 337,493.38	
Manuel Pineda	City of Sunnyvale	Assistant City Manager*	\$ 304,677.00	\$ 12,187.08	\$ 139,980.76	\$ 152,167.84	\$ (4,417.82)	\$ -	\$ (12,187.08)	\$ (16,604.90)	\$ 440,239.94	
Manuel Pineda	City of Santa Clara	Assistant City Manager	\$ 310,008.00	\$ -	\$ 137,232.02	\$ 137,232.02	\$ (13,032.52)	\$ (12,394.80)	\$ (27,152.72)	\$ (52,580.04)	\$ 394,659.99	16.94%
Manuel Pineda	City of Santa Clara	Chief Electric Utility Officer/Assistant City Manager	\$ 362,628.00	\$ -	\$ 155,875.29	\$ 155,875.29	\$ (13,795.51)	\$ (12,394.80)	\$ (31,362.32)	\$ (57,552.63)	\$ 460,950.66	16.80%
Santa Clara Below Average for Assistant City Manager												-10.35%
Kenn Lee	City of Sunnyvale	Assistant Director of Finance	\$ 171,000.00	\$ 6,840.00	\$ 92,593.33	\$ 99,433.33	\$ (2,479.50)	\$ -	\$ (6,840.00)	\$ (9,319.50)	\$ 261,113.83	
Kenn Lee	City of Sunnyvale	Director of Finance	\$ 272,033.04	\$ 6,840.00	\$ 128,408.74	\$ 135,248.74	\$ (3,944.48)	\$ -	\$ (6,840.00)	\$ (10,784.48)	\$ 396,497.30	
Kenn Lee	City of Santa Clara	Assistant Director of Finance	\$ 223,716.00	\$ -	\$ 106,658.77	\$ 106,658.77	\$ (11,781.28)	\$ (12,394.80)	\$ (20,249.36)	\$ (44,425.44)	\$ 285,949.32	9.51%
Kenn Lee	City of Santa Clara	Director of Finance	\$ 268,344.00	\$ -	\$ 122,470.47	\$ 122,470.47	\$ (3,944.48)	\$ (12,394.80)	\$ (23,819.60)	\$ (40,158.88)	\$ 350,655.59	22.63%
Santa Clara Below Average for Director of Finance												-11.56%
Cynthia Bojorquez	City of Sunnyvale	Director of Library & Community Services	\$ 236,000.04	\$ 9,440.00	\$ 115,635.33	\$ 125,075.33	\$ (3,422.00)	\$ -	\$ (9,440.00)	\$ (12,862.00)	\$ 348,213.37	
Cynthia Bojorquez	City of Sunnyvale*	Assistant City Manager*	\$ 304,677.00	\$ 12,187.08	\$ 139,980.76	\$ 152,167.84	\$ (4,417.82)	\$ -	\$ (12,187.08)	\$ (16,604.90)	\$ 440,239.94	
Cynthia Bojorquez	City of Santa Clara	Assistant City Manager	\$ 335,004.00	\$ -	\$ 146,088.11	\$ 146,088.11	\$ (13,394.96)	\$ (12,394.80)	\$ (29,152.40)	\$ (54,942.16)	\$ 426,149.95	22.38%
Santa Clara Below Average for Assistant City Manager												-3.20%
Walter Rossman	City of Sunnyvale	Assistant City Manager	\$ 240,000.00	\$ 9,600.00	\$ 116,747.04	\$ 126,347.04	\$ (3,480.00)	\$ -	\$ (9,600.00)	\$ (13,080.00)	\$ 353,267.04	
Walter Rossman	City of Santa Clara	Chief Operating Officer	\$ 315,000.00	\$ -	\$ 139,000.69	\$ 139,000.69	\$ (13,104.90)	\$ (12,394.80)	\$ (27,552.08)	\$ (53,051.78)	\$ 400,948.91	13.50%
Ruben Torres	Livermore-Pleasanton Fire Department	Fire Chief	\$ 219,000.00	\$ -	\$ 140,672.01	\$ 140,672.01	\$ (3,175.50)	\$ (1,139.64)	\$ (26,280.00)	\$ (30,595.14)	\$ 329,076.87	
Ruben Torres	Fire Chief	Fire Chief	\$ 320,004.00	\$ -	\$ 182,739.85	\$ 182,739.85	\$ (4,640.06)	\$ (14,794.80)	\$ (31,120.92)	\$ (50,555.78)	\$ 452,188.07	37.41%

Notes:  
The comparator classifications are assumed to have Kaiser Family Medical, Family Dental (base PPO), Family Vision (standard coverage), and no retirement compensation limits.  
Used benefit information/rates available as of 1/4/20  
\* To compare apples to apples, pulled the same classification at prior employer and assumed a base annual salary at mid range  
At time of compiling this information, information for Manhattan Beach was unavailable; therefore information for Nadine Kayali and Teresia Zadroga-Haase is not included.