

City/Town Manager Compensation Survey

Last Revised: 9/10/2010

City	County	Population	Name of City Manager	Official Title	W-2, Box 5	Mos. Worked	Special compensation issues
Adelanto	San Bernardino	28,480	D. James Hart	City Manager	\$195,000	12	
Agoura Hills	Los Angeles	23,387	Greg Ramirez	City Manager	\$211,506	12	Includes auto and technology allowance and leave cash outs
Alameda	Alameda	75,409	Ann Marie Gallant	Interim City Manager	\$181,902	9	For the first 3 months of 2009 Gallant served as Interim Finance Director. Informaiton reported in item 2 above is for her Interim City Manager tenure only.
Albany	Alameda	17,000	Beth Pollard	City Manager	\$185,580	12	*Because the City has bi-weekly payroll, every 11 years there is a 27th pay period; 2009 was one of those years, so the 2009 W-2 wages were higher than the average year by two weeks pay = 6582. Adjusting for this factor puts earnings at 178996
Alhambra	Los Angeles	89,501	Julio J. Fuentes	City Manager	\$212,259	12	Includes \$6000 auto allowance, \$600 employere paid annual physical exam, and \$3910 administrative leave payoff
Aliso Viejo	Orange	46,123	Mark Pulone	City Manager	\$196,944	12	
Alturas	Modoc	2,782	Non City Manager City				
Amador	Amador	209	Non City Manager City				
American Canyon	Napa	16,836	Richard J. Ramirez	City Manager	\$195,223	12	\$400 per month auto allowance was suspended effective 2/2010
Anaheim	Orange	348,467	Thomas J. Wood	City Manager	\$293,017	12	Includes paid leave cashout
Anderson	Shasta	10,600	Dana Shigley	City Manager	\$119,500	12	
Antioch	Contra Costa	102,000	Jim Jakel	City Manager	\$221,000	12	
Apple Valley	San Bernardino	70,040	Frank Robinson	Town Manager	\$223,008	12	Compensation included base salary, car allowance, and floating holiday cash out.
Arcadia	Los Angeles	56,719	Don Penman	City Manager	\$220,000	12	
Arcata	Humboldt	17,558	Randal J. Mendosa	City Manager	\$140,249	12	
Arroyo Grande	San Luis Obispo	17,145	Steve Adams	City Manager	\$157,000	12	2009 included 27 payrolls for the City of Arroyo Grande. Employee sold 100 hours of annual leave.
Artesia	Los Angeles	17,608	Maria Dadian	City Manager	\$151,617	12	
Arvin	Kern	16,949	Alan Christensen	City Manager	\$142,507	12	\$400 per month auto allowance. One-time city buy back of admin leave for \$3,086 Base Salary before other compensation: \$135,824
Atascadero	San Luis Obispo	28,560	Wade G. McKinney	City Manager	\$186,460	12	Deferred Comp,
Atherton	San Mateo	7,200	Jerry Gruber	City Manager	\$171,241	12	none
Atwater	Merced	27,755	Gregory B. Wellman	City Manager	\$207,559	12	\$43,673 Professional Development, Administration, Sick, and Vacation leave cashout for 2009
Auburn	Placer	13,432	Robert Richardson	City Manager	\$140,996	12	Auto Allowance - 4800 annual payment
Avalon	Los Angeles	3,500	Peter Woolson	City Manager	\$100,635	6	Last full time CM

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Avalon	Los Angeles	3,500	CM Steve Hoefs and CAO Charlie Wagner	City Manager PT and CAO PT	\$27,130	6	Part time positions
Avenal	Kings	16,236	Melissa Whitten	City Manager	\$107,000	12	None to report.
Azusa	Los Angeles	48,932	Francis M. Delach	City Manager	\$252,862	12	Vacation cash-out \$9,740 Auto Allowance \$7,200 Health/Dental Insurance Benefit deferral to 401A \$15,612 Deferred Comp \$14,000
Baldwin Park	Los Angeles	81,604	Vijay Singhal	Chief Executive Director	\$191,593	12	\$6,831 Sick Leave and Administrative Leave buy backs. Does not include cell phone or car allowance.
Banning	Riverside	28,457	Brian Nakamura	City Manager	\$194,846	7	Mr. Nakamura worked for the City of Banning for 7 months so included in the Box 5 of his W2 is any payoffs he was entitled to. This sum added up to \$69,109
Barstow	San Bernardino	24,281	Richard D. Rowe	City Manager	\$252,504	12	
Beaumont (Contract)	Riverside	34,700	Alan Kapanicas	City Manager (Contract)	\$0	0	None. Position is by Contract to GGMS, Inc.
Bell Gardens	Los Angeles	46,786	G. "Steve" Simonian	City Manager	\$246,681	12	Life insurance, cell phone allowance, car allowance
Bellflower	Los Angeles	77,110	Michael Egan	City Manager	\$222,494	12	
Belvedere	Marin	2,125	George Rodericks	City Manager	\$196,672	12	
Benicia	Solano	28,000	James R. Erickson	City Manager	\$227,000	12	Deferred Comp \$19,000; Vacation Leave Buy-Back \$6,000
Berkeley	Alameda	107,268	Philip Kamlarz	City Manager	\$223,324	12	Note: answer to question 2 is zero - does not pay medicare tax, however the taxable wages on the 2009 W2 are \$223,324.35. Special Comp: 1) Excess sick leave pay out \$2,786.70; 2) Longevity pay \$7,247.65
Beverly Hills	Los Angeles	33,784	Roderick Wood	City Manager	\$438,571	12	Mr. Wood had vacation and sick leave payoffs of 140,289.99. Mr. Wood Retired as City Manager in early August of 2009. He served as the contract City Manager until 1/22/2010.
Big Bear Lake	San Bernardino	6,700	Jeff Mathieu	City Manager	\$221,000	12	housing allowance \$12,000 annually; city issued vehicle, no auto allowance taken
Biggs	Butte	1,777	Peter R. Carr	City Administrator	\$84,762	12	None.
Bishop	Inyo	3,543	Richard F. Pucci	City Administrator	\$152,989	12	\$299.00 gym membership (fringe benefit)
Blythe	Riverside	23,000	Dave Lane	City Manager	\$174,982	12	None
Bradbury	Los Angeles	1,094	Michelle Keith	City Manager	\$106,000	12	\$600 cell phone reimbursement
Brawley	Imperial	27,743	Gary Burroughs	City Manager	\$194,919	12	Employee pays social security. Includes allowance for car, cell phone, and insurance
Brea	Orange	40,377	Tim O'Donnell	City Manager	\$262,900	12	
Brentwood	Contra Costa	53,000	Donna Landeros	City Manager	\$237,000	12	

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Brisbane	San Mateo	3,993	Clayton Holstine	City Manager	\$218,344	12	Salary is 210808, housing allowance of \$250 a month, vehilce allowance of \$350 per month, and cell phone allowance of \$35 per month
Buellton	Santa Barbara	4,833	John Kunkel	City Manager	\$5,833	1	note: I started in my new psoition ion Dec. 15th 09. therefore pay was for half a month. Per contract my compensation is 140,000 p/y.
Buena Park	Orange	84,141	Rick Warsinski	City Manager	\$255,500	12	vacation and sick leave cashout included in figure
Burbank	Los Angeles	108,469	Michael Flad	City Manager	\$236,057	12	Technology Allowance-\$1200/year Car Allowance-\$500/month City pays for STD/LTD and Life Insurance Policy
Burlingame	San Mateo	28,867	James Nantell	City Manager	\$222,203	12	Includes two week of unused administartive leave payout for \$8,312.00 value
Calabasas	Los Angeles	23,735	Anthony M. Coroalles	City Manager	\$252,347	12	W2, Line 12 b, \$31,000 leave cashout applied to 457 retirement plan.
Callexico	Imperial	40,075	Victor M. Carrillo	City Manager	\$56,315	5.5	
California City	Kern	14,000	Tom Weil	City Manager	\$106,000	8	Car allowance 600 per month, Life insurance 250,000 coverage
Calimesa	Riverside	7,600	Randy Anstine	City Manager	\$122,000	12	cash out unused vacation and admin leave. City pays 6% into ICMA comp
Calipatria	Imperial	8,233	Romualdo J. Medina	City Managers	\$100,697	12	
Calistoga	Napa	5,350	James C. McCann	City Manager	\$154,630	12	
Camarillo	Ventura	66,800	Jerry Bankston	City Manager	\$258,098	12	1,800.00 for physical exam (1 ever 3 years); buy-back of 7 days of accrued leave; 6,000.00 vehicle allowance; 1,500 life insurance
Campbell	Santa Clara	40,000	Daniel Rich	City Manager	\$194,800	12	
Canyon Lake	Riverside	11,225	Lori Mos	City Manager	\$143,750	12	10 days a FY vacation. 12 days sick
Capitola	Santa Cruz	10,500	Richard Hill	City Manager	\$180,387	12	
Carlsbad	San Diego	106,804	Lisa Hildabrand	City Manager	\$239,737	12	Car lease is reported as taxable income
Carmel-by-the-Sea	Monterey	4,038	Lew C. Bauman	CAO	\$151,000	12	Vehicle Allowance = \$350/month
Carpinteria	Santa Barbara	14,409	David Durflinger	City Manager	\$158,302	12	
Carson	Los Angeles	98,000	Jerome G. Groomes	City Manager	\$281,212	12	
Cathedral City	Riverside	52,841	Donald E. Bradley	City Manager	\$185,740	12	NA
Ceres	Stanislaus	43,200	Brad Kilger	City Manager	\$203,086	12	For 2010 the taxable income will decrease due to a 20% reduction in compensation I took as a cost savings measure. It will include a \$150,000 base salary, 120 hours of Adm Leave cash out, a \$7200 annual car allowance and a \$6000 annual employer deferred comp contribution.

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Cerritos	Los Angeles	51,488	Art Gallucci	City Manager and Executive Director Cerritos Redevelopment Agency	\$263,833	12	Includes one time cashout of vacation leave and retro pay for 2008 salary increase
Chico	Butte	88,228	David Burkland	City Manager	\$192,959	12	None
Chino Hills	San Bernardino	78,971	Michael S. Fleager	City Manager	\$218,921	12	
Chowchilla	Madera	18,698	Nancy Red	City Administrator	\$121,915	7	City Administrator Red retired during the 1st week of August 2009. This included a substantial leave time cash out.
Chula Vista	San Diego	230,000	James Sandoval	City Manager	\$224,609	12	Accrued-unused vacation, 24 hours maximum of unused floating holidays, remaining unused, undesignated flex cash can be converted to taxable cafe cash, remaining SL can be converted to .004 PERS service credit for each 8 hours, \$33,000 to Deferred Compensation.
Claremont	Los Angeles	37,780	Jeffrey C. Parker	City Manager	\$265,789	12	N/A
Clayton	Contra Costa	10,962	Gary Napper	City Manager	\$197,711	12	Includes \$6,600 of annual auto allowance and \$15,569 of unused vacation leave payout (each non CalPERSable). Base pay: \$175,542.
Cloverdale	Sonoma	8,454	Nina Regor	City Manager	\$164,285	12	Paid every two weeks - received extra 2 weeks' pay in 2009 because of the way the calendar worked (27 periods); will receive 2 weeks less pay (25 periods) in 2010. Received 1 week vacation cashout in 2009.
Clovis	Fresno	96,868	Kathleen A. Millison	City Manager	\$152,463	12	Salary, auto and cell allowance, sick leave and management incentive pay included
Coachella	Riverside	45,000	David R. Garcia	City Manager	\$0	0	
Coalinga	Fresno	17,147	Bill Skinner	City Manager	\$124,141	8	
Colma	San Mateo	1,600	Laura S. Allen	City Manager	\$197,115	12	
Colton	San Bernardino	58,150	Rod Foster	City Manager	\$13,317	1	
Colusa	Colusa	6,500	Jan McClintock	City Manager	\$99,132	12	Vacation and Sicke Leave Cash Out policies - annual, fiscal, upon employment termination.
Commerce	Los Angeles	13,581	Jorge J. Rifa	City Administrator	\$209,500	12	none
Concord	Contra Costa	125,864	Daniel E. Keen	City Manager	\$260,930	12	\$14,000 of W-2, Box 5 was for one-time housing assistance, no longer receiving.
Corcoran	Kings	26,047	Ron Hoggard	City Manager	\$154,861	12	

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Corona	Riverside	150,416	Bradly Robbins	City Manager	\$265,044	12	Box 5 includes not only salary but all compensation subject to Medicare tax, including the premium paid for life insurance in excess of \$50,000, employer contributions to a section 457(b) deferred compensation plan, employee Medicare tax paid by the City, auto allowance, longevity and annual leave buyback.
Coronado	San Diego	27,000	Mark Ochenduszko	City Manager	\$184,094	12	
Costa Mesa (pre Medicare)	Orange	114,000	Alan Roeder	City Manager	\$200,465	12	Box 5 is zero due to fact that Mr. Roeder was hired before the Medicare deduction was required. However, his Taxable income for 2009 was \$200,465.
Cotati	Sonoma	7,409	Dianne M. Thompson	City Manager	\$145,580	12	\$145,580 includes \$8,082 in cash outs. Of the \$145,580 a certain portion (\$14,009) was contributed back to the City's General Fund as a voluntary contribution on my part
Covina	Los Angeles	49,622	Daryl Parrish	City Manager	\$328,830	12	The amount above includes a "cash out" from a previous employer of unused sick time and vacation time in the amount of approximately 1400 hours that was accumulated over an 18 year tenure of employment. The amount above is the sum of the box 5 amount from two different employers as I changed employers in June 2009. My box 5 amount for 2010 shall be considerably less as it shall not include the cash payout specified above.
Crescent City	Del Norte	7,609	Rod B. Butler	City Manager	\$99,856	12	
Cudahy	Los Angeles	27,000	George Perez	City Manager/ Director of Community Services/Redevelopment Executive Director	\$241,172	12	2009 contained an unused buyback of sick and vacation
Culver City	Los Angeles	40,722	Mark Scott	City Manager	\$157,000	7	Mark Scott began in June of 2009. Mr. Scott received Auto Allowance in the amount of \$4,000 in 2009. He left the City in March 2010, and we have a new City Manager as of August 2010 - Mr. John Nachbar.
Cupertino	Santa Clara	55,000	David Knapp	City Manager	\$232,106	12	
Cypress	Orange	49,981	John B. Bahorski	City Manager	\$256,492	12	Please note this is for 27 pay periods not the standard 26 pay periods. This number includes deferred compensation.
Daly City	San Mateo	107,000	Patricia E. Martel	City Manager	\$281,730	12	Reflects a total of nine unpaid furlough days for 2009

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Davis	Yolo	65,000	Bill Emlen	City Manager	\$187,062	12	
Del Mar	San Diego	4,543	Karen P. Brust	City Manager	\$203,461	12	None
Del Rey Oaks	Monterey	1,967	Daniel Dawson	City Manager/City Clerk/City Treasurer/RDA Executive	\$36,000	5	none
Desert Hot Springs	Riverside	26,811	Rick Daniels	City Manager	\$253,046	12	Base salary is \$217,000 16,692 in admin leave cashout included, also includes \$10,200 for annual auto allowance
Diamond Bar	Los Angeles	60,407	James DeStefano	City Manager	\$192,922	12	My 2009 W-2 (Box 5) compensation was \$192,922. Included within that amount is \$3,473 in unused sick leave payout and an automobile allowance of \$6,000.
Dinuba	Tulare	21,500	J. Edward Todd	City Manager	\$175,187	12	
Dixon	Solano	17,500	Nancy Huston	City Manager	\$176,622	12	
Dorris	Siskiyou	858	Carol McKay	City Administrator	\$37,131	12	
Dos Palos	Merced	5,005	Darrell Fonseca	City Manager/CEO/PC	\$87,464	12	includes deferred compensation
Downey	Los Angeles	113,715	Gerald M. Caton	City Manager	\$244,266	12	
Duarte	Los Angeles	22,000	Darrell George	City Manager	\$215,440	12	
Dublin	Alameda	47,922	Joni L. Pattillo	City Manager	\$221,432	12	Based pay is \$205,000
Dunsmuir	Siskiyou	2,000	Jim Lindley	City Manager	\$90,000		
El Cajon	San Diego	97,255	Kathi Henry	City Manager	\$249,604	12	Box 1 was used because she was hired before Medicare was a required deduction so Box 5 was zero.
El Centro	Imperial	45,365	Ruben Duran	City Manager	\$187,718	12	
El Cerrito	Contra Costa	23,366	Scott Hanin	City Manager	\$181,900	12	Includes cash out of two weeks vacation.
El Monte	Los Angeles	120,000	Rene Bobadilla	City Manager	\$135,768	12	
El Segundo	Los Angeles	17,024	Jack Wayt	City Manager	\$254,917	12	
Elk Grove	Sacramento	143,885	Laura S. Gill	City Manager	\$206,197	12	City Manager receives an allowance for auto and cell. Additionally, employees had the opportunity to cash out annual and/or administrative leave.
Emeryville	Alameda	10,500	Patrick OKeefe	City Manager	\$197,000	12	
Encinitas	San Diego	65,171	Phil Cotton	City Manager	\$233,356	12	
Escalon	San Joaquin	7,185	Greg Greeson	City Manager	\$153,380	12	9 months of employment, 3 months severance pay, includes payout of Managers Leave 172 hours \$10,212
Etna	Sacramento	752	Non City Manager City				
Exeter	Tulare	10,665					New City Manager - information not available
Fairfax	Marin	7,412	Michael Rock	Town Manager	\$130,592	12	

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Fairfield	Solano	106,622	Sean Quinn	City Manager	\$229,625	12	Taxable income above includes Sick Leave Cash Out And ICMA 457 Contribution Provided To Employees, Base Salary \$220,253.42
Farmersville	Tulare	10,900	Rene Miller	City Manager	\$105,840	12	
Fillmore	Ventura	15,639	Yvonne Quiring	City Manager	\$37,398	3	City of Fillmore has both Social Security and CalPers
Firebaugh	Fresno	7,000	Jose Antonio Ramirez	City Manager	\$97,669	12	N/A
Folsom	Sacramento	71,051	Kerry L. Miller	City Manager	\$237,000	12	Gross earnings number (W-2, Box 5) includes Deferred Comp of \$20136, Auto allowance of \$6000 and Expense allowance of \$3600
Fontana	San Bernardino	190,356	Ken Hunt	City Manager	\$318,497	12	Leave cashout Direct Payment of Deferred Comp (\$25,000)
Fort Bragg	Mendocino	6,868	Linda Ruffing	City Manager	\$144,900	12	2009 income included approximately \$5,000 one-time "vacation cash out" payment
Fort Jones	Siskiyou	655	Non City Manager City				
Fortuna	Humboldt	11,364	Duane V. Rigge	City Manager	\$109,114	12	
Foster City (pre Medicare)	San Mateo	30,719	James C. Hardy	City Manager	\$243,314	12	City Manager is not subject to Medicare wages as he was hired prior to 1987. Wages in Box 2a reflects what Medicare earnings would be if the City Manager were subject to Medicare taxes.
Fountain Valley	Orange	57,925	Ray Kromer	City Manager	\$221,000	12	none
Fowler	Fresno	5,700	David L. Elias	City Manager	\$126,000	12	
Fremont	Alameda	213,000	Fred Diaz	City Manager	\$268,054	12	
Fresno	Fresno	505,000	Mark Scott (current, but not in 2009)	City Manager	\$0	0	Cannot report, as I was not here in 2009. The previous CM W-2 would include 25 years of accumulated leave payoff.
Fullerton	Orange	138,000	Chris Meyer	City Manager	\$192,000	12	
Galt	Sacramento	24,264	Jason Behrmann	City Manager	\$128,055	12	I was appointed CM on November 3, 2009. I was Assistant City Manager in Galt prior to that time.
Gardena	Los Angeles	61,000	Mitchell G. Lansdell	City Manager	\$236,686	12	
Gilroy	Santa Clara	52,000	Thomas J. Haglund	City Administrator	\$202,293	12	
Glendale	Los Angeles	207,303	Jim Starbird	City Manager	\$251,361	12	None
Glendora	Los Angeles	52,557	Chris Jeffers	City Manager	\$234,178	12	Includes life insurance premium; deffered comp co-pay; medicare; car allownace.
Goleta	Santa Barbara	29,860	Daniel Singer	City Manager	\$186,749	12	
Gonzales	Monterey	9,025	Rene L. Mendez	City Manager	\$142,186	12	
Grand Terrace	San Bernardino	12,717	Steve Barry	Acting City Manager	\$137,077	9	\$25,468 accrued leave payout. \$27,193 paid administrative leave.
Grand Terrace	San Bernardino	12,717	Bernie Simon	Acting City Manager	\$52,277	4	

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Grand Terrace	San Bernardino	12,717	Betsy Adams	City Manager	\$16,256	1	
Grass Valley	Nevada	12,817	Daniel C. Holler	City Administrator	\$146,083	12	Includes Deferred Comp of \$5400
Greenfield	Monterey	17,898	Roger L. Wong	City Manager	\$154,800	12	None
Gridley	Butte	5,600	Rob Hickey	City Administrator	\$140,000	12	
Grover Beach	San Luis Obispo	13,254	Robert Perrault	City Manager	\$141,239	12	Of the pre-tax employee paid PERS rate of 8%, 1% is paid by the City for the employee.
Guadalupe	Santa Barbara	6,500	Regan M. Candelario	City Administrator	\$80,012	7	None
Half Moon Bay	San Mateo	13,371	Michael Dolder	Interim City Manager	\$152,396	12	The above were 10-99 wages.
Hanford	Kings	53,266	Hilary Straus	City Manager	\$160,000	12	Note regarding #2--I was not City Manager during 2009. Base salary per my employment agreement is \$160,000. In addition to base salary, I receive a 3% "cafeteria benefit" which can be applied to my ICMA deferred compensation (457 plan), taken as cash or applied to my vacation leave balance.
Hawaiian Gardens	Los Angeles	15,000	Ernesto Marquez	City Administrator	\$199,364	12	Includes vacation and sick hours cash out amounting to 24,879.
Hawthorne	Los Angeles	90,145	Jag Pathirana	City Manager & Director of Administrative Services	\$196,694	12	
Hayward	Alameda	140,606	Greg Jones	City Manager	\$216,262	12	
Healdsburg	Sonoma	11,700	Marjorie Pettus	City Manager	\$158,012	12	
Hemet	Riverside	793,600	Brian Nakamura	City Manager	\$204,760	12	N/A
Hercules	Contra Costa	24,000	Nelson Oliva	City Manager	\$268,306	12	4,322 auto allowance
Hermosa Beach	Los Angeles	19,400	Stephen Burrell	City Manager	\$258,283	12	Sick Leave and Vacation Cash Out \$34910 Deferred Compensation \$16188 Car Allowance \$6000
Hesperia	San Bernardino	88,479	Mike Podegracz	City Manager	\$230,700	12	Cashed out 100 hours of vacation time.
Hidden Hills	Los Angeles	2,015	Cherie L. Paglia	City Manager/City Clerk	\$114,329	12	
Highland	San Bernardino	52,495	Joseph A. Hughes	City Manager	\$199,020	12	Vacation Buyback Sick Leave Buyback Admin Leave Buyback Auto Allowance
Hillsborough	San Mateo	11,395	Anthony Constantouros	City Manager	\$239,400	12	
Hollister	San Benito	38,000	Clint G. Quilter	City Manager	\$136,758	12	
Holtville	Imperial	6,641	Laura Fischer	City Manager	\$105,978	12	None
Huntington Beach	Orange	202,230	Fred Wilson	City Administrator	\$274,182	12	Housing Assistance Loan - \$200,000 forgivable in seven years

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Huntington Park	Los Angeles	64,617	Gregory D. Korduner	City Manager	\$228,369	12	The base salary is \$190,602. Other types of compensation: sick leave buyback (4325), vacation (11263), car allowance (9000), deferred comp (12000) and health allowance (1179).
Imperial Beach	San Diego	29,000	Gary Brown	City Manager	\$182,536	12	
Inglewood	Los Angeles	129,900	Sheldon Curry	Acting City Administrator	\$192,548	12	N/A
lone	Amador	7,707	Kimberly A. Kerr	City Manager	\$142,974	12	The City pays employee share of FICA and Medicare as well as PERS contribution. This income includes an in lieu payment for medical insurance premiums.
Irvine	Orange	217,000	Sean Joyce	City Manager	\$260,539	12	
Irwindale	Los Angeles	1,717	Robert Griego	City Manager	\$235,502	12	Vacation and sick leave cash out on retirement \$22683
Jackson	Amador	4,302	Michael Daly	City Manager	\$104,338	12	City pays employee share of SSI/M which is included in the Box 5 reported wages.
Kerman	Fresno	14,381	Ronald J. Manfredi	City Manager	\$143,000	12	
King City	Monterey	11,100	Michael Powers	City Manager	\$151,747	12	Cash out of up to 80 hours of administrative leave annually.
Kingsburg	Fresno	11,501	Donald Pauley	City Manager	\$127,901	12	Car Allowance of \$500/month. Cash in of 3 days of accumulated vacation leave per Personnel Policy.
La Canada Flintridge	Los Angeles	21,261	Mark Alexander	City Manager	\$183,336	12	
La Habra	Orange	62,822	Don Hannah	City Manager	\$171,903	12	
La Habra Heights	Los Angeles	6,100	Shauna Clark	City Manager	\$161,000	12	
La Mesa	San Diego	58,150	Sandra L. Keri	City Manager	\$262,574	11	Ms. Kerl resigned from the City of La Mesa to work for another agency in Nov. 2009. Included in her final paycheck were pay amounts for unused vacation, floating holiday, and 25% sick leave balances. The total amount of termination pay was \$72,515. This was in addition to her annual salary of \$182,000, deferred compensation contribution of \$16,500 and auto allowance of \$4,800 – all in annual amounts. The termination pay is included in the 2009 W-2 Box 5 – Medicare Wages amount.

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La Mirada (pre Medicare)	Los Angeles	51,263	Thomas E. Robinson	City Manager	\$197,480	12	Exempt from paying Medicare, taxable income per W-2 Box 1 - \$197,480.12; Vacation Buy Back/Cashout; Sick Leave Buy Back/Cashout; Auto Allowance; Cell Phone Allowance; Non-cash taxable income due to life insurance in excess of \$50,000
La Palma	Orange	16,304	Dominic Lazzaretto	City Manager	\$193,593	12	I took uncustomary cash outs of vacation and sick leave hours valued at approximately \$21,285 in 2009.
La Puente	Los Angeles	43,355	Josefina Mendez Kenline	City Manager	\$30,570	6	2009 W-2 Six Months income includes one month as Full Time City Manager. The other five months were in a different position that was part-time. For Calendar Year ending 2010 the estimated Gross Earnings are \$160,000.
La Quinta	Riverside	44,421	Tom Genovese	City Manager	\$272,273	12	City Manager is allowed to take vacation primarily during a one month period annually when the City Council does not meet. He therefore receives an annual vacation buy back, which is included as compensation and reported in box 5 of the W2.
La Verne (pre Medicare)	Los Angeles	33,981	Martin Lomeli	City Manager	\$192,781	12	Pre-Medicare
Lafayette	Contra Costa	23,841	Steven Falk	City Manager	\$246,707	12	
Laguna Beach	Orange	25,300	Kenneth Frank	City Manager	\$238,000	12	10 Administrative Days per year 100% vacation leave balance paid at seperation 100% sick leave balance paid to retiree health savings plan at seperation. \$500 a month for auto and business expenses
Laguna Hills	Orange	33,593	Bruce Channing	City Manager	\$321,550	12	Box 5 includes: \$30,097 Unused Vacation cash out \$23,359 Performance Bonus \$16,000 Deferred Comp. Contribution \$ 9,732 Excess Life and Disability Insurance \$ 7,493 Personal use of City Vehicle \$1,277 Personal use of City Cell Phone
Laguna Niguel	Orange	67,666	Tim Casey	City Manager	\$275,780	12	Annual Salary, Car Allowance, City Contribution to Deferred Compensation Plan and Other Medicare Taxable Income
Laguna Woods	Orange	18,747	Leslie A. Keane	City Manager	\$171,717	12	Total includes \$4922 for non-recurring leave payoff, \$5400 for auto allowance and \$3069 in taxable fringe benefits. Total does not include non-taxable fringe benefits and \$9730 in deferred compensation.

City/Town Manager Compensation Survey

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City	County	Population	Name of City Manager	Official Title	W-2, Box 5	Mos. Worked	Special compensation issues
Lake Elsinore	Riverside	50,983	Robert A. Brady	City Manager	\$199,082	12	The salary listed includes a buyout of 227 hours of accrued leave for \$20,190.
Lake Forest	Orange	78,720	Robert Dunek	City Manager	\$248,378	12	Vacation Payoff 12423; Performance Bonus 3000; Car Allowance 6959; Cell Phone Allowance 1246; Life Insurance 2139.
Lakeport	Lake	5,100	Margaret Silveira	City Manager	\$115,000	4	I've only been with the city of Lakeport for 4 months and my salary is the same as it was for Gustine. There is no other perks no car allowance or deferred comp. or anything else added to the salary. Please call for further info needed at either City.
Lakewood	Los Angeles	87,157	Howard L Chambers	City Manager	\$230,286	12	
Lancaster	Los Angeles	145,875	Mark V. Bozigian	City Manager	\$274,208	12	Value of City car provided, vacation cash out
Larkspur	Marin	12,400	Jean Bonander	City Manager	\$190,218	11	Ms. Bonander retired on 11/30/09. The figure above includes a vacation payout of \$9,327.
Lathrop	San Joaquin	17,900	Cary Keaten	City Manager	\$182,216	12	
Lawndale	Los Angeles	33,000	Keith Breskin	City Manager	\$203,973	12	sick and vacation cashout, car allowance
Lemon Grove	San Diego	26,000	Graham Mitchell	City Manager	\$158,660	12	vacation cash out = \$3,704.57
Lemoore	Kings	25,461	Jeff A. Britz	City Manager	\$129,817	12	
Lincoln	Placer	41,000	James Estep	City Manager	\$244,982	12	
Lindsay	Tulare	11,500	Scot B. Townsend	City Manager	\$143,000	12	
Live Oak	Sutter	8,791	Jim Goodwin	City Manager	\$131,731	12	
Livermore	Alameda	84,409	Linda Barton	City Manager	\$302,472	12	
Livingston	Merced	14,051	Richard N. Warne	City Manager	\$151,198	12	
Lodi	San Joaquin	65,000	Blair King	City Manager	\$161,364	12	
Loma Linda	San Bernardino	22,000	T. Jarb Thaipejr	City Manager	\$172,000	12	None
Lomita	Los Angeles	21,015	Tom Odom	City Manager	\$208,000	12	City Manager left the city in 11/09 and was paid \$144,948 in salary to that point in time. The \$208,000 compensation includes city paid deferred compensation (\$20,155), vacation balance payoff (\$16,667) and a two month severance payout of \$26,171.
Lompoc	Santa Barbara	43,079	Laurel M. Barcelona	City Administrator	\$151,827	12	This includes vehicle allowance.
Long Beach	Los Angeles	494,709	Patrick H. West	City Manager	\$240,400	12	Has the option to "cash out" unused executive leave at the end of each year (not part of retirement calculation)
Loomis	Placer	6,677	Perry Beck	Town Manager	\$124,000	12	Cash out accrued vacation leave up to 800 hours. Cash out half of sick leave accrual no maximum. Retirement based on average of three highest years. Medical premium for retirement is basic PERS required amount - about \$165/month

City/Town Manager Compensation Survey

Last Revised: 9/10/2010

City	County	Population	Name of City Manager	Official Title	W-2, Box 5	Mos. Worked	Special compensation issues
Los Alamitos	Orange	12,270	Jeffrey Stewart	City Manager	\$102,558	8	
Los Altos	Santa Clara	28,863	Douglas Schmitz	City Manager	\$232,110	12	None
Los Altos Hills	Santa Clara	8,900	Carl Cahill	City Manager	\$172,839	12	N/A
Los Angeles	Los Angeles	4,065,585	Non City Manager City				
Los Banos	Merced	36,421	Stephen Rath	City Manager	\$160,800	12	
Los Gatos	Santa Clara	30,400	Greg Larson	Town Manager	\$233,106	12	Please note, reported compensation includes an extra pay period (27 instead of 26), cashing out of two weeks of accrued vacation, and a performance bonus.
Loyalton	Sierra	842	Non City Manager City				
Lynwood	Los Angeles	73,295	Roger L. Haley	City Manager	\$231,201	12	The compensation above includes Leave Cashout, Auto Allowance, Electronic/Media Allowance, and Master's Degree pay.
Madera	Madera	56,000	David Tooley	City Administrator	\$218,116	12	W-2 wages were \$181,336. The remaining \$36,782 was a combination of auto allowance, business expense, and unused leave payout.
Malibu	Los Angeles	13,765	Jim Thorsen	City Manager	\$195,714	12	Base Salary 189,650 Vacation/sick leave cash out ~ \$5470 Misc. reimbursements ~ \$594
Mammoth Lakes	Mono	7,500	Robert Clark	Town Manager	\$198,265	12	Box 5 includes \$9,071 vacation cash out
Manhattan Beach	Los Angeles	36,254	Richard Thompson	Interim City Manager (Effective 12/13/09)	\$153,091	12	Included in taxable compensation are: Car allowance= 4,800 & Insurance allow.= 840
Manteca	San Joaquin	68,847	Steven J. Pinkerton	City Manager	\$221,033	12	
Marina	Monterey	19,445	Anthony Altfeld	City Manager	\$249,154	12	Included in Box 5 of W-2: Admin Leave Cash Out 360 Hours \$35,352 PLT Cash Out 160 Hours \$15,592
Martinez	Contra Costa	35,891	Philip Vince	City Manager	\$209,000	12	nine month severance package
Marysville	Yuba	12,500	Steve Casey	City Manager	\$117,279	12	Amount probably includes accumulated cash out
Mendota	Fresno	9,966	Gabriel Gonzalez	City Manager	\$83,628	12	
Menifee	Riverside	67,000	Stephen Harding	Interim City Manager			Consulting Contract at \$20,000 per month Month to month plus out of pocket expenses for travel and meals
Menlo Park	San Mateo	30,750	Glen G. Rojas	City Manager	\$224,500	12	
Merced	Merced	80,608	John Bramble	City Manager	\$175,086	12	
Mill Valley	Marin	14,144	Anne Montgomery	City Manager	\$315,531	12	Includes termination leave balances payouts of \$124000
Millbrae	San Mateo	21,536	Marcia Raines	City Manager	\$202,505	11	
Milpitas	Santa Clara	72,000	Tom Williams	City Manager	\$199,000	12	

City/Town Manager Compensation Survey

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City	County	Population	Name of City Manager	Official Title	W-2, Box 5	Mos. Worked	Special compensation issues
Mission Viejo	Orange	100,242	Dennis Wilberg	City Manager	\$235,309	12	Above number includes vacation cashout of \$20000
Modesto	Stanislaus	208,000	Greg Nyhoff	City Manager	\$186,395	12	
Montague	Siskiyou	1,494	Non City Manager City				
Montclair	San Bernardino	37,200	Edward C. Starr	City Manager	\$164,004	12	
Monte Sereno	Santa Clara	4,000	Brian Loventhal	City Manager	\$160,705	12	
Montebello	Los Angeles	66,000	Richard Torress	City Adminstrator	\$211,921	12	
Monterey	Monterey	30,000	Fred Meurer	City Manager	\$277,000	12	\$28000 vacation payout due to furloughs and \$24000 health plan spending fund
Monterey Park	Los Angeles	65,000	June Yotsuya	Former City Manager	\$220,734	12	Auto Allowance \$7,477; Deferred Compensation Contributed by Employer \$6,750; Medical \$615.64/Month; Dental \$48.52/Month; Vision \$16.46/Month Life, AD&D \$100,000 coverage; Premium \$27.00/Month; LTD \$122.86/Month
Moorpark	Ventura	37,576	Steven Kueny	City Manager	\$237,000	12	
Moraga	Contra Costa	17,000	D. Michael Segrest	Town Manager	\$167,726	9	
Moreno Valley	Riverside	188,537	Robert G. Gutierrez	City Manager	\$459,468	12	Leave pay off \$183,366.20, due to retiring 12/25/09.
Morgan Hill	Santa Clara	40,246	Ed Tewes	City Manager	\$217,200	12	Includes 3 weeks vacation cashout, 9K housing allownace, and 6K auto allowance
Morro Bay	San Luis Obispo	10,400	Andrea K. Lueker	City Manager	\$160,428	12	Includes \$18000 vacation payout
Mountain View	Santa Clara	75,700	Kevin C. Duggan	City Manager	\$270,136	12	27 vs. the normal 26 pay periods in 2009 inflated salary total by approx. \$10,000
Mt Shasta	Siskiyou	3,608	Kevin R. Plett	City Manager	\$99,007	12	
Murrieta	Riverside	101,487	Rick Dudley	City Manager	\$241,618	12	The figure in Question 2 includes \$12,753.60 in leave cash out
Napa	Napa	75,515	Michael Parness	City Manager	\$237,703	12	
Napa	Napa	76,160 (as of Jan. 2005)	Mike Parness	City Manager	\$237,703	12	Management Leave: \$5,738.40 Facation Payout: \$7,651.20
National City	San Diego	63,500	Chris Zapata	City Manager	\$222,301	12	Co-tenancy in city owned home - \$1200 per month
Needles	San Bernardino	5,809	currently vacant	City Manager	\$131,316	12	
Nevada City	Nevada	3,020	Gene Albaugh	City Manager	\$44,000	12	N/A
Newark	Alameda	44,000	John Becker	City Manager	\$204,700	12	City Manager pays for all benefits from the salary total and also pays eleven percent towards PERS retirement
Newman	Stanislaus	10,740	Michael Holland	City Manager	\$130,000	12	

City/Town Manager Compensation Survey

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City	County	Population	Name of City Manager	Official Title	W-2, Box 5	Mos. Worked	Special compensation issues
Newport Beach	Orange	86,000	Dave Kiff	City Manager	\$187,297	12	City of Newport Beach owns about half of my home. I pay all property taxes, utilities, etc. City gets investment back + half equity increase upon sale or my termination.
Norco	Riverside	27,000	Beth Groves	City Manager	\$79,055	6	
Norwalk	Los Angeles	109,567	Ernie V. Garcia	City Manager	\$236,000	12	
Novato	Marin	54,000	Michael S. Frank	City Manager	\$117,162	7	
Oakdale	Stanislaus	19,657	Steven Hallam	City Manager	\$152,931	12	
Oakland	Alameda	410,000	Dan Lindheim	City Administrator	\$230,024	12	includes car allowance and 2 weeks leave cash-out
Oakley	Contra Costa	35,646	Bryan Montgomery	City Manager	\$226,271	12	500/month in Deferred Comp; 400/month Car Allowance; Housing Assistance - imputed interest for benefit of 2.5 percent home mortgage through the City
Oceanside	San Diego	187,000	Peter Weiss	City Manager	\$174,000	12	car allowance, sick leave cash-out
Ojai	Ventura	8,226	Jere Kersnar	City Manager	\$171,901	12	
Ontario	San Bernardino	174,536	Chris Hughes	City Manager	\$253,500	12	* reflects estimated taxable income of new City Manager who started employment in February 2010
Orange	Orange	142,708	John W. Sibley	City Manager	\$223,385	12	I am concerned that this is yet another number that really doesn't tell the whole story and is inconsistent with other numbers that are out in the press, in various surveys and on the City's own webpage.
Orange Cove	Fresno	11,000	Alan J. Bengyel	City Manager	\$113,705	12	
Orinda	Contra Costa	17,500	Janet S. Keeter	City Manager	\$179,190	12	Car allowance
Orland	Glenn	7,420	Paul H. Poczobut Jr.	City Manager	\$83,076	12	None
Oroville (pre Medicare)	Butte	14,500	Sharon Atteberry	City Administrator	\$117,925	12	I used the figure from Box 1 or Ms. Atteberry's W-2 because she was hired before Medicare was a required deduction so Box 5 was zero.
Oxnard	Ventura	200,204	Edmund F Sotelo	City Manager	\$314,135	12	
Pacific Grove	Monterey	16,000	Thomas Frutchey	City Manager	\$45,062	3	None
Pacifica	San Mateo	39,995	Stephen A. Rhodes	City Manager	\$197,722	12	
Palm Desert	Riverside	52,067	John M. Wohlmut	City Manager	\$192,824	11	City Manager receives an auto allowance of \$500 per month
Palm Springs	Riverside	501,000	David H. Ready	City Manager	\$248,000	12	
Palmdale	Los Angeles	152,622	Stephen H. Williams	City Manager	\$367,518	12	W-2, Box 5 amounts not part of base salary: Banked Leave Time Cashouts \$93,360.05 Stipend for Waiving Health \$600 Auto Allowance \$7,200 Life Insurance Premium Paid by City \$1,508

City/Town Manager Compensation Survey

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City	County	Population	Name of City Manager	Official Title	W-2, Box 5	Mos. Worked	Special compensation issues
Palo Alto	Santa Clara	64,484	James Keene	City Manager	\$260,615	12	
Palos Verdes Estates	Los Angeles	14,046	Joe Hoefgen	City Manager	\$167,812	12	\$5,037 of the above taxable income for 2009 is the taxable value of the City provided automobile
Paradise	Butte	26,310	Charles L. Rough, Jr	Town Manager	\$136,512	12	
Paramount	Los Angeles	57,989	Linda Benedetti-Leal	City Manager	\$193,457	12	
Parlier	Fresno	13,148	Lou Martinez	City Manager	\$106,000	12	\$500 monthly auto allowance
Pasadena	Los Angeles	151,576	Michael J. Beck	City Manager	\$270,730	12	Includes 27 pay periods, which is the result of an anomaly with pay period timing that only happens about every 10 years. Also includes \$1,000 annual professional development allowance.
Paso Robles	San Luis Obispo	30,072	James L. App	City Manager	\$177,000	12	none
Patterson	Stanislaus	21,229	Cleve Morris	City Manager	\$136,020	12	Car Allowance of \$500 a month was included in the w-2, Box 5 Medicare wages and tips
Petaluma	Sonoma	58,401	John C. Brown	City Manager	\$208,721	12	effective 12/28/2009 city management staff, including the CM took a 3.1 percent voluntary pay reduction. Current CM salary through 6/26/2011 is \$201,552.
Pico Rivera	Los Angeles	67,000	Charles P. Fuentes	City Manager	\$189,540	12	
Piedmont	Alameda	11,000	Geoffrey L. Grote	City Administrator	\$197,679	12	
Pinole	Contra Costa	19,039	Belinda Espinosa	City Manager	\$181,464	12	Includes \$5400 annual auto allowance.
Pismo Beach	San Luis Obispo	8,600	Kevin M. Rice	City Manager	\$168,676	12	
Pittsburg	Contra Costa	63,771	Marc Grisham	City Manager	\$237,378	12	
Placentia	Orange	52,305	Troy L. Butzlaff	City Administrator	\$194,420	12	My 2009 W-2 Box 5 earnings includes an adjusted base salary of \$172,857 (this figure reflects a 5% salary increase that was authorized by City Council effective 7/1/09 and a 4.625% salary reduction due to mandatory unpaid furloughs days that were imposed on staff in FY 09-10), an auto allowance of \$600 per month and approximately 80 hours of leave bank buyback I took.
Placerville	El Dorado	10,429	John W. Driscoll	City Manager/City Attorney	\$133,189	12	Since I serve as City Manager and City Attorney, I have deducted that portion of my wages attributable to my position as City Attorney. I have also deducted that portion attributable to health benefits which I waive and for which I receive compensation in lieu.
Pleasant Hill	Contra Costa	33,576	June Catalano	City Manager	\$249,114	12	
Pleasanton	Alameda	67,543	Nelson Fialho	City Manager	\$211,176	12	
Plymouth	Amador	1,030	H. Dixon Flynn	City Manager	\$62,400	12	

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City	County	Population	Name of City Manager	Official Title	W-2, Box 5	Mos. Worked	Special compensation issues
Point Area	Mendocino	492	Non City Manager City				
Pomona	Los Angeles	163,683	Linda Lowry	City Manager	\$223,500	12	W-2, Box 5 amount includes car allowance of 14400
Port Hueneme	Ventura	21,887	David J. Norman	City Manager	\$200,829	12	
Porterville	Tulare	52,960	John D. Lollis	City Manager	\$136,000	12	
Portola	Plumas	2,049	James Murphy	City Manager	\$95,297	12	
Portola Valley	San Mateo	4,600	Angela Howard	Town Manager	\$162,004	12	
Poway	San Diego	51,126	Penny Riley	City Manager	\$231,533	12	
Rancho Cordova	Sacramento	62,899	Ted A. Gaebler	City Manager	\$259,985	12	
Rancho Cucamonga	San Bernardino	178,904	Jack Lam	City Manager	\$324,582	12	Salary is 293,280--Figure in W-2, Box 5 above includes optional 80 hours vacation buy back as well as 600/mo auto allowance & any 457 deferred comp.
Rancho Mirage	Riverside	17,008	Patrick M. Pratt	City Manager	\$242,778	12	Auto allowance of \$714 a month Can cash out 1/2 unused sick leave capped at 480 hours when leave employment. Can cash out any unused vacation time when leave employment.
Rancho Palos Verdes	Los Angeles	42,893	Carolyn Lehr	City Manager	\$178,800	12	
Rancho Santa Margarita	Orange	49,945	Steven E. Hayman	City Manager	\$231,471	12	none - my contract is on-line through our Website however.
Red Bluff	Tehama	13,147	Martin Nichols	City Manager	\$127,728	12	Auto Allowance
Redding	Shasta	91,561	Kurt Starman	City Manager	\$210,311	12	Salary=\$192,090; Accrued Vacation Leave=\$11,561; Auto Allowance=\$6,000; Group Life Insurance=\$360; Cellular Phone Allowance=\$300
Redlands	San Bernardino	71,086	Nabar Enrique Martinez	City Manager	\$240,984	12	Banked Leave buyback \$15608.00 Pension Contributions \$43962.31 Deferred Compensation \$5934.76 Vehicle / Expense Allowance \$9600.00
Redondo Beach	Los Angeles	68,105	William P. Workman	City Manager	\$256,342	12	1) 60 hours annual vacation cash out; 2) 26 hours vacation cash out to RHS Account (pre-tax); 3) auto allowance; 4) cell phone stipend; 5) non-use of sick leave bonus
Redwood City	San Mateo	76,000	Peter Ingram	City Manager	\$242,051	12	Annual admin leave cash-out option Auto allowance
Reedley	Fresno	26,227	Rocky D. Rogers	City Manager	\$128,268	12	Manager pays five percent of salary toward health and life insurance
Rialto	San Bernardino	100,000	Henry T. Garcia	City Administrator	\$294,110	12	
Richmond	Contra Costa	105,630	Bill Lindsay	City Manager	\$258,000	12	

City/Town Manager Compensation Survey

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City	County	Population	Name of City Manager	Official Title	W-2, Box 5	Mos. Worked	Special compensation issues
Ridgecrest	Kern	28,726	Kurt Wilson	City Manager	\$161,843	12	Yearly unused vacation cashout 75% of hours on books. Yearly Administrative Leave cashout 35% of hours on books
Rio Vista	Solano	8,222	Hector De La Rosa	City Manager	\$126,564	12	
Ripon	San Joaquin	15,468	Everett L. Compton	City Administrator	\$194,914	12	Sick leave cash out
Riverbank	Stanislaus	22,001	Richard Holmer	City Manager	\$156,468	12	
Riverside	Riverside	304,051	Bradley J. Hudson	City Manager	\$294,525	12	Information provided reflects current base salary available at: http://www.riversideca.gov/human/electedAndExecutiveSalaries.asp
Rocklin (pre Medicare)	Placer	54,754	Carlos A. Urrutia	City Manager	\$232,000	12	* I am a pre 1986 employee and, according to our payroll division, my wages are not subject to Medicare. Therefore, the box is blank. I am reporting my wages per my contract which is a public document.
Rohnert Park	Sonoma	43,020	Gabriel Gonzalez	City Manager	\$169,080		
Rolling Hills	Los Angeles	1,974	Anton Dahlerbruch	City Manager/City Clerk	\$173,018	12	\$7,875 was a one-time exceptional performance pay that is NOT part of my salary. Included in Box 5 is also: \$7,200 for car allowance and \$720 for cell phone allowance.
Rolling Hills Estates	Los Angeles	8,138	Douglas R. Prichard	City Manager	\$171,897	12	
Rosemead	Los Angeles	57,594	Jeff Allred	City Manager	\$105,000	7	Auto Allowance 4800 Administrative Leave 4207 Cafeteria (net of health ins) 2555 Cell phone 289 Excess life ins 69
Roseville	Placer	112,343	W. Craig Robinson*	City Manager	\$353,000	12	*former City Manager no longer employed by City of Roseville
Ross	Marin	2,423	Gary Broad	Town Manager	\$220,234	12	Includes vacation leave cashout and deferred compensation payment.
Sacramento	Sacramento	453,781	Gustavo F. Vina	City Manager	\$205,110	12	
Salinas	Monterey	150,000	Artie Fields	City Manager	\$225,638	12	
San Anselmo	Marin	12,400	Debra Stutsman	Town Manager	\$166,198	12	Includes 1 week vacation cash out \$3042
San Bernardino	San Bernardino	207,000	Greg Deveroux	County Administrative Officer	\$177,450	12	-
San Bruno	San Mateo	44,294	Connie Jackson	City Manager	\$205,832	12	Pay reduced by 2.3% effective July 1, 2009 for budget reduction furlough.
San Carlos	San Mateo	27,718	Mark Weiss	City Manager	\$218,538	12	
San Clemente	Orange	68,000	George Scarborough	City Manager	\$229,000	12	
San Diego	San Diego	1,353,933	Non City Manager City				

City/Town Manager Compensation Survey

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City	County	Population	Name of City Manager	Official Title	W-2, Box 5	Mos. Worked	Special compensation issues
San Dimas	Los Angeles	36,946	Blaine Michaelis	City Manager	\$206,728	12	Box 5 includes \$400/mo car allowance and \$85/mo cell phone and data which are reimbursements for my cost to provide a car and cell phone for city business. Box 5 also includes an optional cash out of \$2,100 for unused sick leave which is not included in retirement calculations.
San Fernando	Los Angeles	25,230	Jose Pulido	City Manager	\$259,601	11	Included 1200 hours accrued leave payment on resignation to become Temple City City Manager
San Fernando	Los Angeles	25,000	In flux	City Administrator	\$243,000	9	Cash out of 679 hrs of admin leave Cash out of 670 hrs of Vac
San Gabriel	Los Angeles	42,320	Steve Preston	City Manager	\$197,610	12	
San Jacinto	Riverside	36,933	Tim Hults	City Manager	\$248,013	12	retirement leave cashout included; wages are for previous City Manager
San Jose	Santa Clara	1,006,892	Debra Figone	City Manager	\$273,749	12	
San Juan Capistrano (Contract Employee - 1099)	Orange	36,000	Joe Tait	City Manager	\$324,000	0	Provide City Manager and Utilities Director services under company contract for flat fee of \$324,000 year with no city benefits
San Leandro	Alameda	83,000	Stephen L. Hollister	City Manager	\$219,000	12	above includes 5400 auto allowance 2010 - 1 day/mo furlough (4.6%) reduction in effect
San Luis Obispo	San Luis Obispo	44,948	Ken Hampian	City Manager	\$260,837	12	Mr. Hampian's base salary in 2009 was \$194,168. Mr. Hampian retired in December 2009 after 20 years of service with the City. The amount above includes \$52,144 attributable to a one time pay out of earned vacation and administrative leave.
San Marcos	San Diego	84,391	Paul Malone	City Manager	\$285,484	12	
San Marino	Los Angeles	13,000	Matt Ballantyne	City Manager	\$199,570	12	
San Mateo	San Mateo	25,776	Susan Loftus	City Manager	\$242,808	12	Auto - \$4,673; Medical - \$11,187; 2009 had 27 pay days vs. the normal 26.
San Pablo	Contra Costa	31,065	Matt Rodriguez Appointed 050310	City Manager / Executive Director	\$171,613	12	Salary reported as Deputy City Manager in 2009 for another City; Base Salary as City Manager is \$210,000 as of 5/03/10; No additional compensation or deferred contributions provided; Sick and Vacation Leave eligible for service credit and cash out at end of service or retirement;
San Rafael	Marin	58,822	Ken Nordhoff	City Manager	\$191,018	12	
San Ramon	Contra Costa	64,860	Herbert Moniz	City Manager	\$359,669	12	

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City	County	Population	Name of City Manager	Official Title	W-2, Box 5	Mos. Worked	Special compensation issues
Sand City	Monterey	310,000 Daytime Pop approximately 30,000	Steve Matarazzo	City Manager/Community Development Director	\$172,000	12	
Sanger	Fresno	25,664	John A. White	Interim City Manager	\$144,441	12	
Santa Ana (pre Medicare)	Orange	357,754	David N. Ream	City Manager	\$240,000	12	NOTE: Compensation reported for Item 2 is from Box 1 of W-2. No income reported under Box 5 given City Manager hired prior to 1986.
Santa Barbara	Santa Barbara	90,308	James L. Armstrong	City Administrator	\$261,606	12	Includes cash in lieu of participation in City's medical and dental program
Santa Clara	Santa Clara	118,830	Jennifer Sparacino	City Manager	\$303,513	12	Ten % salary cut effective, June 2010; 8% PERS paid by employee; partial health paid by employee
Santa Clarita	Los Angeles	177,641	Ken Pulskamp	City Manager	\$293,760	12	*The following data comprise the Medicare wages listed in question 2: Salary: \$241,449 One time payout for unused vacation: \$21,049 One time payout for unused sick leave: \$5,808 Allowance for vehicle, wellness, life insurance, cell phone: \$6,138 City-paid employee PERS contribution: \$19,316
Santa Cruz	Santa Cruz	59,684	Martin Bernal	City Manager	\$188,807	12	Note: I became City Manager effective August 2, 2010
Santa Fe Springs	Los Angeles	18,000	Fred Latham	City Manager	\$217,000	12	
Santa Maria	Santa Barbara	93,225	Tim Ness	City Manager	\$244,530	12	Vacation cashout is included in the taxable income for 2009.
Santa Monica	Los Angeles	92,703	2009 - P. Lamont Ewell; 2010 - Rodney S. Gould	City Manager	\$317,000	12	Pay includes optional annual cashout of certain leave time as provided by contract.
Santa Paula	Ventura	20,182	Walter J. Bobkiewicz	City Manager	\$154,212	7	Vacation Payout \$52,709 Holiday Payout \$2,044
Santa Rosa	Sonoma	161,716	Jeffrey C. Kolin	City Manager	\$231,010	12	Includes one week of vacation pay buy back
Saratoga	Santa Clara	31,997	Dave Anderson	City Manager	\$216,776	12	Amount above includes the following: Base Salary \$194,382 Car Allowance \$6,000 Vacation Leave Payout \$16,096 Life Insurance Taxable \$298
Scotts Valley	Santa Cruz	11,903	Stephen Ando	City Manager	\$160,832	12	
Seal Beach	Orange	26,010	David N. Carmany	City Manager	\$241,000	12	Cellular telephone allowance, automobile allowance, and deferred compensation conversion to salary included in #2 above.
Seaside	Monterey	34,628	Ray Corpuz	City Manager	\$194,460	12	
Sebastopol	Sonoma	7,800	Jack Griffin	City Manager	\$126,307	10	

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City	County	Population	Name of City Manager	Official Title	W-2, Box 5	Mos. Worked	Special compensation issues
Selma	Fresno	23,000	DB Heusser	City Manager	\$139,103	12	
Shafter	Kern	16,208	John D. Guinn	City Manager	\$207,865	12	Transfer of Excess Accrued Vacation Pay to Deferred Compensation Plan \$36,789; Cash out of Excess Accrued Sick Leave \$3,158.
Shasta Lake	Shasta	10,294	Carol Martin	City Manager	\$122,920	12	\$4,479.20 Leave cashout \$345.12 Life Insurance \$780.00 Vehicle Usage
Sierra Madre	Los Angeles	11,099	Elaine Aguilar	City Manager	\$149,000	12	None
Signal Hill	Los Angeles	11,465	Kenneth Farsing	City Manager	\$240,372	12	Sick leave buy back/cashout City paid employer and employee contributions for FICA and Medicare Group life insurance City match for deferred compensation Vehicle benefit
Simi Valley	Ventura	126,329	Mike Sedell	City Manager	\$245,310	12	
Solana Beach	San Diego	13,500	David Ott	City Manager	\$187,348	12	
Soledad	Monterey	28,050	Adela P. Gonzalez	City Manager	\$182,432	12	Wages noted on item 2 above, includes \$6,000 City provided deferred compensation
Solvang	Santa Barbara	5,446	Brad Vidro	City Manager	\$144,855	12	
Sonoma	Sonoma	10,078	Linda Kelly	City Manager	\$146,507	12	Included in this amount are a vehicle allowance of \$3,600 and a sick leave cashout incentive of \$1,251.
Sonora	Tuolumne	4,672	Greg Applegate	City Administrator	\$154,306	12	
South El Monte	Los Angeles	22,500	Anthony R. Ybarra	City Manager	\$149,224	12	
South Gate	Los Angeles	101,914	Ronald Bates	City Manager	\$180,026	12	
South Lake Tahoe	El Dorado	24,087	David Jinkens	City Manager	\$203,496	12	FYI - Name of City Manager will change effective August 9th, David is retiring.
South San Francisco	San Mateo	61,824	Barry Michael Nagel	City Manager	\$248,116	12	The taxable income listed above includes 19660 from a payout of unused vacation leave in 2009.
St. Helena	Napa	5,600	Mary Neilan	City Manager	\$66,835	5	
Stanton	Orange	39,799	Carol Jacobs	City Manager	\$195,719	12	
Stockton	San Joaquin	290,409	In 2009 - J. Gordon Palmer, Jr.	City Manager	\$285,472	10	J. Gordon Palmer, Jr. retired in October 2009, the \$285,472 for 2009 includes the following one-time compensations: Cash out sick leave \$53,883 and Cash out vacation leave \$59,526
Suisun City	Solano	28,000	Suzanne Bragdon	City Manager	\$174,231	12	Figure in #2 includes a one-time performance bonus of \$6,486, which was granted in 2009. Given the economic situation, no bonuses were granted in 2010.
Sunnyvale	Santa Clara	140,000	Gary Luebbers	City Manager	\$301,470	12	One extra pay period distorts number upward Moving allowance included
Susanville	Lassen	18,600	Rob D. Hill	City Administrator	\$112,360	12	
Taft	Kern	9,117	Robert T. Gorson, Jr.	City Manager	\$163,374	12	
Tehama	Tehama	425	Non City Manager City				

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City	County	Population	Name of City Manager	Official Title	W-2, Box 5	Mos. Worked	Special compensation issues
Temple City	Los Angeles	35,892	Los Angeles	City Manager	\$32,756	4	The City Manager position was vacant for most of the fiscal year and the Director of Parks and Recreation acted as the interim City Manager with a 5% bonus pay (i.e., \$2,756.36). New City Manager Jose Pulido earned \$30,000 for November and December 2009.
Thousand Oaks	Ventura	130,209	Scott Mitnick	City Manager	\$245,608	12	Medicare taxable wages W-2 Box 5 includes Base Compensation, City Vehicle Usage, Annual Leave Buyout, and Annual City Wellness payment.
Tiburon	Marin	8,818	Margaret Curran	Town Manager	\$200,664	12	2009 salary included retroactive pay earned in 2008. Actual 2009 taxable salary and benefits was \$192,000.
Torrance	Los Angeles	149,717	LeRoy Jackson	City Manager	\$268,382	12	
Tracy	San Joaquin	82,218	R. Leon Churchill, Jr.	City Manager	\$219,028	12	
Trinidad	Humboldt	311	Stephen Albright	City Manager	\$30,000	12	
Truckee	Nevada	16,238	Tony Lashbrook	City Manager	\$201,839	12	
Tulare	Tulare	59,535	Darrel L. Pyle	City Manager	\$171,949	12	160 hours of vacation cashout at normal hourly rate.
Tulelake	Siskiyou	967	Non City Manager City				
Turlock	Stanislaus	70,158	Roy W. Wasden	City Manager	\$112,383	7	
Tustin	Orange	75,000	William A. Huston	City Manager	\$225,000	12	the above number is net of \$22,000 salary deferral by William A Huston
Twentynine Palms	San Bernardino	30,000	Michael Tree	City Manager	\$187,980	12	12912 Deferred Comp 480 Cell Phone Allowance 5655 Car Allowance All this included in Box 5
Ukiah	Mendocino	15,590	Jane A. Chambers	City Manager	\$179,992	12	sum includes car allowance, executive pay, employee paid PERS contribution, 457 contribution
Union City	Alameda	75,000	Larry Cheeves	City Manager	\$222,671	12	
Upland	San Bernardino	76,106	Robb Quincey	City Manager	\$282,073	12	Wage information includes salary, car and technology allowance, and contribution to 401A retirement account.
Vacaville	Solano	96,450	Laura C. Kuhn	City Manager/Redevelopment Agency Exe. Director	\$213,165	12	This is a corrected survey response, please use this response and disregard the initial submittal. The change made is to note that I pays 17.46% of pay towards retirement.
Vallejo	Solano	116,000	Robert F. D. Adams	Interim City Manager	\$163,280	7	NONE: no benefits except for Social Security & Medicare. No sick leave, vacation, paid holidays, medical insurance, or anything else.
Ventura (San Buenaventura)	Ventura	109,946	Rick Cole	City Manager	\$185,000	12	

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City	County	Population	Name of City Manager	Official Title	W-2, Box 5	Mos. Worked	Special compensation issues
Vernon	Los Angeles	96	Mark Whitworth	City Administrator (interim)	\$211,372	12	
Victorville	San Bernardino	112,097	James L. Cox	City Manager	\$253,264	12	
Villa Park	Orange	6,300	Lori Sassoon	City Manager	\$74,093	7	
Visalia	Tulare	125,971	Steven M. Salomon	City Manager	\$208,402	12	
Vista	San Diego	97,513	Rita Geldert	City Manager	\$241,163	12	W-2 above includes \$22,000 deferred compensation and \$8,000 leave payout.
Walnut	Los Angeles	32,659	Robert M. Wishner	City Manager	\$207,110	12	40 hours vacation cash out and 65 hours sick leave cash out.
Walnut Creek	Contra Costa	65,860	Gary F. Pokorny	City Manager	\$237,196	12	2009 included 27 bi-weekly payrolls
Wasco	Kern	25,541	James L. Zervis	City Manager	\$138,667	12	This 2009 W- represents six months as the Assistant City Manager and six months as the City Manager.
							Correction:2009 W-2 Salary is \$212,824. Effective July 1, 2009 the City has in place a 10% salary reduction for all non-public safety employees. The City Manager has voluntarily forgone salary increases of 7% and has taken a 10% pay reduction for 2 years through a reduction of work week, the cumulative loss of compensation is 17%. The 2009 W-2 salary includes a 5% cut implemented between January and June and a 10% cut between July and December. The following is a breakdown of special taxable compensation for 2009 which is included in the W-2 figure listed above: AUTO ALLOWANCE 6,000.00 CELL PHONE 1,080.00 SICK LEAVE PAYOFF 5,664.16 DEFERRED COMP. 8,505.00 ADMIN. LEAVE PAYOFF 8,002.17 EXCESS LIFE INS. PREMIUM 250.00
Watsonville	Santa Cruz	52,823	Carlos J. Palacios	City Manager	\$213,000	12	
Weed	Siskiyou	3,030	Earl Wilson	City Administrator	\$71,455	12	
West Hollywood	Los Angeles	37,580	Paul Arevalo	City Manager	\$309,203	12	Salary \$283,000, Deferred Comp \$13500,Auto Allowance \$6100, Technology Allowance \$4,200 and Health Benefit \$2,200.
West Sacramento	Yolo	48,426	Toby Ross	City Manager	\$214,400	12	None
Westlake Village	Los Angeles	8,872	Raymond Taylor	City Manager	\$220,423	12	2009 taxable income included: (1) one-time longevity incentive bonus of \$10,500 effective February 28, 2009 per contract approved by City Council in March, 2003.
Westminster	Orange	94,294	Donald D. Lamm	City Manager	\$139,359	8	Total reflects a hire date of May 1, 2009.

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Westmorland	Imperial	2,427	Non City Manager City				
Wheatland	Yuba	3,558	Stephen Wright	City Manager	\$98,979	12	
Whittier	Los Angeles	87,500	Stephen W. Helvey	City Manager	\$283,346	12	Medicare wages include the following non-salary amounts: \$2,700 for City paid life insurance premium; \$4,065 for the value of the City-owned vehicle used by the Mgr; \$14,520 paid to mgr in-lieu of receiving City health-dental-vision coverage; \$11,982 for the payoff of excess leave time.
Wildomar	Riverside	31,906	Frank Oviedo	City Manager	\$60,983	4	Hire date was 8-24-2009.
Williams	Colusa	5,500	Charles Bergson	City Administrator	\$35,000	5	
Willows	Glenn	6,508	Steve Holsinger	City Manager	\$100,866	12	
Windsor	Sonoma	26,500	J. Matthew Mullan	Town Manager	\$180,000	12	
Winters	Yolo	7,098	John W. Donlevy, Jr.	City Manager	\$129,059	12	Compensation includes a incentives for longevity, sick leave and excess administrative leave cash out.
Woodlake	Woodlake	7,927	William Lewis	City Administrator	\$108,702	12	
Woodland	Yolo	57,000	Mark Deven	City Manager	\$181,135	12	
Woodside	San Mateo	5,738	Susan George	Town Manager	\$213,309	12	
Yountville	Napa	3,300	Steven Rogers	Town Manager	\$146,311	12	included cashout of 40 hours of admin leave at 50% of cash value.
Yreka	Siskiyou	7,415	Brian Meek	City Manager	\$115,000	12	
Yuba City	Sutter	65,000	Steven R. Jepsen	City Manager	\$194,086	12	2 percent deferred comp provided by employer
Yucaipa	San Bernardino	52,000	Raymond A. Casey	City Manager	\$165,000	12	Retirement - 2% at 55 Health Ins. - \$700 allotment per month Car Allowance - NA (City car provided) Deferred Comp - 3% Life Insurance - \$50,000
Yucca Valley	San Bernardino	21,292	Mark Nuaimi	Town Manager	\$195,843	12	These reported wages reflect those of my predecessor (Andy Takata). Amount includes one week of leave cash out. All management & council compensation data is posted on-line.