

**Attachment 1**

**City Clerk Total Compensation Survey (Summary)**

<b>Benchmark City</b>	<b>Classification Title</b>	<b>Minimum Base Salary</b>	<b>Maximum Base Salary</b>	<b>Total Salary &amp; Additional Pays</b>	<b>Total Compensation (Pay &amp; Benefits)</b>
<i>South San Francisco</i>	<i>City Clerk (Current)</i>	<i>\$13,480</i>	<i>\$13,480</i>	<i>\$13,480</i>	<i>\$16,288</i>
Alameda	City Clerk	\$17,951	\$17,951	\$18,131	\$20,522
Daly City	City Clerk	\$5,311	\$7,092	\$7,092	\$9,312
Hayward	City Clerk	\$13,886	\$13,886	\$13,886	\$16,016
Mountain View	City Clerk	\$16,222	\$16,222	\$16,222	\$19,453
Palo Alto	City Clerk	\$15,168	\$15,168	\$15,585	\$18,192
Redwood City	City Clerk	\$11,396	\$15,385	\$15,693	\$16,910
San Bruno	City Clerk	\$9,868	\$12,109	\$12,170	\$14,680
San Leandro	City Clerk	\$11,960	\$14,537	\$14,828	\$17,265
San Mateo	City Clerk	\$16,274	\$17,942	\$18,032	\$20,207
<b>Labor Market 60th Percentile</b>			<b>\$15,342</b>	<b>\$15,671</b>	<b>\$18,007</b>
<b>% SSF is Above or Below Labor Market 60th Percentile</b>			<b>-13.81%</b>	<b>-16.25%</b>	<b>-10.55%</b>
<b># of Comparable Matches</b>			<b>9</b>		

Data Effective 3/2023