

| City | Los Angeles | San Diego | San Jose | San Francisco* | Oakland | Anaheim | Fremont | Hayward | Sunnyvale | Santa Clara | Mountain View | Palo Alto |
|--|-------------|-----------|-----------|----------------|-----------|-----------|-----------|-----------|-----------|-------------|---------------|-----------|
| Total population | 3,966,936 | 1,409,573 | 1,027,690 | 874,961 | 425,097 | 349,964 | 235,740 | 159,293 | 152,770 | 127,721 | 81,656 | 67,657 |
| Total number of city employees | 61,048 | 12,662 | 8,554 | 44,525 | 5,933 | 3,590 | 951 | 975 | 1,589 | 1,973 | 1,132 | 1,281 |
| Total number of full-time, year-round city employees | 32,805 | 11,870 | 5,832 | 28,211 | 2,795 | 1,817 | 898 | 733 | 749 | 919 | 517 | 972 |
| Employee/ resident ratio | 1/ 121 | 1/ 119 | 1/176 | 1/ 31 | 1/ 152 | 1/ 193 | 1/ 163 | 1/ 217 | 1/ 204 | 1/ 139 | 1/ 158 | 1/ 70 |
| Median pay for full-time, year-round city employees | \$111,370 | \$67,030 | \$102,646 | \$109,440 | \$115,504 | \$113,064 | \$119,012 | \$125,050 | \$110,796 | \$142,656 | \$127,480 | \$114,111 |
| Median pay and benefits of full-time, year-round city employeesr | \$159,304 | \$81,048 | \$157,858 | \$145,797 | \$177,236 | \$169,329 | \$176,421 | \$175,324 | \$165,563 | \$202,113 | \$183,426 | \$170,260 |
| Average Pay for full-time year-round city employees | \$100,835 | \$75,187 | \$92,877 | \$100,115 | \$85,791 | \$77,687 | \$100,285 | \$114,381 | \$92,877 | \$97,561 | \$89,775 | \$96,969 |
| Average Pay and benefits for full-time year-round city employees | \$135,755 | \$90,645 | \$115,000 | \$132,521 | \$128,059 | \$95,072 | \$123,739 | \$140,405 | \$115,000 | \$140,172 | \$110,555 | \$147,799 |
| Total city employee compensation | \$6.4 B | \$1.4 B | \$1.2 B | \$5.1 B | \$671 M | \$384 M | \$180 M | \$154 M | \$168 M | \$237 M | \$122 M | \$187 M |
| Total city employee compensation cost per resident | \$1,600 | \$962 | \$1,117 | \$5,849 | \$1,577 | \$1,098 | \$762 | 966 | \$1,101 | \$1,853 | \$1,493 | \$2,801 |
| Median earnings for full-time, year-round private workers | \$42,770 | \$55,179 | \$69,591 | \$92,677 | \$55,830 | \$41,266 | \$94,940 | \$50,838 | \$107,468 | \$92,871 | \$126,503 | \$159,736 |
| Differential between city and private biz workers | 160% | 21% | 47% | 18% | 107% | 174% | 25% | 146% | 3% | 54% | 1% | -29% |

*SF is both a county and city with a single government, so residents per employee and employee cost/resident aren't comparable

Sources: PublicPay.gov, TransparentCalifornia.com, Census.gov