

2/2/2021

CONFIDENTIAL
CITY OF SANTA CLARA
TOTAL MONTHLY COMPENSATION ARRAY
CLASS: MAYOR

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

Agency	General Law or Charter	Full-time/Part-time	Top Step Salary (Monthly)	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	\$1,446.23	\$3.36	\$3,322.56	\$224.76	\$6.97	\$10.00	\$20.97	\$497.53	\$0.00	\$0.00	\$0.00	\$83.33	\$501.04	\$6,116.75
City of Palo Alto	Charter	Full-time	\$1,150.00	\$1.73	\$2,260.00	\$210.62	\$0.00	\$15.59	\$16.68	\$429.72	\$0.00	\$0.00	\$0.00	\$0.00	\$1,937.00	\$6,021.33
City of Cupertino	General Law	Part-time	\$743.07	\$3.84	\$1,969.81	\$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	\$3,993.78	\$5.66	\$450.00	\$139.10	\$0.00	\$20.48	\$0.00	\$249.61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,858.63
City of Sunnyvale	Charter	Part-time	\$3,591.10	\$0.00	\$3,400.44	\$41.41	\$0.00	\$7.61	\$52.07	\$1,227.76	\$0.00	\$0.00	\$0.00	\$0.00	\$143.00	\$8,463.38

Survey Median:	\$1,446.23	\$6,021.33
Survey Average	\$2,184.84	\$6,095.07

City of Santa Clara	Charter		\$2,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$36.25	\$954.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,490.33
---------------------	---------	--	----------------------------	--------	--------	--------	--------	--------	---------	----------	--------	--------	--------	--------	--------	------------

Santa Clara above/below median salary: 72.86% Above 0.28

Santa Clara above/below average salary: 14.43% Above

Santa Clara above/below median total compensation: -73% Below

Santa Clara above/below average total compensation: -75% 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.