

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

*Note: Unless otherwise noted, the salary information included in this report was in effect on February 2021*

Insurance														
Agency	Top Step Salary	Life	Medical	Dental	Vision	LTD	Soc. Sec. Medicare	Employer Retire. Rate	Employer-Pd Employee Retirement	Deferred Comp	Auto Allow.	Prof. Devel.	Retiree Medical	Total Compensation
City of Antioch	\$1,600.04	\$3.13	\$1,549.10			\$0.00	\$0.00	\$623.39	\$0.00	\$0.00	\$350.00	\$0.00	\$0.00	\$4,125.66
City of Fairfield	\$190.00	\$2.40	\$1,883.84	\$111.38	\$13.25	\$0.00	\$2.76	\$70.07	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,273.70
City of Morgan Hill	Comparator is no longer a match and will be removed, since it is now a full-time position for the City.													

<b>Survey Median:</b>	<b>\$895.02</b>	<b>\$3,199.68</b>
<b>Survey Average</b>	<b>\$895.02</b>	<b>\$3,199.68</b>

City of Santa Clara	\$2,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$29.00	\$763.26	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,792.26
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**Santa Clara above/below median salary:** **123.46% Above**

**Santa Clara above/below average salary:** **123% Above**

**Santa Clara above/below median total compensation:** **-15% Below**

**Santa Clara above/below average total compensation:** **-15% Below**

Retirement:

	Agency Base
City of Antioch	38.96%
City of Fairfield	36.88%

*\*City of Antioch: Agency was unable to provide 2021 rates for employer contribution for life insurance and individual costs for medical, dental, and vision. Rates provided are from 2019 information.*