

**EXECUTIVE MANAGEMENT
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Assistant City Manager			
Agency	Title	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
San Diego City	Assistant Chief Operating Officer	15,244	24,383	292,596
San Diego County	Assistant Chief Administrative Officer	18,547	22,533	270,396
Anaheim	Assistant City Manager	16,973	20,368	244,416
Long Beach	Assistant City Manager	16,215	19,458	233,496
Santa Clara	Assistant City Manager	16,451	18,096	217,152
Thousand Oaks	Assistant City Manager	15,052	18,063	216,756
Santa Monica	Assistant City Manager	16,006	17,686	212,232
Irvine	Assistant City Manager	15,122	17,593	211,116
Oxnard	Assistant City Manager	15,702	17,405	208,860
Sunnyvale	Assistant City Manager	15,976	17,271	207,252
Glendale	Assistant City Manager	15,245	16,939	203,268
Pasadena	Assistant City Manager	15,127	16,808	201,696
Concord	Assistant City Manager	14,627	16,402	196,824
Riverside	Assistant City Manager	14,125	16,342	196,104
Burbank	Assistant City Manager	14,565	15,978	191,736
CHULA VISTA	Assistant City Manager	14,370	15,768	189,216
Escondido	Assistant City Manager	13,627	15,657	187,884
Santa Barbara	Assistant City Administrator	14,248	15,635	187,620
Costa Mesa	Assistant City Manager	13,377	15,321	183,852
Santa Ana	Assistant City Manager	12,846	15,270	183,240
Rancho Cucamonga	Assistant City Manager	12,846	15,066	180,792
Carlsbad	Assistant City Manager	12,692	15,025	180,300
San Bernardino	Assistant City Manager	12,580	13,804	165,648
Oceanside	Assistant City Manager	13,465	13,465	161,580
Pleasanton	Assistant City Manager	12,871	12,871	154,452
Santa Clarita	Assistant City Manager	9,338	10,296	123,552
STATEWIDE MEAN		14,515	16,709	200,513
STATEWIDE MEDIAN		14,627	16,605	199,260
CHULA VISTA	Assistant City Manager	14,370	15,768	189,216
% Difference from Statewide Mean		-1.00%	-5.63%	-5.63%
% Difference from Statewide Median		-1.76%	-5.04%	-5.04%
66.6 Percentile (Salary @ 66.66% based on data range above)				208,860

**EXECUTIVE MANAGEMENT
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Deputy City Manager			
Agency	Title	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
San Diego County	Deputy Chief Administrative Officer	16,900	20,453	245,436
San Diego City	Deputy Chief Operating Officer	11,843	18,739	224,868
Anaheim	Deputy City Manager	15,430	18,516	222,192
Fremont	Deputy City Manager	15,362	17,069	204,828
Huntington Beach	Deputy City Administrator	14,973	16,569	198,828
Burbank	Deputy City Manager	14,565	15,978	191,736
Santa Clara	Deputy City Manager	13,560	15,229	182,748
Carlsbad	Deputy City Manager	12,692	15,025	180,300
Long Beach	Deputy City Manager	12,466	14,959	179,508
Ventura	Deputy City Manager	12,461	14,272	171,264
Escondido	Deputy City Manager	12,360	14,201	170,412
CHULA VISTA	Deputy City Manager	12,642	13,938	167,256
Ontario	Deputy City Manager	12,019	13,765	165,180
Thousand Oaks	Deputy City Manager	11,280	13,536	162,432
Rancho Cucamonga	Deputy City Manager	11,511	13,500	162,000
Oceanside	Deputy City Manager	13,465	13,465	161,580
Walnut Creek	Deputy City Manager	10,929	12,752	153,024
Glendale	Deputy City Manager	10,886	12,095	145,140
STATEWIDE MEAN		13,100	15,301	183,616
STATEWIDE MEDIAN		12,466	14,959	179,508
CHULA VISTA	Deputy City Manager	12,642	13,938	167,256
% Difference from Statewide Mean		-3.50%	-8.91%	-8.91%
% Difference from Statewide Median		1.41%	-6.83%	-6.83%
66.6 Percentile (Salary @ 66.66% based on data range above)				188,740

**EXECUTIVE MANAGEMENT
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Chief of Police			
Agency	Title	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
Riverside	Police Chief	18,396	20,085	241,020
Long Beach	Chief of Police	15,667	18,800	225,600
San Diego City	Police Chief	11,843	18,739	224,868
Fremont	Police Chief	16,051	18,682	224,184
Santa Ana	Police Chief	15,653	18,607	223,284
Anaheim	Chief of Police	15,430	18,516	222,192
Glendale	Police Chief	16,148	17,942	215,304
Pasadena	Police Chief	15,901	17,668	212,016
Oxnard	Police Chief	15,702	17,405	208,860
Ventura	Police Chief	15,183	17,389	208,668
Costa Mesa	Police Chief	15,040	17,225	206,700
Huntington Beach	Police Chief	15,428	17,073	204,876
Burbank	Police Chief	14,789	16,776	201,312
Santa Monica	Police Chief	15,076	16,751	201,012
Concord	Chief of Police	14,627	16,402	196,824
Irvine	Director of Public Safety/Chief of Police	12,910	16,257	195,084
CHULA VISTA	Chief of Police	14,503	15,913	190,956
Ontario	Police Chief	13,855	15,868	190,416
San Bernardino	Chief of Police	15,770	15,770	189,240
Walnut Creek	Chief of Police	13,581	15,762	189,144
Santa Barbara	Police Chief	14,320	15,713	188,556
Carlsbad	Police Chief	12,692	15,025	180,300
Oceanside	Chief of Police	14,810	14,810	177,720
Pleasanton	Police Chief	13,857	13,857	166,284
El Cajon	Police Chief	12,567	13,804	165,648
Escondido	Chief of Police	11,772	13,525	162,300
STATEWIDE MEAN		14,683	16,738	200,856
STATEWIDE MEDIAN		15,040	16,776	201,312
CHULA VISTA	Chief of Police	14,503	15,913	190,956
% Difference from Statewide Mean		-1.23%	-4.93%	-4.93%
% Difference from Statewide Median		-3.57%	-5.14%	-5.14%
66.6 Percentile (Salary @ 66.66% based on data range above)				208,860

**EXECUTIVE MANAGEMENT
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	City Clerk			
Agency	Title	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
San Diego City	City Clerk	10,115	17,328	207,936
San Diego County	Clerk of the Board of Supervisors	13,867	16,987	203,844
Thousand Oaks	City Clerk	11,279	13,535	162,420
Anaheim	City Clerk	10,863	13,036	156,432
Irvine	City Clerk	10,845	12,965	155,580
Pasadena	City Clerk	12,790	12,790	153,480
Santa Monica	Director of Records & Election Services	11,120	12,356	148,272
Oxnard	City Clerk	10,452	11,497	137,964
Long Beach	City Clerk	11,275	11,275	135,300
Riverside	City Clerk	11,260	11,260	135,120
Escondido	City Clerk	9,685	11,127	133,524
CHULA VISTA	City Clerk	10,833	10,833	130,000
Pleasanton	City Clerk	10,816	10,816	129,792
Santa Ana	Clerk of the Council	10,544	10,544	126,528
Burbank	City Clerk	10,500	10,500	126,000
Costa Mesa	City Clerk	8,919	10,215	122,580
Fremont	City Clerk	8,588	9,867	118,404
Glendale	City Clerk	9,827	9,827	117,924
El Cajon	City Clerk	8,258	9,071	108,852
Santa Clarita	City Clerk	7,268	8,834	106,008
STATEWIDE MEAN		10,435	11,781	141,366
STATEWIDE MEDIAN		10,544	11,260	135,120
CHULA VISTA	City Clerk	10,833	10,833	130,000
% Difference from Statewide Mean		+3.81%	-8.04%	-8.04%
% Difference from Statewide Median		+2.74%	-3.79%	-3.79%
66.6 Percentile (Salary @ 66.66% based on data range above)				148,272

**EXECUTIVE MANAGEMENT
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Director of Conservation and Environmental Services			
Agency	Title	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
No comparable positions				
STATEWIDE MEAN		N/A	N/A	N/A
STATEWIDE MEDIAN		N/A	N/A	N/A
CHULA VISTA		9,684	10,626	127,507
% Difference from Statewide Mean		N/A	N/A	N/A
% Difference from Statewide Median		N/A	N/A	N/A

**EXECUTIVE MANAGEMENT
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Director of Finance			
Agency	Title	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
San Diego City	Department Director, City Comptroller	11,843	18,739	224,868
Long Beach	Director of Financial Management/Chief Financial Officer	14,741	17,689	212,268
Santa Clara	Director of Finance	15,931	17,524	210,288
Anaheim	Finance Director	13,579	16,295	195,540
Sunnyvale	Director of Finance	15,059	16,280	195,360
Huntington Beach	Director of Finance	14,530	16,080	192,960
Fremont	Finance Director	13,957	16,036	192,432
Burbank	Financial Services Director	13,176	14,455	173,460
Glendale	Director of Finance	13,074	14,444	173,328
CHULA VISTA	Director of Finance	13,052	14,322	171,864
Santa Monica	Director of Finance	12,850	14,278	171,336
Concord	Director of Finance	12,391	13,894	166,728
San Bernardino	Director of Finance	12,580	13,804	165,648
Santa Barbara	Finance Director	12,391	13,597	163,164
Carlsbad	Finance Director	10,946	12,883	154,600
Pleasanton	Director of Finance	12,871	12,871	154,452
Rancho Cucamonga	Finance Director	8,704	12,341	148,092
Escondido	Director of Finance	10,678	12,268	147,216
STATEWIDE MEAN		12,900	14,910	178,926
STATEWIDE MEDIAN		12,871	14,444	173,328
CHULA VISTA	Director of Finance	13,052	14,322	171,864
% Difference from Statewide Mean		1.18%	-3.95%	-3.95%
% Difference from Statewide Median		1.41%	-0.84%	-0.84%
66.6 Percentile (Salary @ 66.66% based on data range above)				192,784

**EXECUTIVE MANAGEMENT
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Director of Human Resources			
Agency	Title	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
San Diego County	Director, Human Resources	16,900	20,453	245,436
San Diego City	Personnel Director	10,115	17,328	207,936
Santa Clara	Director of Human Resources	15,931	16,680	200,160
Anaheim	Human Resources Director	13,579	16,295	195,540
Long Beach	Director of Human Resources	13,401	16,081	192,972
Fremont	Human Resources Director	13,957	16,036	192,432
Sunnyvale	Director of Human Resources	14,620	15,805	189,660
Pasadena	Director of Human Resources	13,454	14,949	179,388
Huntington Beach	Director of Human Resources	13,417	14,848	178,176
Oxnard	Human Resources Director	13,372	14,709	176,508
Glendale	Director of Human Resources	13,074	14,444	173,328
Thousand Oaks	Human Resources Director	11,737	14,085	169,020
Concord	Director of Human Resources	12,391	13,894	166,728
Santa Monica	Director of Human Resources	12,018	13,353	160,236
Ventura	Human Resources Director	11,572	13,253	159,036
Carlsbad	Human Resources Director	10,946	12,883	154,596
Riverside	Human Resources Director	11,448	12,719	152,628
CHULA VISTA	Director of Human Resources	11,548	12,671	152,052
San Bernardino	Director of Human Resources	11,386	12,493	149,916
Escondido	Director of Human Resources	10,678	12,268	147,216
Santa Ana	Executive Director of Personnel Services	10,287	12,226	146,712
Oceanside	Human Resources Director	12,206	12,206	146,472
Rancho Cucamonga	Human Resources Director	7,957	11,281	135,372
Ontario	Human Resources Director	10,120	11,105	133,260
El Cajon	Director of Human Resources	9,745	10,703	128,436
STATEWIDE MEAN		12,263	14,171	170,049
STATEWIDE MEDIAN		12,112	13,990	167,874
CHULA VISTA	Director of Human Resources	11,548	12,671	152,052
% Difference from Statewide Mean		-5.83%	-10.58%	-10.58%
% Difference from Statewide Median		-4.66%	-9.42%	-9.42%
66.6 Percentile (Salary @ 66.66% based on data range above)				178,580

**EXECUTIVE MANAGEMENT
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Director of Information Technology Services			
Agency	Title	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
San Diego County	Chief Information Officer	16,900	20,453	245,436
San Diego City	Department Director, Office of the CIO	11,843	18,739	224,868
Santa Clara	Director of Information Technology	15,649	17,214	206,568
Sunnyvale	Director of Information Technology	14,620	15,805	189,665
Long Beach	Director of Technology Services	13,095	15,714	188,568
Fremont	Information Technology Services Director	13,119	15,073	180,876
Huntington Beach	Director of Information Services	13,417	14,848	178,176
Riverside	Chief Information Officer	12,706	14,150	169,800
Concord	Director of Information Technology	12,391	13,894	166,728
Ontario	Information Technology Director	11,452	13,116	157,392
Carlsbad	Information Technology Director	10,946	12,883	154,596
CHULA VISTA	Director of Information Technology Services	11,548	12,671	152,052
Burbank	Information Technology Director	11,523	12,641	151,692
Glendale	Director of Information Services	11,249	12,498	149,976
San Bernardino	Director of Information Technology	11,386	12,493	149,916
Santa Monica	Chief Information Officer	11,235	12,483	149,796
Escondido	Director of Information Services	10,678	12,268	147,216
STATEWIDE MEAN		12,638	14,642	175,704
STATEWIDE MEDIAN		12,117	14,022	168,264
CHULA VISTA	Director of Information Technology Services	11,548	12,671	152,052
% Difference from Statewide Mean		-8.63%	-13.46%	-13.46%
% Difference from Statewide Median		-4.70%	-9.63%	-9.63%
66.6 Percentile (Salary @ 66.66% based on data range above)				180,876

**EXECUTIVE MANAGEMENT
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Director of Public Works			
Agency	Title	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
Santa Clara	Director of Public Works/City Engineer	17,435	19,179	230,148
San Diego City	Department Director, Public Works	11,843	18,739	224,868
San Diego County	Director, Department of Public Works	15,513	18,720	224,640
Long Beach	Director of Public Works	15,059	18,071	216,852
Sunnyvale	Director of Public Works	15,510	16,768	201,216
Thousand Oaks	Public Works Director	13,627	16,352	196,224
Anaheim	Director of Public Works	13,579	16,295	195,540
Huntington Beach	Director of Public Works	14,530	16,080	192,960
Oxnard	Public Works Director	14,606	16,066	192,792
Pasadena	Director of Public Works	14,404	16,005	192,060
Walnut Creek	Public Services Director	13,581	15,762	189,144
Glendale	Director of Public Works	13,975	15,527	186,324
Irvine	Director of Public Works	12,910	15,434	185,208
Santa Barbara	Public Works Director	13,600	15,417	185,004
Santa Monica	Director of Public Works Management	13,873	15,414	184,968
Carlsbad	Public Works Director	12,692	15,025	180,300
Riverside	Public Works Director	13,339	14,856	178,272
Santa Clarita	Director of Public Works	12,207	14,838	178,056
Costa Mesa	Public Services Director	12,868	14,738	176,856
Ventura	Public Works Director	12,773	14,629	175,548
Burbank	Public Works Director	13,086	14,350	172,200
CHULA VISTA	Director of Public Works	13,052	14,322	171,866
Concord	Director of Public Works	12,391	13,894	166,728
Pleasanton	Director of Public Works	13,857	13,857	166,284
Santa Ana	Executive Director of Public Works	11,638	13,833	165,996
San Bernardino	Director of Public Services	11,968	13,312	159,744
El Cajon	Director of Public Works	11,328	12,444	149,328
Oceanside	Public Works Director	10,802	10,802	129,624
STATEWIDE MEAN		13,444	15,422	185,070
STATEWIDE MEDIAN		13,579	15,417	185,004
CHULA VISTA	Director of Public Works	13,052	14,322	171,866
% Difference from Statewide Mean		-2.91%	-7.13%	-7.13%
% Difference from Statewide Median		-3.88%	-7.10%	-7.10%
66.6 Percentile (Salary @ 66.66% based on data range above)				192,304

**EXECUTIVE MANAGEMENT
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Director of Recreation			
Agency	Title	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
CHULA VISTA	Director of Recreation	12,086	13,261	159,135
Carlsbad	Recreation Director	10,946	12,883	154,600
El Cajon	Director of Recreation	8,806	9,672	116,064
STATEWIDE MEAN		9,876	11,278	135,332
STATEWIDE MEDIAN		9,876	11,278	135,332
CHULA VISTA	Director of Recreation	12,086	13,261	159,135
% Difference from Statewide Mean		22.37%	17.59%	17.59%
% Difference from Statewide Median		22.37%	17.59%	17.59%
66.6 Percentile (Salary @ 66.66% based on data range above)				141,755

**EXECUTIVE MANAGEMENT
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Fire Chief			
Agency	Title	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
Santa Clara	Fire Chief	18,183	20,001	240,012
San Diego City	Fire Chief	11,843	18,739	224,868
Anaheim	Fire Chief	15,430	18,516	222,192
Riverside	Fire Chief	16,240	18,434	221,208
Glendale	Fire Chief	16,148	17,942	215,304
Pasadena	Fire Chief	16,075	17,668	212,016
Fremont	Fire Chief	14,912	17,134	205,608
Costa Mesa	Fire Chief	14,939	17,110	205,320
Long Beach	Fire Chief	14,250	17,100	205,200
Huntington Beach	Fire Chief	15,427	17,073	204,876
Santa Monica	Fire Chief	13,114	16,190	194,280
Oxnard	Fire Chief	14,606	16,066	192,792
Burbank	Fire Chief	14,533	15,944	191,328
Ventura	Fire Chief	13,755	15,753	189,036
Ontario	Fire Chief	13,409	15,357	184,284
Rancho Cucamonga	Fire Chief	13,601	15,252	183,024
Carlsbad	Fire Chief	12,692	15,025	180,300
San Bernardino	Fire Chief	14,982	14,982	179,784
Santa Ana	Fire Chief	14,858	14,858	178,296
Santa Barbara	Fire Chief	13,354	14,653	175,836
CHULA VISTA	Fire Chief	13,052	14,322	171,864
Pleasanton	Fire Chief	13,857	13,857	166,284
Escondido	Fire Chief	11,772	13,525	162,300
Oceanside	Fire Chief	13,390	13,390	160,680
El Cajon	Fire Chief	11,872	13,042	156,504
STATEWIDE MEAN		14,302	16,150	193,806
STATEWIDE MEDIAN		14,392	16,005	192,060
CHULA VISTA	Fire Chief	13,052	14,322	171,864
% Difference from Statewide Mean		-8.73%	-11.32%	-11.32%
% Difference from Statewide Median		-9.30%	-10.52%	-10.52%
66.6 Percentile (Salary @ 66.66% based on data range above)				205,240