

| City Council | Monthly Salary | Medical (Monthly Max City Pays) | Dental (Monthly Max City Pays) | Life (Insurance level) | Pension (Yes/No) | Deferred Compensation (City Contribution) | Car Allowance | Cell Phone (City provided) | Technology Stipend | Other | Monthly Total Comp |
|---|----------------|---------------------------------|--------------------------------|------------------------|------------------|---|---------------|----------------------------|--------------------|-------------|--------------------|
| Antioch | \$1,600 | \$2,257 | \$199 | \$12,000 | No | No | \$350 | \$50 | No | No | \$4,456 |
| Richmond | \$1,402 | \$2,376 | \$149 | \$25,000 | Yes | No | \$350 | N/A | N/A | \$16 | \$4,293 |
| San Ramon | \$949 | \$2,376 | \$149 | \$22,776 | Yes | No | \$500 | N/A | N/A | N/A | \$3,974 |
| Concord | \$1,352 | \$2,138 | \$199 | No | Yes | No | No | \$130 | No | No | \$3,819 |
| San Pablo | \$1,094 | \$2,138 | \$149 | \$60,000 | Yes | No | No | Optional | No | \$38 | \$3,419 |
| Pittsburg | \$480 | \$2,386 | \$176 | No | No | No | No | No | No | No | \$3,042 |
| Pinole | \$563 | \$2,228 | \$128 | \$40,000 | No | No | No | No | No | No | \$2,919 |
| Martinez | \$585 | \$2,138 | \$149 | \$30,000 | Yes | No | No | No | No | No | \$2,872 |
| Hercules | \$832 | \$914 | \$0 | No | No | No | No | No | No | No | \$1,745 |
| Pleasant Hill | \$585 | \$1,158 | \$0 | \$20,000 | Yes | No | No | N/A | N/A | N/A | \$1,743 |
| Walnut Creek | \$650 | \$777 | \$0 | N/A | Yes | \$16 | \$100 | \$55 | N/A | N/A | \$1,598 |
| Danville | \$1,147 | \$0 | \$0 | No | No | \$43 | No | No | No | \$208 | \$1,398 |
| Brentwood | \$1,151 | \$0 | \$0 | No | No | No | No | No | No | No | \$1,151 |
| Clayton | \$470 | \$0 | \$0 | No | No | No | No | No | No | No | \$470 |
| El Cerrito | \$441 | \$0 | \$0 | No | Yes | No | No | No | No | No | \$441 |
| Oakley | \$422 | \$0 | \$0 | No | No | No | No | No | No | No | \$422 |
| Lafayette | \$0 | \$0 | \$0 | No | No | No | No | No | No | No | \$0 |
| Morago | \$0 | \$0 | \$0 | No | No | No | No | No | No | No | \$0 |
| Orinda | \$0 | \$0 | \$0 | No | No | No | No | No | No | No | \$0 |
| Median Stipend | \$585 | | | | | | | | | | \$1,743 |
| % San Pablo is Above or Below Median | 87.01% | | | | | | | | | | 96.14% |
| # Of Comparable Matches | 18 | | | | | | | | | | |

Data effective as of 6/2023
All Cities are General Law Cities except Richmond and San Ramon

| City Clerk | Monthly Salary | Medical | Dental | Vision | Life Insurance | Deferred Comp | Cell | Retirement (CalPERS) | Other | Total Comp |
|---|----------------|-----------|-----------|-----------|-----------------|---------------|-----------|----------------------|------------|----------------|
| Martinez | \$400 | \$2,138 | \$149 | \$0 | \$30,000 | No | No | No | \$0 | \$2,687 |
| Antioch | \$942 | \$1,315 | \$0 | \$0 | \$12,000 | No | No | No | \$350 | \$2,607 |
| San Pablo | \$240 | No | No | No | \$60,000 | No | No | Yes | \$0 | \$240 |
| Median Stipend | \$400 | | | | | | | | | \$2,607 |
| % San Pablo is Above or Below Median | -40.00% | | | | | | | | | -90.80% |
| # Of Comparable Matches | 2 | | | | | | | | | |
| <i>Data effective as of 6/2023</i> | | | | | | | | | | |

| City Elected Treasurer | Monthly Salary | Medical | Dental | Vision | Life Insurance | Deferred Comp | Cell | Retirement (CalPERS) | Other | Total Comp |
|---|----------------|-----------|-----------|-----------|-----------------|---------------|-----------|----------------------|-----------|----------------|
| Concord | \$600 | \$2,138 | \$199 | No | No | No | \$130 | No | No | \$3,067 |
| Martinez | \$525 | \$2,138 | \$149 | \$0 | \$30,000 | No | No | No | No | \$2,812 |
| Pinole | \$250 | \$2,228 | \$128 | \$19 | \$40,000 | No | No | No | No | \$2,625 |
| Antioch | \$942 | \$1,315 | \$0 | No | \$12,000 | No | No | No | \$350 | \$2,607 |
| San Pablo | \$240 | No | No | No | \$60,000 | No | No | Yes | No | \$240 |
| Walnut Creek | \$150 | No | No | No | No | No | No | No | No | \$150 |
| Median Stipend | \$388 | | | | | | | | | \$2,616 |
| % San Pablo is Above or Below Median | -38.06% | | | | | | | | | -90.83% |
| # Of Comparable Matches | 5 | | | | | | | | | |
| <i>Data effective as of 6/2023</i> | | | | | | | | | | |