

DRAFT

FY 2008 Salary Survey

Client Job Class	MATCH	Survey Job Class	Participant Organization	Client Base Maximum	External Base Maximum	Client Retire	Client Medical	Client Auto Allow	Client Defer Comp	SURVEY			Client "Total" Comp	Average Market "Total" Comp	Variance
										Retire	Med	Auto Allow			
Department Assistant		Office Specialist II		\$3,994	\$4,005	\$729	\$942	-	-	\$718	\$1,001	-	\$5,566	\$5,725	-1.21%
		Office Support Specialist Assistant, Department	Tustin, City of		\$4,597					\$737	\$950				
		Senior Office Assistant	Newport Beach, City of		\$4,628					\$726	\$874				
		Office Specialist I	Garden Grove, City of		\$4,435					\$572	\$1,140				
		Office Specialist II	Laguna Beach, City of		\$4,374					\$715	\$1,011				
		Administrative Aide I	Costa Mesa, City of		\$4,308					\$825	\$1,192				
		Senior Department Assistant	San Marcos, City of		\$4,232					\$664	\$923				
		Administrative Assistant I	Mission Viejo, City of		\$4,200					\$932	\$1,192				
		Senior Administrative Clerk	Westminster, City of		\$4,005					\$421	\$987				
		Office Specialist	Orange, City of		\$4,014					\$488	\$1,000				
		Program Assistant II	Irvine, City of		\$3,973					\$889	\$1,064				
		Senior Office Specialist	Enchilias, City of		\$3,972					\$900	\$875				
		Office Specialist II	San Juan Capistrano, City of		\$3,696					\$830	\$1,191				
		Senior Office Specialist	Temecula, City of		\$3,748					\$794	\$850				
		Office Specialist II	Visita, City of		\$3,647					\$610	\$1,052				
		Office Specialist II	Fountain Valley, City of		\$3,609					\$627	\$1,205				
		Office Specialist II	Oceanside, City of		\$3,283					\$398	\$545				
		Office Specialist II	Carlsbad, City of		\$3,221					\$885	\$973				
			Public Sector Rate:		\$4,005					\$718	\$1,001				

(-) Match Less Complex, Data Increased 10%  
 (+) Match More Complex, Data Decreased 10%  
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										Retire	Mod	Auto Allow			
Management Analyst II		Management Analyst II		\$6,369	\$6,586	\$1,165	\$942	-	-	\$1,215	\$1,010	-	\$8,476	\$8,811	-3.90%
Management Analyst II		Management Analyst II													
Management Analyst II		Management Analyst II	Havine, City of	\$7,950	\$7,950					\$1,778	\$1,064				
Management Analyst		Management Analyst	Mission Viejo, City of	\$7,057	\$7,057					\$1,566	\$1,192				
Management Analyst		Management Analyst	Costa Mesa, City of	\$7,085	\$7,085					\$1,356	\$1,192				
Management Analyst		Management Analyst	Carlsbad, City of	\$7,156	\$7,156					\$1,966	\$973				
(+) Senior Management Analyst		Senior Management Analyst	Temecula, City of	\$6,926	\$6,926					\$1,468	\$850				
Administrative Analyst		Administrative Analyst	Newport Beach, City of	\$6,903	\$6,903					\$1,083	\$874				
(+) Senior Management Analyst		Senior Management Analyst	Oceanside, City of	\$6,744	\$6,744					\$818	\$545				
(+) Senior Management Analyst		Senior Management Analyst	San Juan Capistrano, City of	\$6,453	\$6,453					\$1,449	\$1,191				
Management Analyst		Management Analyst	Fountain Valley, City of	\$6,627	\$6,627					\$1,151	\$1,266				
Administrative Analyst II		Administrative Analyst II	Orange, City of	\$6,545	\$6,545					\$795	\$1,025				
(+) Senior Management Analyst		Senior Management Analyst	Vista, City of	\$6,401	\$6,401					\$1,071	\$1,052				
(+) Senior Management Analyst		Senior Management Analyst	Tustin, City of	\$6,153	\$6,153					\$987	\$950				
(+) Senior Administrative Analyst		Senior Administrative Analyst	Garden Grove, City of	\$6,003	\$6,003					\$774	\$1,200				
Administrative Analyst		Administrative Analyst	Westminster, City of	\$5,853	\$5,853					\$615	\$987				
Administrative Analyst II		Administrative Analyst II	San Marcos, City of	\$5,819	\$5,819					\$1,189	\$923				
Management Analyst II		Management Analyst II	Encinitas, City of	\$5,921	\$5,921					\$1,376	\$875				
No Match		No Match	Laguna Beach, City of												
				Public Sector Rate:	\$6,586					\$1,215	\$1,010				

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Client Job Class	MATCH	Survey Job Class	Participant Organization	Client Base Maximum	External Base Maximum	Client Retire	Client Medical	Client Auto Allow	Client Deferr Comp	SURVEY			Client "Total" Comp	Average Market "Total" Comp	Variance
										Retire	Med	Auto Allow			
Accounting Specialist I		Accounting Specialist I		\$3,699	\$4,005	\$677	\$942	-	-	\$729	\$1,001	-	\$5,318	\$5,736	-7.28%

Accounting Specialist I	Accounting Specialist I	Costa Mesa, City of	\$4,662	\$893	\$1,192
(+) Accounting Technician	Accounting Technician	Irvine, City of	\$4,363	\$976	\$1,064
Accounting Technician I	Accounting Technician I	Fountain Valley, City of	\$4,217	\$733	\$1,205
Accounting Clerk	Accounting Clerk	San Juan Capistrano, City of	\$4,094	\$919	\$1,191
Account Specialist	Account Specialist	Laguna Beach, City of	\$4,209	\$688	\$1,011
Accounting Specialist	Accounting Specialist	Tustin, City of	\$4,149	\$665	\$950
Fiscal Clerk	Fiscal Clerk	Newport Beach, City of	\$4,178	\$656	\$974
Finance Clerk	Finance Clerk	Orange, City of	\$4,178	\$507	\$1,000
Accounting Clerk	Accounting Clerk	Westminster, City of	\$4,005	\$421	\$987
Account Specialist	Account Specialist	Garden Grove, City of	\$3,974	\$513	\$1,140
Accounting Clerk -B	Accounting Clerk -B	Mission Viejo, City of	\$3,935	\$873	\$1,192
(-) Accounting Assistant	Accounting Assistant	Temecula, City of	\$3,988	\$845	\$850
Account Clerk	Account Clerk	San Marcos, City of	\$3,829	\$782	\$923
Finance Technician I	Finance Technician I	Encinitas, City of	\$3,872	\$900	\$875
Account Clerk	Account Clerk	Visita, City of	\$3,647	\$610	\$1,052
Account Clerk II	Account Clerk II	Carlsbad, City of	\$3,703	\$1,018	\$973
Accounting Specialist I	Accounting Specialist I	Oceanside, City of	\$3,283	\$398	\$545
Public Sector Rate:			\$4,005	\$729	\$1,001

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Client Job Class	MATCH	Survey Job Class	Participant Organization	Client Base Maximum	External Base Maximum	Client Retire	Client Medical	Client Auto Allow	Client Defer Comp	SURVEY			Client "Total" Comp	Average Market "Total" Comp	Variance
										Retire	Med	Auto Allow			
Senior Accountant	Senior Accountant	Senior Accountant		\$7,031	\$6,699	\$1,287	\$942	-	-	\$1,206	\$1,005	-	\$9,259	\$8,910	3.92%
		Senior Accountant	Irvine, City of		\$7,510					\$1,690	\$1,064				
		Senior Accountant	Costa Mesa, City of		\$7,303					\$1,398	\$1,192				
		Senior Accountant	Garden Grove, City of		\$7,148					\$922	\$1,140				
	(-)	Accountant	Newport Beach, City of		\$7,085					\$1,109	\$874				
	(-)	Accountant	Laguna Beach, City of		\$6,981					\$1,141	\$1,011				
	(-)	Accountant	Fountain Valley, City of		\$6,904					\$1,189	\$1,205				
	(-)	Accountant	Mission Viejo, City of		\$6,785					\$1,506	\$1,192				
		Senior Staff Accountant	Westminster, City of		\$6,688					\$702	\$987				
	(-)	Accountant	San Juan Capistrano, City of		\$6,522					\$1,464	\$1,191				
		Senior Accountant	Orange, City of		\$6,711					\$815	\$1,000				
		Senior Accountant II	San Marcos, City of		\$6,419					\$1,311	\$923				
	(-)	Accountant	Oceanside, City of		\$6,438					\$781	\$545				
	(-)	Accountant	Temecula, City of		\$6,167					\$1,307	\$850				
	(-)	Accountant	Carlsbad, City of		\$6,248					\$1,717	\$973				
	(-)	Accountant	Vista, City of		\$5,926					\$991	\$1,052				
		Accountant II	Encinitas, City of		\$5,386					\$1,252	\$875				
		No Match	Tustin, City of												
			Public Sector Rate:		\$6,699					\$1,206	\$1,005				

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										Retire	Med	Auto Allow	Deter Comp			
Accounting Supervisor		Accounting Supervisor		\$7,954	\$7,954	\$1,456	\$942	-	-	\$1,365	\$992	-	-	\$10,352	\$10,011	3.41%
		Accountant, Principal	Newport Beach, City of	\$8,615	\$8,615					\$1,352	\$874					
		Accounting Supervisor	Costa Mesa, City of	\$8,565	\$8,565					\$1,640	\$1,192					
		Supervisor of Accounting Services	Irvine, City of	\$8,390	\$8,390					\$1,877	\$1,064					
		(-) Senior Accountant	Mission Viejo, City of	\$8,201	\$8,201					\$1,820	\$1,192					
		(+) Accounting Manager	San Juan Capistrano, City of	\$7,671	\$7,671					\$1,722	\$1,191					
		(+) Accounting Manager	Westminster, City of	\$7,543	\$7,543					\$792	\$987					
		(+) Finance Manager 1	Encinitas, City of	\$7,654	\$7,654					\$1,779	\$875					
		Accounting Supervisor	Garden Grove, City of	\$7,011	\$7,011					\$904	\$1,140					
		Finance Supervisor	Orange, City of	\$6,948	\$6,948					\$844	\$1,000					
		(+) Accounting Manager	Temecula, City of	\$6,926	\$6,926					\$1,468	\$850					
		Supervising Accountant	Oceanside, City of	\$6,739	\$6,739					\$818	\$545					
		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	-	-											
			Public Sector Rate:	\$7,854	\$7,854					\$1,365	\$892					

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Client Job Class	MATCH	Survey Job Class	Participant Organization	Client Base Maximum	External Base Maximum	Client Retire	Client Medical	Client Auto Allow	Client Defer Comp	SURVEY				Client "Total" Comp	Average Market "Total" Comp	Variance
										Retire	Med	Auto Allow	Defer Comp			
Finance Manager		Finance Manager		\$9,691	\$9,271	\$1,773	\$942			\$1,746	\$983			\$12,406	\$12,324	0.67%
Manager, Fiscal Services		Manager, Fiscal Services	Irvine, City of	\$11,806						\$2,641	\$1,064	\$300				
Accounting Manager		Accounting Manager	Mission Viejo, City of	\$10,056						\$2,231	\$1,192					
Fiscal Operations Manager		Fiscal Operations Manager	Newport Beach, City of	\$10,168						\$1,594	\$874					
Finance Manager		Finance Manager	Carlsbad, City of	\$9,770						\$2,685	\$973					
Finance Manager		Finance Manager	Vista, City of	\$9,347						\$1,564	\$1,052	\$275				
Financial Services Manager		Financial Services Manager	Garden Grove, City of	\$9,283						\$1,195	\$1,200					
Accounting Manager		Accounting Manager	Fountain Valley, City of	\$9,279						\$1,612	\$1,286					
Financial Services Division Manager		Financial Services Division Manager	Oceanside, City of	\$8,873						\$1,077	\$545					
Financial Services Manager		Financial Services Manager	Westminster, City of	\$8,734						\$917	\$987					
Finance Manager II		Finance Manager II	Encinitas, City of	\$8,860						\$2,059	\$875					
Financial Services Manager		Financial Services Manager	Temecula, City of	\$8,586						\$1,822	\$850					
Financial Analysis / Debt Administration Manager		Financial Analysis / Debt Administration Manager	San Marcos, City of	\$7,640						\$1,560	\$923	\$396				
No Match		No Match	San Juan Capistrano, City of	-												
No Match		No Match	Orange, City of	-												
No Match		No Match	Costa Mesa, City of	-												
No Match		No Match	Laguna Beach, City of	-												
No Match		No Match	Tustin, City of	-												
Public Sector Rate:				\$9,271						\$1,746	\$983	\$324				

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										Retire	Med	Auto Allow				Defer Comp
Assistant City Manager / FAS Direct		Assistant City Manager / FAS Director		\$14,036	\$14,798	\$2,569	\$942	\$350	\$875	\$2,710	\$1,096	\$401	\$288	\$18,772	\$19,292	-2.70%
Assistant City Manager		Assistant City Manager	Irvine, City of	\$17,554						\$3,927	\$1,064	\$550				
Assistant City Manager		Assistant City Manager	Garden Grove, City of	\$16,173						\$2,086	\$1,200	\$566				
Assistant City Manager		Assistant City Manager	San Marcos, City of	\$15,790						\$3,225	\$1,195	\$396				
Assistant City Manager		Assistant City Manager	Visa, City of	\$15,792						\$2,642	\$1,052	\$400				
Assistant City Manager		Assistant City Manager	Carlsbad, City of	\$15,889						\$4,361	\$973	\$250				
Assistant City Manager		Assistant City Manager	Tustin, City of	\$15,049						\$2,413	\$1,514	\$400				
Assistant City Manager		Assistant City Manager	Newport Beach, City of	\$14,840						\$2,329	\$971					
Assistant City Manager		Assistant City Manager	Orange, City of	\$14,756						\$1,792	\$1,400					
Assistant City Manager		Assistant City Manager	Costa Mesa, City of	\$14,526						\$2,791	\$1,192	\$450				
Assistant City Manager		Assistant City Manager	Laguna Beach, City of	\$14,385						\$2,351	\$1,011	\$350	\$288			
Assistant City Manager		Assistant City Manager	Temecula, City of	\$13,986						\$2,980	\$850	\$400				
Deputy City Manager		Deputy City Manager	Oceanside, City of	\$13,583						\$1,648	\$545	\$250				
Assistant City Manager		Assistant City Manager	San Juan Capistrano, City of	\$13,033						\$2,926	\$1,191					
Treasury Manager		Treasury Manager	Mission Viejo, City of	\$11,272						\$2,501	\$1,192					
No Match		No Match	Encinitas, City of	-												
No Match		No Match	Fountain Valley, City of	-												
No Match		No Match	Westminster, City of	-												
			Public Sector Rate:	\$14,798						\$2,710	\$1,096	\$401	\$288			

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										Retire	Med Allow	Auto Allow	Defer Comp			
City Manager	City Manager			\$14,386	\$18,127	\$2,633	\$942	\$450	\$1,417	\$3,207	\$1,138	\$517	\$696	\$19,827	\$23,883	-16.98%
City Manager		Temecula, City of		\$21,341						\$4,523	\$850				\$1,292	vehicle provided
City Manager		Irvine, City of		\$20,810						\$4,655	\$1,064				\$550	
City Manager		San Marcos, City of		\$19,196						\$3,921	\$923				\$700	\$1,292
City Manager		Westminster, City of		\$19,069						\$2,002	\$987				\$900	
City Manager		Laguna Beach, City of		\$19,413						\$3,173	\$1,011				\$500	\$388
City Manager		Garden Grove, City of		\$18,409						\$2,374	\$1,200				\$500	vehicle provided
City Manager		Encinitas, City of		\$18,730						\$4,352	\$875				\$1,490	\$368
City Manager		Fountain Valley, City of		\$18,379						\$3,192	\$2,073				\$500	\$368
City Manager		Costa Mesa, City of		\$18,147						\$3,474	\$1,192				\$450	\$907
City Manager		Tustin, City of		\$17,997						\$2,886	\$1,514				\$500	vehicle provided
City Manager		Orange, City of		\$17,727						\$2,153	\$1,400				\$532	
City Manager		Vista, City of		\$17,363						\$2,903	\$1,052				\$500	
City Manager		Mission Viejo, City of		\$15,818						\$3,510	\$1,192				\$550	
City Manager		Oceanside, City of		\$15,916						\$1,931	\$545				\$400	
City Manager		San Juan Capistrano, City of		\$13,592						\$3,051	\$1,191				\$400	
		Vacant No Data														
		No Response														
		Newport Beach, City of														
		Public Sector Rate:		\$18,127						\$3,207	\$1,138	\$517	\$696			

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**Table 4: External Prevailing Rates Comparison:  
Salary, Retirement and Medical/Dental/Vision**

Current Job Title	Client Total Comp Monthly	Market Median	Variance	
			\$	%
City Manager	\$19,827	\$23,883	-\$4,056	-16.98%
Recreation Specialist	\$4,446	\$5,190	-\$744	-14.34%
Animal Services Officer	\$6,685	\$7,681	-\$996	-12.97%
Administrative Assistant	\$6,407	\$6,948	-\$541	-7.79%
Accounting Specialist I	\$5,318	\$5,736	-\$417	-7.28%
Building Official	\$12,986	\$13,889	-\$904	-6.51%
Maintenance Services Manager	\$11,328	\$12,079	-\$750	-6.21%
Human Resources Manager	\$12,406	\$13,148	-\$742	-5.64%
Senior Civil Engineer	\$11,328	\$11,877	-\$549	-4.62%
Community Development Director	\$16,151	\$16,918	-\$767	-4.54%
Senior Planner	\$9,679	\$10,139	-\$459	-4.53%
Information Systems Technician	\$6,685	\$7,000	-\$315	-4.50%
Plans Examiner	\$8,294	\$8,638	-\$345	-3.99%
Utilities Manager	\$12,406	\$12,920	-\$514	-3.98%
City Engineer	\$14,147	\$14,726	-\$579	-3.93%
Management Analyst II	\$8,476	\$8,811	-\$335	-3.80%
Human Resources Analyst II	\$8,476	\$8,796	-\$320	-3.64%
Water Quality Chemist	\$8,858	\$9,163	-\$305	-3.33%
Electrician II	\$7,281	\$7,515	-\$234	-3.11%
Maintenance Worker II	\$5,893	\$6,073	-\$180	-2.96%
Maintenance Worker I	\$5,428	\$5,590	-\$162	-2.89%
Information Systems Manager	\$12,986	\$13,348	-\$362	-2.71%
Assistant City Manager / FAS Director	\$18,772	\$19,292	-\$521	-2.70%
Beaches, Parks & Recreation Director	\$15,803	\$16,234	-\$431	-2.66%
Associate Planner	\$8,476	\$8,707	-\$231	-2.65%
Public Works Director	\$17,638	\$18,058	-\$419	-2.32%
Public Works Inspector	\$7,939	\$8,122	-\$183	-2.25%
Plant Operator I	\$6,275	\$6,413	-\$138	-2.15%
Maintenance Leadworker	\$6,685	\$6,803	-\$119	-1.74%
Code Compliance Officer	\$7,438	\$7,563	-\$125	-1.65%
Assistant Planner	\$7,767	\$7,887	-\$120	-1.52%
Department Assistant	\$5,656	\$5,725	-\$69	-1.21%
Utilities Operations Supervisor	\$9,467	\$9,582	-\$115	-1.20%
Associate Civil Engineer	\$10,352	\$10,472	-\$120	-1.14%
Building Inspector II	\$7,939	\$8,021	-\$82	-1.02%
Executive Assistant	\$7,767	\$7,846	-\$78	-1.00%
Permit Technician	\$6,407	\$6,468	-\$61	-0.94%
Distribution Operator I	\$6,407	\$6,439	-\$33	-0.51%
Facilities Maintenance Coordinator	\$8,294	\$8,335	-\$42	-0.50%
Recreation Manager	\$11,587	\$11,622	-\$35	-0.30%
Laboratory Technician I	\$6,144	\$6,161	-\$17	-0.28%
Facilities Maintenance Specialist	\$6,685	\$6,694	-\$9	-0.14%
Deputy City Clerk	\$7,767	\$7,772	-\$5	-0.06%

**Table 4: External Prevailing Rates Comparison:  
Salary, Retirement and Medical/Dental/Vision**

Current Job Title	Client Total Comp Monthly	Market Median	Variance	
			\$	%
Street Sweeper Operator	\$6,275	\$6,274	\$2	0.03%
Finance Manager	\$12,406	\$12,324	\$82	0.67%
Marine Safety Officer	\$7,281	\$7,215	\$66	0.92%
Engineering Technician	\$7,438	\$7,340	\$98	1.33%
Recreation Coordinator	\$6,685	\$6,584	\$101	1.53%
Information Systems Analyst	\$10,352	\$10,100	\$252	2.50%
Recreation Supervisor	\$8,113	\$7,910	\$203	2.56%
Accounting Supervisor	\$10,352	\$10,011	\$342	3.41%
Plan Check Engineer	\$11,328	\$10,914	\$415	3.80%
Senior Accountant	\$9,259	\$8,910	\$349	3.92%
Assistant Engineer	\$9,467	\$8,963	\$504	5.62%
Marine Safety Chief	\$11,328	\$10,554	\$775	7.34%
Utilities Mechanic II	\$7,281	\$6,627	\$654	9.86%
<b><u>For Information Only -Limited Comparables</u></b>				
Chief Operator	\$8,476	\$9,575	-\$1,099	-11.48%
Customer Services Specialist II	\$5,656	\$5,895	-\$240	-4.07%