

Police Chief			Max Salary	Insurance (Family) ⁽¹⁾					Total Benefits	Retirement		Total Retirement (Classic)	Total Other Benefits ⁽⁴⁾	Total Compensation
Rank	Agency	Classification		Life	Medical	Dental	LTD	Vision		Social Security Medicare (Base Pay Only) ⁽²⁾	Employer Total Retirement Rate (Base Pay + POST Only) ⁽³⁾			
1	MOUNTAIN VIEW	POLICE CHIEF	\$385,175	\$648	\$36,071	\$3,002	\$103	\$-	\$39,824	\$5,585	\$147,869	\$153,454	\$3,452	\$581,905
2	HAYWARD	CHIEF OF POLICE	\$354,224	\$-	\$33,597	\$2,015	\$-	\$372	\$35,985	\$6,524	\$146,833	\$153,357	\$30,467	\$574,033
3	SANTA CLARA (COUNTY)	SHERIFF - U	\$352,657	\$612	\$32,722	\$1,410	\$530	\$105	\$35,379	\$26,978	\$122,619	\$149,597	\$27,400	\$565,034
4	SAN MATEO (COUNTY)	SHERIFF - ELECTIVE	\$361,858	TBD ⁽⁵⁾	\$27,777	\$1,388	TBD ⁽⁵⁾	\$192	\$29,357	\$27,682	\$110,547	\$138,230	\$27,139	\$556,584
5	PALO ALTO	POLICE CHIEF	\$367,702	\$410	\$27,120	\$2,644	\$446	\$153	\$30,773	\$5,332	\$141,676	\$147,007	\$2,400	\$547,882
6	SAN JOSE	CHIEF OF POLICE	\$389,597	\$720	\$28,314	\$1,798	\$-	\$192	\$31,024	\$-	\$119,073	\$119,073	\$4,875	\$544,570
7	FREMONT	POLICE CHIEF	\$362,369	\$101	\$32,400	\$1,610	\$665	\$362	\$35,138	\$5,254	\$128,315	\$133,569	\$8,747	\$539,824
8	MILPITAS	CHIEF OF POLICE	\$357,123	\$84	\$34,722	\$2,427	\$86	\$205	\$37,524	\$5,178	\$125,493	\$130,671	\$8,850	\$534,168
9	SANTA CLARA	POLICE CHIEF	\$345,060	\$46	\$13,365	\$267	\$-	\$108	\$13,785	\$5,003	\$146,302	\$151,305	\$19,653	\$529,804
10	SAN MATEO	CHIEF OF POLICE	\$333,731	\$102	\$31,250	\$1,650	\$1,268	\$149	\$34,419	\$4,839	\$117,807	\$122,646	\$8,792	\$499,588
11	BERKELEY	POLICE CHIEF	\$323,129	\$113	\$30,683	\$2,044	\$3,231	\$-	\$36,071	\$5,794	\$120,947	\$126,741	\$5,900	\$491,841
12	DALY CITY	CHIEF OF POLICE	\$307,678	\$-	\$32,986	\$-	\$-	\$200	\$33,186	\$4,461	\$99,349	\$103,811	\$1,000	\$445,675
AVG (NO CSC)			\$354,113											\$534,646
AVG (BELOW/ABOVE)			-2.56%											-0.91%

- 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
 - (2) Only Santa Clara (County) and San Mateo (County) pay for both Social Security and Medicare. All others pay for Medicare only (except San Jose).
 - (3) 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.

Classification	Top Step Salary	Insurance (Family) ⁽¹⁾					Total Benefits	Retirement		TOTAL RETIREMENT (CLASSIC)	TOTAL OTHER BENEFITS ⁽⁴⁾	TOTAL COMPENSATION
		Life	Medical	Dental	LTD	Vision		Social Security Medicare (Base Pay Only) ⁽²⁾	Employer Total Retirement Rate (Base Pay + POST Only) ⁽³⁾			
POLICE CHIEF	\$345,060	\$46	\$13,365	\$267	\$-	\$108	\$13,785	\$5,003	\$139,335	\$144,339	\$19,653	\$522,837
ASSISTANT POLICE CHIEF	\$387,247 ⁽⁵⁾	\$46	\$31,250	\$267	\$-	\$108	\$31,671	\$5,615	\$156,370	\$161,986	\$31,444	\$612,347

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- (1) City of Santa Clara Police Chief receives benefits available to Unclassified Police Management Employees (Unit 9A) in effect as of 2018-2023 MOU
 - (2) Medicare only.
 - (3) Employer Rate is the Normal Cost only as provided for Classic employees in CalPERS valuation report.
 - (4) Other Benefits include, where available: POST Pay, Deferred Compensation, Uniform Allowance, Auto Allowance, and Professional Development
 - (5) Salary shown above is incumbent's current salary range. Maximum Salary is \$396,219.