

CONFIDENTIAL
CITY OF SANTA CLARA
TOTAL MONTHLY COMPENSATION SURVEY
POLICE CHIEF

Agency	Top Step Salary	Insurance					Soc. Sec. Medicare	Employer Retire. Rate	ER Paid EE Ret.	Deferred Comp	Auto Allow.	Prof. Devel.	POST pay (%)	POST pay (\$)	Uniform Allowance	Retiree Medical	Total Compensation
		Life	Medical	Dental	LTD	Vision											
City of Mountain View	23,591.34	66.00	2,322.39	224.76	37.91	10.00	342.62	10,604.39	0.00	0.00	0.00	83.33	0.0%	0.00	37.50	2,322.39	39,642.63
City of Palo Alto	23,209.33	33.96	2,172.00	214.89	37.20	15.90	361.78	12,397.67	0.00	0.00	0.00	250.00	7.5%	1,740.70	0.00	2,172.00	42,605.42
City of Milpitas	20,599.95	7.00	1,997.45	221.22	0.00	17.05	300.33	9,159.25	0.00	75.00	0.00	0.00	0.0%	0.00	112.50	768.25	33,258.00
City of Redwood City	22,323.00	25.65	1,797.71	99.86	17.40	10.81	340.76	9,718.06	0.00	892.92	0.00	62.50	5.0%	1,116.15	61.67	1,065.75	37,532.23
City of Hayward	19,363.07	23.24	2,311.15	148.08	60.58	14.35	309.93	8,810.52	0.00	0.00	0.00	350.00	10.0%	1,936.31	75.00	768.25	34,170.47
County of Santa Clara	24,099.76	195.14	2,733.72	54.27	0.00	4.59	349.45	10,112.02	0.00	0.00	0.00	0.00	0.0%	0.00	0.00	0.00	37,548.94
County of San Mateo	21,891.58	4.50	3,087.30	127.22	14.47	16.06	342.43	15,126.12	0.00	0.00	1,111.50	0.00	7.5%	1,641.87	82.67	4,273.82	47,719.54
County of Alameda	21,434.40	5.14	1,296.45	38.93	0.00	25.22	330.96	13,966.39	0.00	0.00	0.00	0.00	6.0%	1,286.06	104.17	558.00	39,045.72
Survey Average:		22,064.05															38,940.37
City of Santa Clara	26,141.00	5.60	848.94	0.00	0.00	0.00	398.72	13500.99	0.00	0.00	0.00	0.00	5.0%	1307.05	50.00	364.00	42,616.35

Santa Clara above/below average salary: **18.48%**
Above

Santa Clara above/below average total compensation: **9.44%**
Above

NOTES:
Santa Clara, Milpitas, Mountain View, Redwood City, and County of Santa Clara: Vehicle provided. Incumbents may elect an Auto Allowance in lieu of a vehicle

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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	64.050%	0%	3.0@50
County of Alameda	61.190%	0%	3.0@50
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	0
County of Alameda	11
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	0
County of Alameda	0
City of Santa Clara	24

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Management Leave:

	<u>No. of Days</u>
City of Mountain View	12
City of Palo Alto	10
City of Milpitas	16.25
City of Redwood City	20
City of Hayward	10
County of Santa Clara	0
County of San Mateo	0
County of Alameda	0
City of Santa Clara	10

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	0
County of Alameda	0
City of Santa Clara	12