

City Manager Position Salary Comparison, February 2023

Produced for the San Bruno City Council

City	2023 City Manager Base Salary	CM Range (if established)		Top Step Salary for Next Highest Paid Exec.	CM Compaction w/ Next Highest Paid Exec.	Next Highest Paid Exec.
		Low	High			
Historical Comparison Cities						
Belmont	308,616			291,459	6%	City Attorney
Burlingame	274,460			241,373	14%	City Attorney
Daly City	376,870			254,442	48%	City Attorney
Foster City	274,000			250,000	10%	Asst. City Mgr.
Hillsborough	273,182			209,976	30%	Police Chief
Menlo Park	275,000	203,533	281,111	257,685	7%	ACM & Police Chief
Millbrae	275,141			227,161	21%	Asst. City Mgr.
Pacifica	254,792			230,232	11%	Police Chief
Redwood City	334,248			285,072	17%	City Attorney
San Mateo	283,864	TBD	TBD	265,200	7%	Police Chief
South San Francisco	336,689	TBD	TBD	321,072	5%	Police Chief
Average	296,987	203,533	281,111	257,607	16%	
Median	275,141	203,533	281,111	254,442	11%	
Other Comparison Cities						
Brisbane	295,651			259,448	14%	Police Chief
San Carlos	295,626			244,151	21%	Asst. City Mgr.
Average	295,639			251,800	18%	
Median	295,639			251,800	18%	
All Comparison Cities						
Average	296,780	203,533	281,111	256,713	16%	
Median	283,864	203,533	281,111	254,442	14%	
San Bruno (present)	284,068	n/a	n/a	259,464	9%	Police Chief/Fire Chief
San Bruno (recommended)		285,410	385,000			