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FY 2008 Salary Survey

Client Job Class	MATCH	Survey Job Class	Participant Organization	Client Base Maximum	External Base Maximum	Variance Base	
						\$	%

Department Assistant		Office Specialist II		\$3,984	\$4,005	-\$21	-0.51%
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Office Support Specialist		Tustin, City of		\$4,597			
Assistant, Department		Newport Beach, City of		\$4,628			
Senior Office Assistant		Garden Grove, City of		\$4,435			
(-) Office Specialist		Laguna Beach, City of		\$4,374			
Office Specialist II		Costa Mesa, City of		\$4,308			
Administrative Aide I		San Marcos, City of		\$4,232			
Senior Department Assistant		Mission Viejo, City of		\$4,200			
Administrative Assistant I		Westminster, City of		\$4,005			
Senior Administrative Clerk		Orange, City of		\$4,014			
Office Specialist		Irvine, City of		\$3,973			
Program Assistant II		Encinitas, City of		\$3,872			
(-) Office Assistant		San Juan Capistrano, City of		\$3,696			
Senior Office Specialist		Temecula, City of		\$3,748			
Senior Office Specialist		Vista, City of		\$3,647			
Office Specialist II		Fountain Valley, City of		\$3,609			
Office Specialist II		Oceanside, City of		\$3,283			
Office Specialist II		Carlsbad, City of		\$3,221			
				<b>Public Sector Rate:</b>	<u>\$4,005</u>		

(-) Match Less Complex, Data Increased 10%  
 (+) Match More Complex, Data Decreased 10%

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Client Job Class	MATCH	Survey Job Class	Participant Organization	Client Base Maximum	External Base Maximum	Variance Base	
						\$	%

Administrative Assistant		Administrative Assistant		\$4,619	\$5,056	-\$436	-8.63%
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Administrative Secretary		Fountain Valley, City of		\$5,718			
Administrative Assistant		Newport Beach, City of		\$5,763			
Department Secretary		Garden Grove, City of		\$5,411			
Administrative Aide II		San Marcos, City of		\$5,401			
Administrative Coordinator		San Juan Capistrano, City of		\$5,112			
Administrative Secretary		Irvine, City of		\$5,286			
Administrative Assistant II		Westminster, City of		\$5,104			
Administrative Assistant		Laguna Beach, City of		\$5,130			
Administrative Secretary		Costa Mesa, City of		\$5,056			
Administrative Secretary		Orange, City of		\$5,024			
Administrative Secretary		Tustin, City of		\$4,844			
Administrative Assistant		Mission Viejo, City of		\$4,596			
Department Administrative Support Coordinator		Encinitas, City of		\$4,585			
Administrative Assistant		Temecula, City of		\$4,355			
Administrative Secretary		Carlsbad, City of		\$4,384			
Administrative Secretary		Vista, City of		\$4,120			
Administrative Secretary		Oceanside, City of		\$4,015			
<b>Public Sector Rate:</b>					<u>\$5,056</u>		

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Client Job Class	MATCH	Survey Job Class	Participant Organization	Client Base Maximum	External Base Maximum	Variance Base	
						\$	%
Executive Assistant		Executive Assistant		\$5,769	\$5,801	-\$31	-0.54%

Executive Secretary	Laguna Beach, City of	\$6,405
Executive Assistant to City Manager	Newport Beach, City of	\$6,379
Administrative Secretary to Council/Deputy City Cl	Fountain Valley, City of	\$6,289
Administrative Secretary	San Marcos, City of	\$6,112
Executive Secretary	Irvine, City of	\$6,190
Executive Secretary	Orange, City of	\$6,013
Executive Assistant / City Manager's Office	Westminster, City of	\$5,870
Administrative Secretary	Garden Grove, City of	\$5,864
Executive Assistant	Temecula, City of	\$5,756
Management Assistant	Carlsbad, City of	\$5,801
Executive Secretary	Costa Mesa, City of	\$5,559
Executive Assistant	San Juan Capistrano, City of	\$5,370
Secretary to the City Manager or City Attorney	Oceanside, City of	\$5,413
Executive Secretary	Tustin, City of	\$5,339
Executive Secretary	Encinitas, City of	\$5,386
Executive Assistant	Mission Viejo, City of	\$5,232
Secretary to the City Manager	Vista, City of	\$5,114
<b>Public Sector Rate:</b>		<u>\$5,801</u>

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Client Job Class	MATCH	Survey Job Class	Participant Organization	Client Base Maximum	External Base Maximum	Variance Base	
						\$	%
Management Analyst II		Management Analyst II		\$6,369	\$6,586	-\$217	-3.30%

Management Analyst II		Irvine, City of	\$7,950
Management Analyst		Mission Viejo, City of	\$7,057
Management Analyst		Costa Mesa, City of	\$7,085
Management Analyst		Carlsbad, City of	\$7,156
(+) Senior Management Analyst		Temecula, City of	\$6,926
Administrative Analyst		Newport Beach, City of	\$6,903
(+) Senior Management Analyst		Oceanside, City of	\$6,744
(+) Senior Management Analyst		San Juan Capistrano, City of	\$6,453
Management Analyst		Fountain Valley, City of	\$6,627
Administrative Analyst II		Orange, City of	\$6,545
(+) Senior Management Analyst		Vista, City of	\$6,401
(+) Senior Management Analyst		Tustin, City of	\$6,153
(+) Senior Administrative Analyst		Garden Grove, City of	\$6,003
Administrative Analyst		Westminster, City of	\$5,853
Administrative Analyst II		San Marcos, City of	\$5,819
Management Analyst II		Encinitas, City of	\$5,921
No Match		Laguna Beach, City of	-
<b>Public Sector Rate:</b>			<u><u>\$6,586</u></u>

(-) Match Less Complex, Data Increased 10%  
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Client Job Class	MATCH	Survey Job Class	Participant Organization	Client Base Maximum	External Base Maximum	Variance Base	
						\$	%
Accounting Specialist I		Accounting Specialist I		\$3,699	\$4,005	-\$306	-7.63%

Accounting Specialist I		Costa Mesa, City of	\$4,662
(+) Accounting Technician		Irvine, City of	\$4,363
Accounting Technician I		Fountain Valley, City of	\$4,217
Accounting Clerk		San Juan Capistrano, City of	\$4,094
Account Specialist		Laguna Beach, City of	\$4,209
Accounting Specialist		Tustin, City of	\$4,149
Fiscal Clerk		Newport Beach, City of	\$4,178
Finance Clerk		Orange, City of	\$4,178
Accounting Clerk		Westminster, City of	\$4,005
Account Specialist		Garden Grove, City of	\$3,974
Accounting Clerk -B		Mission Viejo, City of	\$3,935
(-) Accounting Assistant		Temecula, City of	\$3,988
Account Clerk		San Marcos, City of	\$3,829
Finance Technician I		Encinitas, City of	\$3,872
Account Clerk		Vista, City of	\$3,647
Account Clerk II		Carlsbad, City of	\$3,703
Accounting Specialist I		Oceanside, City of	\$3,283
<b>Public Sector Rate:</b>			<u>\$4,005</u>

(-) Match Less Complex, Data Increased 10%  
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Client Job Class	MATCH	Survey Job Class	Participant Organization	Client Base Maximum	External Base Maximum	Variance Base	
						\$	%
Senior Accountant		Senior Accountant		\$7,031	\$6,699	\$331	4.94%

Senior Accountant		Irvine, City of	\$7,510
Senior Accountant		Costa Mesa, City of	\$7,303
Senior Accountant		Garden Grove, City of	\$7,148
(-) Accountant		Newport Beach, City of	\$7,065
(-) Accountant		Laguna Beach, City of	\$6,981
(-) Accountant		Fountain Valley, City of	\$6,904
(-) Accountant		Mission Viejo, City of	\$6,785
Senior Staff Accountant		Westminster, City of	\$6,688
(-) Accountant		San Juan Capistrano, City of	\$6,522
Senior Accountant		Orange, City of	\$6,711
Accountant II		San Marcos, City of	\$6,419
Senior Accountant		Oceanside, City of	\$6,438
(-) Accountant		Temecula, City of	\$6,167
(-) Accountant		Carlsbad, City of	\$6,248
(-) Accountant		Vista, City of	\$5,926
Accountant II		Encinitas, City of	\$5,386
No Match		Tustin, City of	-
<b>Public Sector Rate:</b>			<u>\$6,699</u>

(-) Match Less Complex, Data Increased 10%  
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Client Job Class	MATCH	Survey Job Class	Participant Organization	Client Base Maximum	External Base Maximum	Variance Base	
						\$	%
Accounting Supervisor		Accounting Supervisor		\$7,954	\$7,654	\$301	3.93%

Accountant, Principal	Newport Beach, City of	\$8,615
Accounting Supervisor	Costa Mesa, City of	\$8,565
Supervisor of Accounting Services	Irvine, City of	\$8,390
(-) Senior Accountant	Mission Viejo, City of	\$8,201
(+) Accounting Manager	San Juan Capistrano, City of	\$7,671
(+) Accounting Manager	Westminster, City of	\$7,543
(+) Finance Manager I	Encinitas, City of	\$7,654
Accounting Supervisor	Garden Grove, City of	\$7,011
Finance Supervisor	Orange, City of	\$6,948
(+) Accounting Manager	Temecula, City of	\$6,926
Supervising Accountant	Oceanside, City of	\$6,739
No Match	Tustin, City of	-
No Match	Carlsbad, City of	-
No Match	Fountain Valley, City of	-
No Match	Laguna Beach, City of	-
No Match	San Marcos, City of	-
No Match	Vista, City of	-
<b>Public Sector Rate:</b>		<u><u>\$7,654</u></u>

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Client Job Class	MATCH	Survey Job Class	Participant Organization	Client Base Maximum	External Base Maximum	Variance Base	
						\$	%
Finance Manager		Finance Manager		\$9,691	\$9,271	\$420	4.53%

Manager, Fiscal Services	Irvine, City of	\$11,806
Accounting Manager	Mission Viejo, City of	\$10,056
Fiscal Operations Manager	Newport Beach, City of	\$10,158
Finance Manager	Carlsbad, City of	\$9,770
Finance Manager	Vista, City of	\$9,347
Financial Services Manager	Garden Grove, City of	\$9,263
Accounting Manager	Fountain Valley, City of	\$9,279
Financial Services Division Manager	Oceanside, City of	\$8,873
Financial Services Manager	Westminster, City of	\$8,734
Finance Manager II	Encinitas, City of	\$8,860
Financial Services Manager	Temecula, City of	\$8,596
Financial Analysis / Debt Administration Manager	San Marcos, City of	\$7,640
No Match	San Juan Capistrano, City of	-
No Match	Orange, City of	-
No Match	Costa Mesa, City of	-
No Match	Laguna Beach, City of	-
No Match	Tustin, City of	-

**Public Sector Rate:** \$9,271

(-) Match Less Complex, Data Increased 10%  
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**FY 2008 Salary Survey**

Client Job Class	MATCH	Survey Job Class	Participant Organization	Client Base Maximum	External Base Maximum	Variance Base	
						\$	%
Assistant City Manager / FAS Director		Assistant City Manager / FAS Director		\$14,036	\$14,798	-\$762	-5.15%

Assistant City Manager	Irvine, City of	\$17,554
Assistant City Manager	Garden Grove, City of	\$16,173
Assistant City Manager	San Marcos, City of	\$15,790
Assistant City Manager	Vista, City of	\$15,792
Assistant City Manager	Carlsbad, City of	\$15,869
Assistant City Manager	Tustin, City of	\$15,049
Assistant City Manager	Newport Beach, City of	\$14,840
Assistant City Manager	Orange, City of	\$14,756
Assistant City Manager	Costa Mesa, City of	\$14,526
Assistant City Manager	Laguna Beach, City of	\$14,385
Assistant City Manager	Temecula, City of	\$13,966
Deputy City Manager	Oceanside, City of	\$13,583
Assistant City Manager	San Juan Capistrano, City of	\$13,033
Treasury Manager	Mission Viejo, City of	\$11,272
No Match	Encinitas, City of	-
No Match	Fountain Valley, City of	-
No Match	Westminster, City of	-
<b>Public Sector Rate:</b>		<u>\$14,798</u>

(-) Match Less Complex, Data Increased 10%  
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Client Job Class	MATCH	Survey Job Class	Participant Organization	Client Base Maximum	External Base Maximum	Variance Base	
						\$	%
City Manager		City Manager		\$14,386	\$18,127	-\$3,741	-20.64%

City Manager	Temecula, City of	\$21,341
City Manager	Irvine, City of	\$20,810
City Manager	San Marcos, City of	\$19,196
City Manager	Westminster, City of	\$19,069
City Manager	Laguna Beach, City of	\$19,413
City Manager	Garden Grove, City of	\$18,409
City Manager	Encinitas, City of	\$18,730
City Manager	Fountain Valley, City of	\$18,379
City Manager	Costa Mesa, City of	\$18,147
City Manager	Tustin, City of	\$17,997
City Manager	Orange, City of	\$17,727
City Manager	Vista, City of	\$17,353
City Manager	Mission Viejo, City of	\$15,818
City Manager	Oceanside, City of	\$15,916
City Manager	San Juan Capistrano, City of	\$13,592
Vacant No Data	Carlsbad, City of	-
No Response	Newport Beach, City of	-
	<b>Public Sector Rate:</b>	<u>\$18,127</u>

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 (+) Match More Complex, Data Decreased 10%