

POLICE CHIEF COMPARISON WITH ASSISTANT POLICE CHIEF
(Base Pay Only)

Rank	Agency	Classification	Top Step Salary	Classification	Top Step Salary	Difference (\$)	Difference (%)
1	HAYWARD	CHIEF OF POLICE	\$354,224	DEPUTY POLICE CHIEF ⁽¹⁾	None available ⁽¹⁾	N/A	N/A
2	SAN MATEO	CHIEF OF POLICE	\$333,731	DEPUTY POLICE CHIEF	\$270,185	\$63,546	19.04%
3	SAN MATEO (COUNTY)	SHERIFF - ELECTIVE ⁽²⁾	\$361,858	UNDERSHERIFF - UNCLASSIFIED	\$296,837	\$65,021	17.97%
4	BERKELEY	POLICE CHIEF	\$323,129	DEPUTY CHIEF OF POLICE	\$275,600	\$47,529	14.71%
5	FREMONT	POLICE CHIEF	\$362,369	POLICE DEPUTY CHIEF	\$321,377	\$40,992	11.31%
6	MOUNTAIN VIEW	POLICE CHIEF	\$385,175	POLICE CAPTAIN	\$341,863	\$43,313	11.24%
7	PALO ALTO	POLICE CHIEF	\$367,702	ASSISTANT CHIEF OF POLICE-AD	\$326,810	\$40,892	11.12%
8	SAN JOSE	CHIEF OF POLICE	\$389,597	ASSISTANT CHIEF OF POLICE	\$348,230	\$41,368	10.62%
9	DALY CITY	CHIEF OF POLICE	\$307,678	DEPUTY POLICE CHIEF	\$287,147	\$20,531	6.67%
10	MILPITAS	CHIEF OF POLICE	\$357,123	ASSISTANT POLICE CHIEF	\$340,127	\$16,997	4.76%
11	SANTA CLARA (COUNTY)	SHERIFF - U ⁽²⁾	\$352,657	UNDERSHERIFF - U	\$345,298	\$7,359	2.09%
12	SANTA CLARA	POLICE CHIEF⁽²⁾	\$345,060	ASSISTANT POLICE CHIEF	\$396,219⁽³⁾	\$(51,159)	-14.83%

NOTES: Information on who the “second in command” of the department is based on available organization charts or from information available online

- (1) Hayward’s organization chart shows Deputy Police Chief as under the Chief of Police; however, no job class specification or salary information is available
- (2) Elected positions
- (3) Maximum of the salary range for Assistant Police Chief. When compared to the incumbent’s current salary, there is an approximate -12.23% difference between the Police Chief and Assistant Police Chief.