

City Manager Salary Survey
2017

Survey Cities for City Manager	Contract	Compensation		Annual Leave Hours				Health Benefits			CalPERS		Other benefits				City Demographics				Comments
		Monthly	Year	Admin.	Holiday	Sick	Vacation	Medical Dental Vision	Life Insurance	Retiree Medical Allowance	PERS Retirement Formula	CalPERS Employee Contribution	Def. Comp	Cash Out	Electronic Devices	Vehicle	Population	Square Miles	Budget	City EE's	
Rolling Hills Estates	Annual Contract	\$18,182	\$218,181	Upon discretion- no set amount	10 with 2 floating holiday	48hrs+48hrs personal days	20 days max	1245/mo	Max 200k; \$35/mo	Upon retirement; remaining sick leave hours are converted to an RHS – nothing is contributed during active employment	2@55	CM = 7% City= 0%	City pays into PARS = 6%	n/a	cell & ipad provided	car - tax value \$600	8,028	4.18	\$9.6m	19	Reimbursement policy on items purchased as it relates to position not to exceed \$500
Rolling Hills	October 28, 2018	\$14,350	\$172,200	n/a	11 days	90 hrs	4 weeks	CalPERS max \$1642/mo Dental \$202/mo & Vision \$30/mo	250K	employee only rate	2@60	CM = 7% City= 0%	City matches on years of service 2-3yr=1% 3-5yr=2% 6-8yr =3% 9-11.99yr=4% 12-14.99yr=5% 15+ upto 6%	vac	60/mo	200/mo	1906	3	\$1.3m	5	COLA adjustments; same as City staff. City & ee pay into SS
Rancho Palos Verdes	Annual Contract	\$17,917	\$215,000	80	7	720 hrs. max	max 40 days	100% employee 50% dep	350K	Post Retirement Savings EE= 1% City = \$55.36 PPP	2@60	CM=7% City=0%	n/a	vac	n/a	700/mo	41,643	13.47	\$34m	62	Moving expenses 10k, 1 floating holiday, sell back 50% of vac, earn wellness leave 4.5 hrs., receive 50% of cheapest health plan. 401A City contributes 1% annual salary
Manhattan Beach																					Waiting on contract
Redondo Beach	No contract end date - review January 31	\$19,564	\$234,770	124 hrs.	12 days	2080 max of lifetime career	0-5yrs - 240hrs 6-14yrs - 320hrs 15+ - 400hrs	CalPERS \$800/EE \$1150/EE+1 \$1450/fam	200K	POST Retirement Benefit based on years of service	2@55	CM=0% City=7%	City contributes .5% or EE can defer LP* into def. comp	Medical Contribution & vac	55/mo	375/mo	66,748	6.2	\$87.90	443	*Longevity pay 10yrs = 2% and 10-16yrs = 12%; Post Retirement Medical Insurance, City contributes - 10yrs = 25%, 15 yrs.= 50%, 20yrs=75%, 25+yrs=100% towards HMO plan; ee's can receive 50% cash back for med ins.; cash out vacation max 60hrs; RHS program
Laguna Beach	4 yr. 6/30/2020	\$20,984	\$251,809	10 days	10 days	80	0- 1yr - 153 10+ yrs. 198	100% for EE 90% for Fam	50K	City pays 60% of HMO	2.5@55	CM=8% City=0%	City contributes 2% of base	n/a	65/mo	500/mo	22,723	8.85	\$61m	360	scheduled 3% increase 07/01/17 and 3% increase on 07/01/18 & eligible for performance pay up to 5%; EE's contribute \$100/mo into Retirement Health Savings plan (RHS). Removal of \$4,000 cap on professional dues and conferences.
San Marino	11 mo., 07/13/2016-06/30/2017 Review in June	\$15,417	\$185,000	80	11 days	96	120 hours	\$1200/mo	n/a	\$275	2@60	CM=1% City=7%	City contributes 4% of base	Admin Leave	200/mo	600/mo	13,147	3.77	\$28m	180	Interim City Manager.
Seal Beach	No contract end date - review June 30	\$17,762	\$222,806	48	12 days	250 max	136 hrs. max 320	CalPERS Cafeteria Plan up to 1409.06/mo	50K	PEMHCA rate	2@55	CM =7% City= 0%	City contributes 13.5K/yr.	sick & vac	100/mo	500/mo	24,168	11.29	\$88m	222	sick cash will be paid hours at 25% of base salary, sell back up to 160 hrs.,
Signal Hill	No contract end date - review June 30	\$16,958	\$203,500	63	10 days	96	176 hrs. max 480 hrs.	CalPERS 100%	300K	PEMHCA rate 885/mo max	2.5@55	CM=7% City=1%	City Contributes 7% of base	sick & vac	n/a	500/mo	24,168	11.29	\$19m	107	sick cash out of 80, vacation buy back 160 hrs., city contributes 7.65% to SS, city provides \$750 towards gym membership
Hermosa Beach	No contract end date - review 10/12/17	\$16,521	\$219,000	100	11 days	176 max 500	138 hrs.	947.56/mo	200K	HMO rate	2@60	CM=7% City= 0%	City contributes 8K	See Comments	n/a	500/mo	19,506	1.43	\$39m	200	sick cash out 176 hrs., vacation cash out 80 hrs., relocation expenses of 25k, STD 2775 per week, LTF 9000/mo, per eval can earn 7% increase
Palos Verdes Estates	3 yr. review on annual basis	\$17,765	\$213,180	96	9 days	96	96 hrs.	City pays 100%	200K	\$275	2@55	CM = 7% City= 0%	n/a	n/a	60/mo	375.00	13,438	4.79	\$26m	55	Floating holidays 48hrs

Average*	\$17,517	Median*	\$17,762
% PVE Diff to Average	2.91%	% PVE Diff to Median	0.04%

*Does not include PVE