

Assistant General Manager - Administration
March 2025 Survey

AGENCY	TOP STEP BASE RATE (HOURLY)	TOTAL COMPENSATION (HOURLY)
Alameda	\$119.95	\$129.57
Palo Alto	\$143.96	\$148.34
Roseville	\$154.46	\$161.17
Santa Clara	\$149.46	\$155.94
Lodi	\$138.33	\$139.54

Assistant General Manager - Customer & Energy Resources
March 2025 Survey

AGENCY	TOP STEP BASE RATE (HOURLY)	TOTAL COMPENSATION (HOURLY)
Alameda	\$119.95	\$129.57
Palo Alto	\$143.96	\$148.34
Roseville*	\$103.25	\$112.36
Roseville*	\$154.46	\$161.17
Santa Clara	\$149.46	\$155.94
Lodi*	\$105.12	\$108.95
Lodi*	\$138.33	\$139.54

An exact classification match was not identified at Lodi and Roseville; additional classifications were included in the survey for these comparator agencies to ensure accuracy of survey and correct placement within the market.

Assistant General Manager - Engineering & Operations
March 2025 Survey

AGENCY	TOP STEP BASE RATE (HOURLY)	TOTAL COMPENSATION (HOURLY)
Alameda	\$119.95	\$129.57
Palo Alto	\$152.66	\$156.32
Roseville	\$154.46	\$161.17
Santa Clara	\$164.41	\$169.84
Lodi	\$138.33	\$108.95