

2/2/2021

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

Note: Unless otherwise noted, the salary information included in this report was in effect as of February 2, 2021

Agency	General Law or Charter	Full-time/ Part-time	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 (Family)	Dental	LTD	Vision								
City of Mountain View	Charter	Part-time	<a href="#">\$1,156.94</a>	\$2.69	\$3,322.56	\$224.76	\$5.58	\$0.00	\$16.78	\$398.01	\$0.00	\$0.00	\$0.00	\$83.33	\$501.04	\$5,711.68
City of Palo Alto	Charter	Full-time	<a href="#">\$1,000.00</a>	\$1.50	\$2,260.00	\$210.62	\$0.00	\$15.59	\$14.50	<a href="#">\$376.37</a>	\$0.00	\$0.00	\$0.00	\$0.00	\$1,937.00	\$5,815.58
City of Cupertino	General Law	Part-time	<a href="#">\$743.07</a>	\$3.84	<a href="#">\$1,969.81</a>	\$114.30	\$0.00	\$14.94	\$10.77	\$221.53	\$0.00	\$0.00	\$0.00	\$0.00	\$1,937.00	\$5,015.27
City of Fremont	General Law	Part-time	<a href="#">\$2,247.93</a>	\$5.66	\$450.00	\$139.10	\$0.00	\$20.48	\$0.00	\$728.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,591.84
City of Sunnyvale	Charter	Part-time	<a href="#">\$2,693.32</a>	\$0.00	<a href="#">\$3,400.44</a>	<a href="#">\$41.41</a>	\$0.00	<a href="#">\$7.61</a>	<a href="#">\$39.05</a>	\$920.82	\$0.00	\$0.00	\$0.00	\$0.00	<a href="#">\$143.00</a>	\$7,245.64

Survey Median: **\$1,156.94**  
Survey Average: **\$1,568.25**

**\$5,711.68**  
**\$5,476.00**

City of Santa Clara	Charter		<a href="#">\$2,000.00</a>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$29.00	\$763.26	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,792.26
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Santa Clara above/below median salary: **72.87% Above**

Santa Clara above/below average salary: **27.53% Above**

Santa Clara above/below median total compensation:

**-105% Below**

Santa Clara above/below average total compensation:

**-96% Below**

**Notes:**

**City of Mountain View:**

Paid on stipend and not based on hours or FTE schedule; same benefits as FT employees except leaves. For retirement, if PEPRA/New Classic hires as of 1/1/19 = 0%; or if Classic prior to 1/1/19 = Employer pays full Employee share. For Retiree Medical: Can choose defined benefit or defined contribution plan. If defined benefit, City pays max of 85% of HMO Plan (Single Coverage). Must work for 15 YOS continuous and retire with the City. If defined contribution, employer pays monthly contributions based on YOS (1-5 YOS = \$315.81. 6-10 YOS = \$408.43. 10+ YOS = \$501.04). Vests after 5 YOS.

**City of Palo Alto:**

City Council votes and selects a Mayor each year; salary is the same as City Council. Mayor receives an extra \$150/mo and Vice Mayor receives extra \$100/mo.