

City Manager									
Agency	Agency Job Class	Annual Wages	Scheduled COLAs & one-time payments	PERS Breakdown	Health Benefits* (monthly)	Longevity Pay	Life Insurance	Holidays	Miscellaneous
Ukiah	City Manager	\$178,373.88	2.5% COLA 9/19/17 plus a complex cost sharing program to restore previous concessions	2.7@55 classic; 2@62 PEPRA; EE does not pay any ER share	Flex plan = \$1529/month			13 observed; 1 floating	15 days executive leave
Sebastopol	City Manager	\$161,336.00	3% COLA 7/1/17; 4% COLA 7/1/18	2@55 classic; 2@62 PEPRA; EE does not pay any ER share	City pays 70% medical and 100% dental/vision	2% after 8 years; 2% after 15 years		11 observed and 30 hours floating	City pays LTD premium;
Lakeport	City Manager	\$115,000.00		2.5@55 classic; 2@62 PEPRA; EE does not pay any ER share	City pays 76% medical and 100% dental/vision; City also supplements orthodontic w/\$1000 lifetime		One year salary's worth	13 observed	\$400/month car allowance; \$100/month cell phone stipend; \$1250/year technology stipend; \$1,500 annual signing bonus;
Willits	City Manager	\$107,625.00	2.5% COLA 1/1/18; \$1,000 one-time payment	2.7@55 classic; 2@62 PEPRA; EE does not pay any ER share	City pays 100% of H.S.A. plan including deductible (\$1300 or \$2600); EE covers costs for upgraded plan; City pays 100% dental/vision			11 observed and 3 floating	could not find contract
Arcata	City Manager	\$126,000.00		2.7@55 classic; 2@62 PEPRA; if EE started between 6/24/12 & 1/1/13 2@55; EE does not pay any ER share	City pays approx. 92% of medical; 100% of dental/vision		\$50,000.00	11 observed and 4 floating plus 8 hours as additional pay	\$350/month auto allowance
Fortuna	City Manager	\$115,720.55		2.7@55 classic; 2@62 PEPRA; if EE started between 6/24/12 & 1/1/13 2@55; EE does not pay any ER share			\$10,000.00	12 observed - 4 of which can be floating	\$350/month auto allowance
Cloverdale	City Manager	\$148,284.28	3% - 7/1/18	2@55; city pays ALL costs for PERS	City pays approximately 92% of medical; City pays 100% for dental, vision, life		\$100,000.00	11 observed plus 4 floating	\$750/year cell phone
Cotati	City Manager/City Clerk	\$176,238.40		Hired before 4/27/11 2.7@55 with EE paying 1.825% of ER share; Hired 4/28/11 - 1/1/13 - 2@60; PEPRA 2@62	City pays 90% medical & 100% for dental & vision		\$100,000.00	TBD	
Fort Bragg	City Manager	\$150,185.17		2@55 classic; 2@62 PEPRA; EE does not pay any ER share	City pays 100%	\$750 after 10 years; \$1500 after 15 years; \$2000 after 20 years	\$150,000.00	12 observed plus one floating	\$300/month auto allowance; \$7,000/year of deferred comp
Average		\$142,084.81							
Median		\$148,284.28							
Average without Fort Bragg		\$141,072.26							
Median without Fort Bragg		\$137,142.14							

\*Based on family coverage