

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

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

Agency	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	23,591.34	66.00	2126.53	224.76	36.98	10.00	342.07	10587.56	0	0	0	83.33	2,126.53	39,195.10
City of Palo Alto	23,209.33	33.96	2008.00	214.89	37.20	15.90	336.54	11532.72	0	0	0	125.00	1,727.00	39,240.53
City of Milpitas	20,599.95	7.00	2027.64	221.22	19.50	17.05	298.70	9109.50	0	75.00	0	0	733.39	33,108.95
City of Redwood City	22,323.00	25.65	1838.18	99.86	17.40	10.81	323.68	9231.01	0	446.46	0	750.00	1,065.75	34,292.15
City of Hayward	19,363.07	23.24	1924.98	148.08	60.58	14.35	280.76	7981.46	0	0	0	0.00	237.31	30,033.83
County of Santa Clara	24,099.76	97.57	1366.86	54.27	0	4.59	349.45	10112.02	0	0	0	0.00		36,084.51
County of San Mateo	21,049.20	Waiting for agency response												

Survey Average: **22,033.66** **35,174.11**

City of Santa Clara	26,141.00	5.60	982.43	22.22	0	9.02	379.04	10775.32	0.00	0	400.00	0.00	352.00	39,066.63
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Santa Clara above/below average **18.64%**
Above

Santa Clara above/below average total compensation: **11.07%**
Above

NOTES:
 City of Milpitas and Mountain View: Auto provided
 City of Redwood City: Auto provided; City pays 100% of the "Employee Only" rate for the plan chosen up to a maximum monthly amount equal to the Bay Area Kaiser Family rate
 City of Santa Clara: Police Chief is eligible to be provided with an automobile in lieu of an auto allowance similar to Mountain View and Milpitas

City of Santa Clara Total Monthly Compensation Array

Class: Police Chief

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Retirement:

	<u>Agency Base</u>	<u>Agency-Paid Employee Contribution</u>	
City of Mountain View	44.879%	0%	3.0@50
City of Palo Alto	49.690%	0%	3.0@50
City of Milpitas	44.221%	0%	3.0@50
City of Redwood City	41.352%	0%	3.0@50
City of Hayward	41.220%	0%	3.0@50
County of Santa Clara	41.959%	0%	3.0@50
County of San Mateo			
City of Santa Clara	49.098%	0%	3.0@50

44.683% contribution rate, but employee pays 7% as cost share amount

Paid Holidays:

	<u>No. Holidays</u>
City of Mountain View	12
City of Palo Alto	12
City of Milpitas	13
City of Redwood City	14
City of Hayward	14.5
County of Santa Clara	12
County of San Mateo	
City of Santa Clara	13

Vacation:

	<u>No. Days</u>
City of Mountain View	17
City of Palo Alto	25
City of Milpitas	36
City of Redwood City	15
City of Hayward	15
County of Santa Clara	0
County of San Mateo	
City of Santa Clara	15

City of Santa Clara Total Monthly Compensation Array

Class: Police Chief

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Management Leave:

	<u>No. of Days</u>
City of Mountain View	12
City of Palo Alto	10
City of Milpitas	5
City of Redwood City	20
City of Hayward	10
County of Santa Clara	0
County of San Mateo	
City of Santa Clara	15

Sick Leave

	<u>No. of Days</u>
City of Mountain View	12
City of Palo Alto	12
City of Milpitas	12
City of Redwood City	12
City of Hayward	12
County of Santa Clara	0
County of San Mateo	
City of Santa Clara	12