

**City Manager Salary Survey
as of July 2018**

Alameda County cities					
Agency	Population (estimates)	FTE's budgeted	Annual Salary (Base Only)	Cost Share towards Employer PERS costs	Other Special Compensation
City of Pleasanton	75,600	425	\$ 228,082		Administrative Leave 10 days/yr; Deferred Comp 4.5% (\$10,264/yr); Auto allowance \$4,800/yr; Severance 6 months
City of San Leandro (previous incumbent)	88,329	436	\$ 251,964		Management Incentive 120 hours/yr; City vehicle; Severance 6 months
City of Hayward	154,507	881	\$ 254,072	5%	Currently under negotiation; Management Leave 80 hours/yr; Auto \$5,400/mo; Housing loan; Relocation expenses; Severance 3 months
City of Alameda (previous incumbent)	74,640	522	\$ 257,403	1.686%	Administrative Leave 8 days/yr; Deferred Comp \$15,000/yr; Auto \$3,000/yr; Severance 6 months
City of Union City	72,744	232	\$ 260,736		Deferred Comp 3% (\$7,822/yr); Retiree Health Account \$3,600/yr; Auto \$4,800/yr; Severance 6 months
City of Livermore	91,411	468	\$ 260,903		Administrative Leave 128 hours/yr; Deferred Comp \$3,250/yr; Auto \$6,000/mo; Severance 12 months
City of Berkeley	117,384	1,532	\$ 286,915	8%	Administrative Leave 50 hours/yr; 401(a) 6.7% (\$2,171/yr); Housing loan 3% interest; Relocation expenses; Severance up to 12 months depending on length of service
City of Fremont	235,439	937	\$ 304,448		Management Leave 124 hours/yr; Deferred Comp \$5,400/yr; 401(a) \$11,344/yr; Severance 12 months
City of Albany	18,988	109	\$ 183,588		Administrative Leave 80-100 hours/yr; Deferred Comp 4% (\$7,344/yr); Auto \$2,400/yr
City of Piedmont	11,353	93	\$ 219,680		Auto \$7,200/yr; Relocation \$12,000; Severance 6 months
City of Emeryville (previous incumbent)	11,854	178	\$ 221,448		Deferred Comp \$12,000/yr; Auto \$4,800/yr; Relocation \$3,500; Severance 6 months
City of Newark	47,531	208	\$ 255,402	3.468%	Deferred Comp 6% (\$15,324/yr), Auto \$4,800/yr
City of Dublin	61,514	94	\$ 283,296		Management Leave 12 days/yr; Deferred Comp \$5,000/yr; Auto \$6,500/yr; Severance 12 months

MEDIAN* \$ 259,070
AVERAGE* \$ 263,065

*Smaller cities (in gray) are for informational purposes only and are not included in the Median or Average.