

Total Compensation Survey
Police Chief
(2023)

Police Chief Agency	Top Step Salary	Insurance (Family)					(Classic)				Deferred Comp	Auto Allow.	Prof. Devel.	POST Pay (%) (Adv.)	POST pay (\$) (Adv.)	Uniform Allowance	Retiree Medical	Total Compensation
		Life	Medical	Dental	LTD	Vision	Social Security Medicare (Base Pay Only)	Employer Total Retire. Rate (Base Pay + POST Only)	ER Paid EE Ret.									
City of Santa Clara	\$ 26,141.00	\$ 3.82	\$ 1,113.74	\$ 22.22	\$ -	\$ 9.00	\$ 400.90	\$ 16,630.77	\$ -	\$ 150.00	\$ -	\$ -	5.0%	\$ 1,307.05	\$ 50.00	\$ 406.00	\$ 46,234.50	
City of Hayward	\$ 22,314.93	\$ -	\$ 2,901.63	\$ 184.04	\$ -	\$ 28.70	\$ 323.57	\$ 10,626.93	\$ -	\$ 200.00	\$ -	\$ -	7.5%	\$ 1,673.62	\$ 36.67	\$ 508.00	\$ 38,798.08	
City of Milpitas	\$ 25,964.14	\$ 7.00	\$ 2,375.72	\$ 221.22	\$ 19.50	\$ 17.05	\$ 376.48	\$ 15,360.39	\$ -	\$ 75.00	\$ 550.00	\$ -	0.0%	\$ -	\$ 112.50	\$ -	\$ 45,079.00	
City of Mountain View	\$ 29,393.72	\$ 24.98	\$ 2,809.40	\$ 224.76	\$ 37.91	\$ -	\$ 426.21	\$ 13,730.39	\$ -	\$ -	\$ -	\$ 83.33	0.0%	\$ -	\$ 37.50	\$ 2,584.65	\$ 49,352.85	
City of Palo Alto	\$ 28,211.73	\$ 29.62	\$ 2,260.00	\$ 187.65	\$ 37.20	\$ 15.38	\$ 409.07	\$ 20,665.23	\$ -	\$ 2,500.00	\$ -	\$ 500.00	7.5%	\$ 2,115.88	\$ -	\$ 2,124.00	\$ 59,055.77	
City of Redwood City	\$ 26,507.00	\$ 34.46	\$ 2,002.25	\$ 113.67	\$ 66.27	\$ 11.83	\$ 384.35	\$ 14,488.73	\$ -	\$ 530.14	\$ 400.00	\$ 62.50	0.0%	\$ -	\$ 66.67	\$ 762.74	\$ 45,430.60	
County of Alameda	\$ 23,535.20	\$ 4.71	\$ 2,080.86	\$ 123.88	\$ -	\$ -	\$ -	\$ 5,610.79	\$ 706.06	\$ -	\$ -	\$ -	0.0%	\$ -	\$ 104.17	\$ 616.12	\$ 32,781.78	
County of San Mateo	\$ 27,615.47	\$ 3.58	\$ 1,897.00	\$ 121.76	\$ 14.47	\$ 16.52	\$ 410.00	\$ 21,003.29	\$ -	\$ -	\$ 513.00	\$ -	7.5%	\$ 2,071.16	\$ 108.33	\$ 400.00	\$ 54,174.58	
County of Santa Clara	\$ 27,603.27	\$ 110.59	\$ 3,048.97	\$ 117.50	\$ 44.18	\$ 9.64	\$ 2,111.65	\$ 14,453.07	\$ -	\$ 1,708.33	\$ 200.00	\$ 375.00	0.0%	\$ -	\$ -	\$ 2,111.65	\$ 51,893.85	

Figures highlighted in green are updated from prior total compensation survey from March 2023

Average (No CSC)	\$ 26,975.79																\$ 47,070.81	
Average (Below/Above)	-3.09%																	-1.78%