

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| 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. Information 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 employee paid annual physical exam, and \$3910 administrative leave payoff |
| Aliso Viejo | Orange | 46,123 | Mark Pulone | City Manager | \$196,944 | 12 | Includes auto allowance of \$6,600, cell allowance of \$1,800, Group Term Life insurance of \$152 and vacation payout of \$11,440 |
| 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. Mendoza | 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 |

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| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|---------------------|----------------|-------------------|---------------------------------------|----------------------------|-------------------|--------------------|---|
| 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 |
| 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 |
| Bakersfield | Kern County | 338,952 | Alan Tandy | City Manager | \$245,852 | 12 | |
| 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 Kamilarz | 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 |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|-----------------|---------------|------------|----------------------|--------------------|------------|-------------|--|
| 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 | |
| Brisbane | San Mateo | 3,993 | Clayton Holstine | City Manager | \$218,344 | 12 | Salary is 210808, housing allowance of \$250 a month, vehicle 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 position on 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 weeks of unused administrative 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. |
| Calexico | 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 | 2009 Salary included an additional pay period (27 as opposed to 26) due to holiday alignment and additional payment for accrued leave. Additional Pay Run - \$ 3,548.80 Accrued leave payout - \$ 6,742.74 Totals - \$ 10,291.54 Salary Prior to additional payouts - \$ 90,405.66 |
| Calistoga | Napa | 5,350 | James C. McCann | City Manager | \$154,630 | 12 | |

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| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|-------------------|----------------|-------------------|-----------------------------|---|-------------------|--------------------|---|
| 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 | Rich Guillen | City Administrator | \$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. |
| 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. |

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| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|---------------------------|----------------|------------|----------------------|--------------------|------------|-------------|--|
| 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 Sick 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 | |
| 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 Taxbale 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 |

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| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|---------------|---------------|-------------------|-----------------------------|---|-------------------|--------------------|---|
| 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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| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|--------------------|--------------|------------|----------------------|--|------------|-------------|---|
| Danville | Contra Costa | 42,629 | Joseph Calabriga | City Manager | \$310,029 | 12 | Figure includes base salary, auto, retirement HSA 220627. Four weeks leave cash out \$15,947. Non-pension compensation totals \$236,574. Pension cash out in 2009 was \$73,455. Total w-2 compensation for 2009 is \$310,029. Danville does not participate in Cal-PERS social serurity or any defined benefit pension plan. Manager receives an allowance equivalent to 35% of base pay as contribution to 401 pension plan. Managers employment agreement allows for all or a portion of this allowance to be cashed out. For 2009 manager opted to cash out this sum in lieu of contributing to his 401 pension. |
| 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 |
| Delano | Kern | 54,447 | Abdel Salem | City Managers | \$225,429 | 12 | Amount reported includes retro pay from 2008 in the amount of \$22,108, which is included in the W-2, Box 5 amount. |
| 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 | | |

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| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|--------------|----------------|-------------------|-----------------------------|-----------------------|-------------------|--------------------|---|
| 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 hours | 9 months of employment, 3 months severance pay, includes payout of Managers Leave 172 \$10,212 |
| Escondido | San Diego | 143,000 | Clay Phillips | City Manager | \$258,609 | 12 | Vacation leave payout . Not subject to medicare so no amount in box 8. Used box 2 instead |
| 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 | |
| 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 | |

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| 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; deferred comp comp pay; medicare; car allowance. |
| 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 | |
| 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. |

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| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|------------------|----------------|------------|-----------------------|--|------------|-------------|--|
| 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 | 74,361 | 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 |
| Hughson | Stanislaus | 6,240 | Joe Donabed | City Manager | \$118,756 | 12 | \$3,600 car allowance and \$606 deferred compensation match. Mr. Donabed's contact expired on 4/30/10. |
| Huntington Beach | Orange | 202,230 | Fred Wilson | City Administrator | \$274,182 | 12 | Housing Assistance Loan - \$200,000 forgivable in seven years |
| 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 | Imperial | 13,374 | Marlene D. Best | City Manager | \$139,026 | 12 | N/A |
| 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 |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|--------------------------|---------------|-------------------|-----------------------------|-----------------------|-------------------|--------------------|--|
| Ione | 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. Keri 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. |
| 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. |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|-------------------------|--------------|------------|-------------------------|----------------|------------|-------------|--|
| 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 separation 100% sick leave balance paid to retiree health savings plan at separation. \$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. |
| 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 | 12 | |
| 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 |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|--------------|----------------|-------------------|-----------------------------|-----------------------|-------------------|--------------------|--|
| 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. Briltz | 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 | Reported compensation includes base salary of \$225,259, with no increase since 2009, and benefits including \$500/mo car allowance, \$1,697/mo cafeteria benefit, annual vacation/admin leave cash out to 401(a) of \$34,739, \$90/mo cell phone allowance, \$125/mo health club reimbursement, annual value of group term life insurance benefit of \$990, and 7% city paid PERS valued at \$15,264. This has decreased to 3% city paid in 2009 and will be at 0% in 2010 with employee paying full employee PERS portion. |
| 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 |
| Los Alamitos | Orange | 12,270 | Jeffrey Stewart | City Manager | \$102,558 | 8 | |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|-----------------|---------------|-------------------|-----------------------------|---|-------------------|--------------------|--|
| 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 | Employee pays 8% PERS payment (approximately \$16,000) out of wages. Amount also includes car and phone allowance and 80 hours of vacation cash out. |
| 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 | |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| 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 allowance, 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 | |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| 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 mortage 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. Wohlmuth | City Manager | \$192,824 | 11 | City Manager receives an auto allowance of \$500 per month |
| Palm Springs | Riverside | 51,000 | David H. Ready | City Manager | \$248,000 | 12 | |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|----------------------|-----------------|-------------------|-----------------------------|-----------------------|-------------------|--------------------|---|
| 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 |
| 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. |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|------------------------|----------------|-------------------|-----------------------------|----------------------------|-------------------|--------------------|---|
| 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 | |
| Point Arean | 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 |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|------------------------|----------------|-------------------|-----------------------------|-------------------------|-------------------|--------------------|--|
| 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 | |
| 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 helath 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 | |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|---|-----------------|-------------------|-----------------------------|-----------------------|-------------------|--------------------|---|
| 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 | Charles McNeely | City Manager | \$177,450 | 7 | includes monthly auto allowance of \$575 |
| 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 | | | | |
| 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 Administrator | \$259,601 | 10 | I cashed out 1.368 total leave hours consisting of annual leave (i.e., 698) and vacation time (i.e., 670 hours) which is included in my W2, Box 5 number. I worked 10 months for San Fernando and two months for Temple City. |
| 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 Bautista | San Benito | 1,895 | Stephen B. Julian | City Manager | \$94,493 | 12 | None – I am employed as independent contractor and pay for all expenses including car, travel, conferences, dues to local manager group, etc. No medical, retirement, 401k, paid vacations, paid holidays, paid sick leave, or other benefits are provided by City. |
| 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. |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|--------------------------|---------------|--|------------------------------------|---|-------------------|--------------------|--|
| 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 | 97,535 | 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 | |
| Sand City | Monterey | 310,00 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. |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|---------------------|---------------|-------------------|---|-----------------------|-------------------|--------------------|---|
| 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 | |
| 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 |
| Sierra Madre | Los Angeles | 11,099 | Elaine Aguilar | City Manager | \$149,000 | 12 | \$780.00 Vehicle Usage None |
| Signal Hill | Los Angeles | 11,465 | Kenneth Farfsing | 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. |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|---------------|---------------|-------------------|---------------------------------|-----------------------|-------------------|--------------------|--|
| 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 | | | | |
| Temecula | Riverside | 105,000 | Shawn Nelson | City Manager | \$336,288 | 12 | W-2, Box 5 amount includes: Base Salary, Deferred Compensation, Executive Leave Payout, CAL Cashout, Auto Fringe Benefit, and additional insurance. |
| 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 Useage, 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 | |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|----------------------------|----------------|-------------------|-----------------------------|---|-------------------|--------------------|---|
| 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 | \$321,460 | 12 | W-2 Box 5 includes base salary of \$271,704, in addition to a contribution to 401a, an auto and technology allowance, and includes the value of fuel usage. |
| 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 | |
| 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. |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|------------------|-------------|------------|-----------------------|--------------------|------------|-------------|--|
| Watsonville | Santa Cruz | 52,823 | Carlos J. Palacios | City Manager | \$213,000 | 12 | 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 |
| 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. |
| 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. Helyea | 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 | |

W-2, Box 5 results below include salary plus some fringe benefits and atypical payouts of accrued leave for part or all of 2009.

| City | County | Population | Name of City Manager | Official Title | W-2, Box 5 | Mos. Worked | Special compensation issues |
|--------------|----------------|-------------------|-----------------------------|-----------------------|-------------------|--------------------|---|
| 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 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. |