

**PROFESSIONAL
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Building Project Manager		
Agency	Title	Minimum Monthly	Maximum Monthly
Anaheim	Building Operations Manager	7,839	10,778
San Diego County	Project Manager, Public Works	6,058	9,001
San Diego City	Project Officer II	6,421	→ 7,764 ←
Carlsbad	Construction Manager	5,558	7,633
Escondido	Construction Project Manager	5,579	7,531
Oceanside	CIP Manager II	5,961	7,495
CHULA VISTA	Building Project Manager	6,028	7,326
Riverside	Building Services Project Manager	5,116	6,855
REGIONAL MEAN		6,076	8,151
REGIONAL MEDIAN		5,961	7,633
CHULA VISTA	Building Project Manager	6,028	7,326
% Difference from Regional Mean		-0.79%	-10.12%
% Difference from Regional Median		1.12%	-4.02%
66.6 Percentile (Salary @ 66.66% based on data range above)			7,764

**PROFESSIONAL
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Comparable Positions by Organization**

Classification:	Emergency Services Coordinator		
Agency	Title	Minimum Monthly	Maximum Monthly
Anaheim	Emergency Services Coordinator	6,142	8,445
San Bernardino	Emergency Services Manager	6,896	7,640
Carlsbad	Emergency Services Coordinator	5,558	7,633
Escondido	Emergency Services Coordinator	5,579	7,531
Irvine	Emergency Management Coordinator	5,018	7,528
Huntington Beach	Emergency Services Coordinator	5,959	7,384
CHULA VISTA	Emergency Services Coordinator	5,873	7,138
Ontario	Emergency Manager	5,668	6,914
Riverside	Emergency Services Coordinator	5,270	6,403
San Diego County	Emergency Services Coordinator	4,354	5,834
REGIONAL MEAN		5,605	7,257
REGIONAL MEDIAN		5,579	7,528
CHULA VISTA	Emergency Services Coordinator	5,873	7,138
% Difference from Regional Mean		4.78%	-1.64%
% Difference from Regional Median		5.27%	-5.18%
66.6 Percentile (Salary @ 66.66% based on data range above)			7,565

**PROFESSIONAL
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Fire Prevention Engineer		
Agency	Title	Minimum Monthly	Maximum Monthly
Costa Mesa	Fire Protection Analyst	5,687	7,621
Ontario	Fire Protection Analyst	6,216	7,556
Anaheim	Senior Fire Safety Specialist	5,989	7,280
CHULA VISTA	Fire Prevention Engineer	5,978	7,267
Santa Ana	Fire Safety Analyst	5,434	6,937
Rancho Cucamonga	Plans Examiner - Fire	5,560	6,758
San Diego City	Fire Prevention Inspector II	5,150	6,227
Oceanside	Fire Plans Examiner	4,768	6,082
San Bernardino	Fire Prevention Supervisor	4,864	5,912
Escondido	Fire Prevention Specialist	4,365	5,306
REGIONAL MEAN		5,337	6,631
REGIONAL MEDIAN		5,434	6,758
CHULA VISTA	Fire Prevention Engineer	5,978	7,267
% Difference from Regional Mean		12.01%	9.59%
% Difference from Regional Median		10.01%	7.53%
66.6 Percentile (Salary @ 66.66% based on data range above)			7,051

**PROFESSIONAL
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Landscape Architect		
Agency	Title	Minimum Monthly	Maximum Monthly
Huntington Beach	Landscape Architect	6,295	7,800
Santa Ana	Assistant Park and Landscape Planner	5,847	7,463
CHULA VISTA	Landscape Architect	5,906	7,179
Ontario	Senior Landscape Planner	5,826	7,081
San Diego City	Park Designer	5,574	6,731
San Diego County	Landscape Architect	5,266	6,400
REGIONAL MEAN		5,762	7,095
REGIONAL MEDIAN		5,826	7,081
CHULA VISTA	Landscape Architect	5,906	7,179
% Difference from Regional Mean		2.51%	1.18%
% Difference from Regional Median		1.37%	1.38%
66.6 Percentile (Salary @ 66.66% based on data range above)			7,336

**PROFESSIONAL
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Public Information Officer (PD)		
Agency	Title	Minimum Monthly	Maximum Monthly
Irvine	Public Information Officer	6,193	9,291
Huntington Beach	Community Relations Officer	6,921	8,577
Carlsbad	Public Information Officer	5,558	7,633
Oceanside	Public Information Officer	5,666	7,237
CHULA VISTA	Public Information Officer (PD)	5,891	7,161
Riverside	Public Information Officer	5,749	6,988
Anaheim	Public Information Specialist	4,583	6,302
San Diego County	Media and Public Relations Specialist	5,053	6,143
San Diego City	Senior Public Information Officer	4,520	5,463
El Cajon	Public Information Officer	4,444	5,413
REGIONAL MEAN		5,410	7,005
REGIONAL MEDIAN		5,558	6,988
CHULA VISTA	Public Information Officer (PD)	5,891	7,161
% Difference from Regional Mean		8.90%	2.22%
% Difference from Regional Median		5.99%	2.48%
66.6 Percentile (Salary @ 66.66% based on data range above)			7,369

**PROFESSIONAL
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Senior Accountant		
Agency	Title	Minimum Monthly	Maximum Monthly
Irvine	Supervisor of Accounting Services	5,605	8,410
Huntington Beach	Principal Accountant	6,523	8,079
CHULA VISTA	Senior Accountant	6,279	7,633
Carlsbad	Senior Accountant	5,558	7,633
San Diego City	Accountant IV	5,583	7,441
Costa Mesa	Senior Accountant	5,533	7,414
Santa Ana	Senior Accountant	5,515	7,039
Anaheim	Senior Accountant	5,571	6,964
Riverside	Senior Accountant	5,244	6,689
El Cajon	Senior Accountant	5,468	6,662
Oceanside	Senior Accountant	5,098	6,507
Rancho Cucamonga	Senior Accountant	4,932	6,329
San Bernardino	Senior Accountant	5,113	6,215
San Diego County	Senior Accountant	5,032	6,115
Ontario	Senior Accountant	4,937	6,001
REGIONAL MEAN		5,408	6,964
REGIONAL MEDIAN		5,492	6,827
CHULA VISTA	Senior Accountant	6,279	7,633
% Difference from Regional Mean		16.11%	9.60%
% Difference from Regional Median		14.34%	11.81%
66.6 Percentile (Salary @ 66.66% based on data range above)			7,289

**PROFESSIONAL
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Information Technology Support Specialist		
Agency	Title	Minimum Monthly	Maximum Monthly
Costa Mesa	Network Administrator	5,800	7,772
CHULA VISTA	Information Technology Support Specialist	5,420	6,589
Riverside	Network Support Specialist	4,295	5,752
Rancho Cucamonga	Information Services Specialist II	4,467	5,732
Huntington Beach	Information Systems Specialist II	4,118	5,105
Ontario	Information Technology Specialist	4,140	5,032
Santa Ana	Micro Systems Technician	4,132	5,026
Oceanside	Information Systems Specialist II	3,794	4,841
Carlsbad	Client Systems Associate Administrator	3,979	4,836
San Bernardino	Information Systems Technician II	3,791	4,607
El Cajon	Information Technologies Technician	3,728	4,543
Escondido	Network Systems Technician II	3,402	4,136
REGIONAL MEAN		4,150	5,217
REGIONAL MEDIAN		4,118	5,026
CHULA VISTA	Information Technology Support Specialist	5,420	6,589
% Difference from Regional Mean		30.61%	26.30%
% Difference from Regional Median		31.62%	31.09%
66.6 Percentile (Salary @ 66.66% based on data range above)			5,081

**PROFESSIONAL
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Senior Application Support Specialist		
Agency	Title	Minimum Monthly	Maximum Monthly
Anaheim	Senior Systems Analyst	6,449	8,867
Costa Mesa	Programmer Analyst II	6,372	8,540
Santa Ana	Systems Support Analyst	5,992	7,647
CHULA VISTA	Senior Application Support Specialist	5,962	7,247
San Diego County	Departmental Technology Systems Specialist	5,826	7,080
Oceanside	Information Systems Analyst IV	5,639	7,199
Riverside	Senior Network Support Specialist	5,218	6,995
San Diego City	Information Systems Analyst III	4,964	6,001
Escondido	Network Systems Engineer	4,808	5,844
Ontario	Senior IT Specialist	4,570	5,554
REGIONAL MEAN		5,538	7,081
REGIONAL MEDIAN		5,639	7,080
CHULA VISTA	Senior Application Support Specialist	5,962	7,247
% Difference from Regional Mean		7.66%	2.35%
% Difference from Regional Median		5.73%	2.36%
66.6 Percentile (Salary @ 66.66% based on data range above)			7,348

**PROFESSIONAL
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Senior Programmer Analyst		
Agency	Title	Minimum Monthly	Maximum Monthly
Costa Mesa	Senior Programmer Analyst	6,970	9,341
Huntington Beach	Senior Information Systems Analyst	7,314	9,060
Anaheim	Senior Systems Programmer	6,449	8,867
San Diego County	Senior IT Engineer	6,900	8,788
Irvine	Applications/Programmer Analyst	5,606	8,410
Santa Ana	Senior Programmer Analyst	5,992	7,647
Ontario	Senior Systems Analyst	6,139	7,463
Carlsbad	Applications Analyst	6,103	7,419
Rancho Cucamonga	Information Services Analyst II	5,700	7,314
CHULA VISTA	Senior Programmer Analyst	5,962	7,247
Oceanside	Applications Analyst IV	5,639	7,199
Escondido	Systems Analyst II	5,858	7,120
San Diego City	Applications Programmer II	5,583	6,764
San Bernardino	Information Technology Analyst II	5,374	6,532
Riverside	Programmer Analyst	4,295	5,752
REGIONAL MEAN		5,994	7,691
REGIONAL MEDIAN		5,925	7,441
CHULA VISTA	Senior Programmer Analyst	5,962	7,247
% Difference from Regional Mean		-0.54%	-5.77%
% Difference from Regional Median		0.62%	-2.61%
66.6 Percentile (Salary @ 66.66% based on data range above)			8,156

**PROFESSIONAL
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Senior Librarian		
Agency	Title	Minimum Monthly	Maximum Monthly
Anaheim	Supervising Librarian	5,305	6,632
Huntington Beach	Senior Librarian	5,236	6,488
Carlsbad	Senior Librarian	4,951	6,091
CHULA VISTA	Senior Librarian	5,007	6,086
San Diego County	Librarian III	4,739	5,761
Santa Ana	Senior Librarian	4,448	5,678
Rancho Cucamonga	Senior Librarian	4,398	5,643
San Bernardino	Senior Librarian	4,627	5,625
San Diego City	Librarian III	4,621	5,611
Riverside	Librarian (Branch Supervisor)	3,896	5,481
Oceanside	Senior Librarian	4,278	5,460
Escondido	Senior Librarian	4,464	5,426
Ontario	Senior Librarian	4,267	5,239
REGIONAL MEAN		4,603	5,761
REGIONAL MEDIAN		4,543	5,634
CHULA VISTA	Senior Librarian	5,007	6,086
% Difference from Regional Mean		8.79%	5.64%
% Difference from Regional Median		10.23%	8.02%
66.6 Percentile (Salary @ 66.66% based on data range above)			5,706

**PROFESSIONAL
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Senior Graphic Designer		
Agency	Title	Minimum Monthly	Maximum Monthly
CHULA VISTA	Senior Graphic Designer	5,338	6,489
San Diego County	Graphic Designer	4,680	5,689
Santa Ana	Graphics Designer II	4,173	5,330
San Diego City	Graphic Design Supervisor	4,089	4,950
Costa Mesa	Graphic Designer	4,050	5,427
Riverside	Principal Graphics Technician	3,445	4,617
REGIONAL MEAN		4,087	5,203
REGIONAL MEDIAN		4,089	5,330
CHULA VISTA	Senior Graphic Designer	5,338	6,489
% Difference from Regional Mean		30.60%	24.73%
% Difference from Regional Median		30.55%	21.74%
66.6 Percentile (Salary @ 66.66% based on data range above)			5,395

**PROFESSIONAL
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Senior Management Analyst		
Agency	Title	Minimum Monthly	Maximum Monthly
Irvine	Management Analyst II	5,312	7,968
Huntington Beach	Senior Administrative Analyst	6,235	7,724
Carlsbad	Senior Management Analyst	5,558	7,633
Santa Ana	Senior Management Analyst	5,734	7,319
Costa Mesa	Management Analyst	5,344	7,162
Riverside	Senior Administrative Analyst	5,329	7,141
Anaheim	Administrative Analyst	5,570	6,963
El Cajon	Senior Management Analyst	5,674	6,914
Oceanside	Senior Management Analyst	5,061	6,831
Ontario	Senior Management Analyst	5,554	6,751
CHULA VISTA	Senior Management Analyst	5,465	6,642
San Bernardino	Senior Management Analyst	5,113	6,215
San Diego City	Senior Management Analyst	4,964	6,001
San Diego County	Administrative Analyst II	4,453	5,413
Escondido	Management Analyst II	4,589	5,392
REGIONAL MEAN		5,321	6,816
REGIONAL MEDIAN		5,337	6,939
CHULA VISTA	Senior Management Analyst	5,465	6,642
% Difference from Regional Mean		2.71%	-2.56%
% Difference from Regional Median		2.41%	-4.27%
66.6 Percentile (Salary @ 66.66% based on data range above)			7,155

**PROFESSIONAL
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Comparable Positions by Organization**

Classification:	Senior Planner		
Agency	Title	Minimum Monthly	Maximum Monthly
Huntington Beach	Senior Planner	7,065	8,750
Anaheim	Senior Planner	6,771	8,464
Santa Ana	Senior Planner	6,446	8,229
Ontario	Senior Planner	6,651	8,085
Costa Mesa	Senior Planner	5,970	8,000
Irvine	Senior Planner	5,312	7,968
Riverside	Senior Planner	5,482	7,344
San Bernardino	Senior Planner	5,938	7,218
Rancho Cucamonga	Senior Planner	5,615	7,206
Carlsbad	Senior Planner	5,924	7,200
CHULA VISTA	Senior Planner	5,906	7,179
Oceanside	Senior Planner	5,313	7,173
San Diego County	Land Use/Environmental Planner III	5,874	7,139
San Diego City	Senior Planner	5,465	6,608
El Cajon	Senior Planner	5,361	6,531
Escondido	Senior Planner	5,313	6,243
REGIONAL MEAN		5,900	7,477
REGIONAL MEDIAN		5,874	7,218
CHULA VISTA	Senior Planner	5,906	7,179
% Difference from Regional Mean		0.10%	-3.99%
% Difference from Regional Median		0.54%	-0.54%
66.6 Percentile (Salary @ 66.66% based on data range above)			7,979

**PROFESSIONAL
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Veterinarian		
Agency	Title	Minimum Monthly	Maximum Monthly
Irvine	Animal Care Center Veterinarian	6,781	10,173
Rancho Cucamonga	Veterinarian	7,880	10,112
San Diego County	Veterinarian	6,772	8,230
CHULA VISTA	Veterinarian	6,051	7,356
REGIONAL MEAN		6,871	8,968
REGIONAL MEDIAN		6,777	9,171
CHULA VISTA	Veterinarian	6,051	7,356
% Difference from Regional Mean		-11.93%	-17.97%
% Difference from Regional Median		-10.71%	-19.79%
66.6 Percentile (Salary @ 66.66% based on data range above)			10,132

**PROFESSIONAL
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Deputy City Attorney II		
Agency	Title	Minimum Monthly	Maximum Monthly
San Diego City	Deputy City Attorney	1,489	17,076
Riverside	Deputy City Attorney	6,137	11,724
Anaheim	Deputy City Attorney II	6,771	10,265
CHULA VISTA	Deputy City Attorney II	7,652	9,302
San Bernardino	Deputy City Attorney II	7,249	8,811
San Diego County	Deputy County Counsel	4,670	7,581
Santa Ana	Deputy City Attorney	5,804	7,003
REGIONAL MEAN		5,353	10,410
REGIONAL MEDIAN		5,971	9,538
CHULA VISTA	Deputy City Attorney II	7,652	9,302
% Difference from Regional Mean		42.94%	-10.64%
% Difference from Regional Median		28.16%	-2.47%
66.6 Percentile (Salary @ 66.66% based on data range above)			10,751

**PROFESSIONAL
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Deputy City Clerk		
Agency	Title	Minimum Monthly	Maximum Monthly
Anaheim	Deputy City Clerk	5,053	6,947
Irvine	Deputy City Clerk I/II	3,531	6,174
CHULA VISTA	Deputy City Clerk	4,436	5,392
Santa Ana	Deputy Clerk of the Council	3,747	4,787
Huntington Beach	Deputy City Clerk	3,824	4,735
San Diego County	Supervising Board Assistant	3,883	4,722
Rancho Cucamonga	Deputy City Clerk	3,638	4,669
Carlsbad	Deputy City Clerk/Technician	3,531	4,292
Riverside	Deputy City Clerk II	3,359	4,087
San Diego City	Deputy City Clerk II	3,164	3,828
REGIONAL MEAN		3,748	4,916
REGIONAL MEDIAN		3,638	4,722
CHULA VISTA	Deputy City Clerk	4,436	5,392
% Difference from Regional Mean		18.36%	9.69%
% Difference from Regional Median		21.94%	14.19%
66.6 Percentile (Salary @ 66.66% based on data range above)			4,752

**PROFESSIONAL
SALARY SURVEY DATA
Comparable Positions by Organization**

Classification:	Human Resources Analyst		
Agency	Title	Minimum Monthly	Maximum Monthly
Irvine	Human Resources Analyst I	4,725	7,085
Anaheim	Personnel Analyst II	5,571	6,964
Huntington Beach	Personnel Analyst	5,531	6,852
Oceanside	Human Resources Analyst II	5,098	6,507
San Diego County	Human Resources Analyst	4,452	6,250
San Bernardino	Personnel Analyst	5,113	6,215
Santa Ana	Personnel Analyst	4,858	6,200
Escondido	Human Resources Analyst II	4,589	6,195
Ontario	Human Resources Analyst	4,938	6,002
Carlsbad	Management Analyst	4,942	5,858
El Cajon	Human Resources Analyst	4,773	5,815
CHULA VISTA	Human Resources Analyst	4,752	5,776
Riverside	Human Resources Analyst	4,295	5,756
San Diego City	Associate Personnel Analyst	4,506	5,444
REGIONAL MEAN		4,876	6,242
REGIONAL MEDIAN		4,858	6,200
CHULA VISTA	Human Resources Analyst	4,752	5,776
% Difference from Regional Mean		-2.55%	-7.46%
% Difference from Regional Median		-2.18%	-6.84%
66.6 Percentile (Salary @ 66.66% based on data range above)			6,250