

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

<b>Classification:</b>	<b>Budget &amp; Analysis Manager</b>			
<b>Agency</b>	<b>Title</b>	<b>Mid-Point/Monthly</b>	<b>Maximum/Monthly</b>	<b>Maximum/Annual</b>
Carlsbad	Financial Operations Manager	7,257	12,392	148,704
Irvine	Manager, Budget and Business Planning	9,899	11,833	142,002
Anaheim	Budget Manager	10,288	11,317	135,607
Costa Mesa	Budget and Research Officer	9,510	10,892	130,704
San Bernardino	Deputy Director of Finance/Budget Manager	9,804	10,757	129,084
<b>CHULA VISTA</b>	<b>Budget &amp; Analysis Manager</b>	<b>9,398</b>	<b>10,312</b>	<b>123,749</b>
Santa Ana	Budget and Research Manager	8,683	9,577	114,924
El Cajon	Finance Manager	7,988	9,250	111,000
Escondido	Budget Manager	7,999	8,968	107,619
Huntington Beach	Budget Manager	8,065	8,925	107,100
<b>REGIONAL MEAN</b>		<b>8,832</b>	<b>10,435</b>	<b>125,216</b>
<b>REGIONAL MEDIAN</b>		<b>8,683</b>	<b>10,757</b>	<b>129,084</b>
<b>CHULA VISTA</b>	<b>Budget &amp; Analysis Manager</b>	<b>9,398</b>	<b>10,312</b>	<b>123,749</b>
<b>% Difference from Regional Mean</b>		<b>6.40%</b>	<b>-1.17%</b>	<b>-1.17%</b>
<b>% Difference from Regional Median</b>		<b>8.24%</b>	<b>-4.13%</b>	<b>-4.13%</b>
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>132,405</b>

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

<b>Classification:</b>	Assistant Director, Finance			
<b>Agency</b>	<b>Title</b>	<b>Mid-Point/Monthly</b>	<b>Maximum/Monthly</b>	<b>Maximum/Annual</b>
Anaheim	Assistant Finance Director	10,263	11,883	142,597
Irvine	Manager, Fiscal Services	9,899	11,833	142,002
Riverside	Assistant Finance Director	10,185	11,663	139,956
Costa Mesa	Assistant Finance Director	9,988	11,440	137,280
<b>CHULA VISTA</b>	<b>Assistant Director, Finance</b>	<b>10,065</b>	<b>11,044</b>	<b>132,528</b>
Carlsbad	Assistant Finance Director	9,034	10,692	128,300
<b>REGIONAL MEAN</b>		<b>9,874</b>	<b>11,502</b>	<b>138,027</b>
<b>REGIONAL MEDIAN</b>		<b>9,988</b>	<b>11,663</b>	<b>139,956</b>
<b>CHULA VISTA</b>	<b>Assistant Director, Finance</b>	<b>10,065</b>	<b>11,044</b>	<b>132,528</b>
<b>% Difference from Regional Mean</b>		<b>1.94%</b>	<b>-3.98%</b>	<b>-3.98%</b>
<b>% Difference from Regional Median</b>		<b>0.77%</b>	<b>-5.31%</b>	<b>-5.31%</b>
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>141,320</b>

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

<b>Classification:</b>	Fiscal Operations Manager			
<b>Agency</b>	<b>Title</b>	<b>Mid-Point/Monthly</b>	<b>Maximum/Monthly</b>	<b>Maximum/Annual</b>
San Diego County	Senior Auditor and Controller Manager	9,880	13,173	158,076
San Diego City	Financial Operations Manager	7,257	12,392	148,704
Santa Ana	Accounting Manager	10,141	11,876	142,512
El Cajon	Financial Operations Manager	8,936	9,816	▶ 117,792 ◀
Riverside	Accounting Manager	8,262	9,462	113,544
Carlsbad	Finance Manager	8,404	9,250	111,000
<b>CHULA VISTA</b>	<b>Fiscal Operations Manager</b>	<b>8,392</b>	<b>9,209</b>	<b>110,504</b>
Oceanside	Financial Services Division Manager	7,999	8,968	107,616
Huntington Beach	Accounting Manager	8,065	8,925	107,100
Escondido	Finance Manager	7,588	8,718	104,616
San Bernardino	Accounting Manager	7,640	8,383	100,596
<b>REGIONAL MEAN</b>		<b>8,417</b>	<b>10,096</b>	<b>121,156</b>
<b>REGIONAL MEDIAN</b>		<b>8,164</b>	<b>9,356</b>	<b>112,272</b>
<b>CHULA VISTA</b>	<b>Fiscal Operations Manager</b>	<b>8,392</b>	<b>9,209</b>	<b>110,504</b>
<b>% Difference from Regional Mean</b>		<b>-0.30%</b>	<b>-8.79%</b>	<b>-8.79%</b>
<b>% Difference from Regional Median</b>		<b>2.80%</b>	<b>-1.57%</b>	<b>-1.57%</b>
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>117,792</b>

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

<b>Classification:</b>	Treasury Manager			
<b>Agency</b>	<b>Title</b>	<b>Mid-Point/Monthly</b>	<b>Maximum/Monthly</b>	<b>Maximum/Annual</b>
Santa Ana	Treasury Manager	9,188	10,759	129,108
<b>CHULA VISTA</b>	<b>Treasury Manager</b>	<b>8,392</b>	<b>9,209</b>	<b>110,504</b>
Oceanside	Treasury Manager	7,999	8,968	107,619
<b>REGIONAL MEAN</b>		<b>8,594</b>	<b>9,864</b>	<b>118,364</b>
<b>REGIONAL MEDIAN</b>		<b>8,594</b>	<b>9,864</b>	<b>118,364</b>
<b>CHULA VISTA</b>	<b>Treasury Manager</b>	<b>8,392</b>	<b>9,209</b>	<b>110,504</b>
<b>% Difference from Regional Mean</b>		<b>-2.34%</b>	<b>-6.64%</b>	<b>-6.64%</b>
<b>% Difference from Regional Median</b>		<b>-2.34%</b>	<b>-6.64%</b>	<b>-6.64%</b>
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>121,945</b>

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

Classification:	Advanced Planning Manager			
Agency	Title	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
Huntington Beach	Planning Manager	9,181	10,161	121,932
CHULA VISTA	Advanced Planning Manager	8,978	9,851	118,213
San Diego County	Land Use and Environment Planning Manager	7,406	8,126	97,512
REGIONAL MEAN		8,293	9,144	109,722
REGIONAL MEDIAN		8,293	9,144	109,722
CHULA VISTA	Advanced Planning Manager	8,978	9,851	118,213
% Difference from Regional Mean		8.25%	7.74%	7.74%
% Difference from Regional Median		8.25%	7.74%	7.74%
66.6 Percentile (Salary @ 66.66% based on data range above)				113,792

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

Classification:	Development Planning Manager	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
Agency	Title			
Huntington Beach	Planning Manager	9,181	10,161	121,932
CHULA VISTA	Development Planning Manager	8,978	9,851	118,213
San Diego County	Land Use and Environment Planning Manager	7,406	8,126	97,512
REGIONAL MEAN		8,293	9,144	109,722
REGIONAL MEDIAN		8,293	9,144	109,722
CHULA VISTA	Development Planning Manager	8,978	9,851	118,213
% Difference from Regional Mean		8.25%	7.74%	7.74%
% Difference from Regional Median		8.25%	7.74%	7.74%
66.6 Percentile (Salary @ 66.66% based on data range above)				113,792

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

<b>Classification:</b>	<b>Deputy Building Official</b>			
<b>Agency</b>	<b>Title</b>	<b>Mid-Point/Monthly</b>	<b>Maximum/Monthly</b>	<b>Maximum/Annual</b>
San Diego City	Deputy Director, Development Services	9,186	14,445	173,340
Costa Mesa	Building Official	11,186	12,812	153,744
Anaheim	Building Official	10,803	11,883	142,596
San Diego County	Chief, Land Use (Building Services)	8,147	10,747	→ 128,964 ←
Irvine	Deputy Building Official	8,843	10,611	127,332
<b>CHULA VISTA</b>	<b>Deputy Building Official</b>	<b>9,228</b>	<b>10,126</b>	<b>121,507</b>
Escondido	Building Official	8,785	10,093	121,116
Oceanside	Chief Building Official (Division head)	8,744	9,805	117,660
Riverside	Assistant Building Official	8,173	9,462	113,544
El Cajon	Building Official/Fire Marshal	8,570	9,414	112,968
Rancho Cucamonga	Plan Check and Inspection Manager	7,388	7,766	93,192
<b>REGIONAL MEAN</b>		<b>8,983</b>	<b>10,704</b>	<b>128,446</b>
<b>REGIONAL MEDIAN</b>		<b>8,765</b>	<b>10,352</b>	<b>124,224</b>
<b>CHULA VISTA</b>	<b>Deputy Building Official</b>	<b>9,228</b>	<b>10,126</b>	<b>121,507</b>
<b>% Difference from Regional Mean</b>		<b>2.73%</b>	<b>-5.40%</b>	<b>-5.40%</b>
<b>% Difference from Regional Median</b>		<b>5.29%</b>	<b>-2.19%</b>	<b>-2.19%</b>
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>128,964</b>

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

<b>Classification:</b>	Assistant Director, Redevelopment & Housing			
<b>Agency</b>	<b>Title</b>	<b>Mid-Point/Monthly</b>	<b>Maximum/Monthly</b>	<b>Maximum/Annual</b>
Riverside	Assistant Development Director	11,232	12,863	154,356
Anaheim	Deputy Director, Community Development	10,803	11,883	→ 142,596 ←
Santa Ana	Assistant Director of Community Development	9,748	11,586	139,032
<b>CHULA VISTA</b>	<b>Assistant Director, Redevelopment &amp; Housing</b>	<b>10,065</b>	<b>11,044</b>	<b>132,531</b>
Huntington Beach	Deputy Director, Economic Development	9,846	10,896	130,752
<b>REGIONAL MEAN</b>		<b>10,407</b>	<b>11,807</b>	<b>141,684</b>
<b>REGIONAL MEDIAN</b>		<b>10,324</b>	<b>11,735</b>	<b>140,814</b>
<b>CHULA VISTA</b>	<b>Assistant Director, Redevelopment &amp; Housing</b>	<b>10,065</b>	<b>11,044</b>	<b>132,531</b>
% Difference from Regional Mean		-3.29%	-6.46%	-6.46%
% Difference from Regional Median		-2.51%	-5.88%	-5.88%
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>142,596</b>

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

<b>Classification:</b>	Redevelopment and Housing Manager			
<b>Agency</b>	<b>Title</b>	<b>Mid-Point/Monthly</b>	<b>Maximum/Monthly</b>	<b>Maximum/Annual</b>
Riverside	Housing and Community Development Manager	9,769	10,955	131,460
Anaheim	Redevelopment Manager (includes Housing)	9,332	10,265	123,180
<b>CHULA VISTA</b>	<b>Redevelopment and Housing Manager</b>	<b>8,634</b>	<b>9,473</b>	<b>113,682</b>
<b>REGIONAL MEAN</b>		<b>9,551</b>	<b>10,610</b>	<b>127,320</b>
<b>REGIONAL MEDIAN</b>		<b>9,551</b>	<b>10,610</b>	<b>127,320</b>
<b>CHULA VISTA</b>	<b>Redevelopment and Housing Manager</b>	<b>8,634</b>	<b>9,473</b>	<b>113,682</b>
<b>% Difference from Regional Mean</b>		<b>-9.60%</b>	<b>-10.71%</b>	<b>-10.71%</b>
<b>% Difference from Regional Median</b>		<b>-9.60%</b>	<b>-10.71%</b>	<b>-10.71%</b>
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>128,700</b>

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

Classification:	Economic Development Officer			
Agency	Title	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
<b>CHULA VISTA</b>	<b>Economic Development Officer</b>	<b>11,941</b>	<b>13,105</b>	<b>157,261</b>
Santa Ana	Economic Development Manager	9,748	11,586	139,032
Riverside	Economic Development Manager	10,955	10,955	131,460
Carlsbad	Economic Development and Real Estate Manager	9,033	10,692	128,300
Anaheim	Economic Development Manager	9,332	10,265	123,181
Escondido	Economic Development Manager	7,588	8,718	104,616
Ontario	Economic Development Manager	7,644	8,388	100,652
Rancho Cucamonga	Economic Development Manager	7,574	7,962	95,544
<b>REGIONAL MEAN</b>		<b>8,839</b>	<b>9,795</b>	<b>117,541</b>
<b>REGIONAL MEDIAN</b>		<b>9,033</b>	<b>10,265</b>	<b>123,181</b>
<b>CHULA VISTA</b>	<b>Economic Development Officer</b>	<b>11,941</b>	<b>13,105</b>	<b>157,261</b>
% Difference from Regional Mean		35.09%	33.79%	33.79%
% Difference from Regional Median		32.18%	27.67%	27.67%
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>128,300</b>

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

<b>Classification:</b>	Assistant Director, Public Works	<b>Mid-Point/Monthly</b>	<b>Maximum/Monthly</b>	<b>Maximum/Annual</b>
<b>Agency</b>	<b>Title</b>			
San Diego County	Assistant Director, Department of Public Works	13,520	16,467	197,604
San Diego City	Assistant Department Director, Public Works	8,601	14,547	174,564
Irvine	Deputy Director, Public Works	10,846	12,965	155,580
Carlsbad	Deputy Public Works Director	10,946	12,883	154,596
Riverside	Deputy Public Works Director - Field Operations	11,113	12,863	154,356
Huntington Beach	Deputy Director of Public Works	11,435	12,655	151,860
<b>CHULA VISTA</b>	<b>Assistant Director, Public Works</b>	<b>10,065</b>	<b>11,044</b>	<b>132,531</b>
Oceanside	Deputy Director of Public Works - Maintenance and General Services	10,819	10,819	129,828
El Cajon	Deputy Director of Public Works	8,806	9,672	116,064
Escondido	Deputy Director of Maintenance and Operations	7,227	8,303	99,636
<b>REGIONAL MEAN</b>		<b>10,368</b>	<b>12,353</b>	<b>148,232</b>
<b>REGIONAL MEDIAN</b>		<b>10,846</b>	<b>12,863</b>	<b>154,356</b>
<b>CHULA VISTA</b>	<b>Assistant Director, Public Works</b>	<b>10,065</b>	<b>11,044</b>	<b>132,531</b>
<b>% Difference from Regional Mean</b>		<b>-2.92%</b>	<b>-10.59%</b>	<b>-10.59%</b>
<b>% Difference from Regional Median</b>		<b>-7.20%</b>	<b>-14.14%</b>	<b>-14.14%</b>
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>154,924</b>

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

Classification:	Assistant Director of Engineering	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
Agency	Title			
San Diego City	Assistant Department Director, Engineering and Capital Projects	8,601	14,547	174,564
Ontario	Assistant City Engineer	10,377	11,387	→ 136,644 ←
Escondido	Deputy Director, Engineering Services	9,685	11,127	133,524
<b>CHULA VISTA</b>	<b>Assistant Director of Engineering</b>	<b>10,065</b>	<b>11,044</b>	<b>132,531</b>
Rancho Cucamonga	Assistant City Engineer (requires registration as a Professional Engineer)	9,866	10,371	124,452
<b>REGIONAL MEAN</b>		<b>9,632</b>	<b>11,858</b>	<b>142,296</b>
<b>REGIONAL MEDIAN</b>		<b>9,776</b>	<b>11,257</b>	<b>135,084</b>
<b>CHULA VISTA</b>	<b>Assistant Director of Engineering</b>	<b>10,065</b>	<b>11,044</b>	<b>132,531</b>
% Difference from Regional Mean		4.49%	-6.86%	-6.86%
% Difference from Regional Median		2.96%	-1.89%	-1.89%
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>136,644</b>

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

Classification:	Police Captain			
Agency	Title	Mid-Point/Monthly	Maximum/Monthly	Maximum/Annual
Anaheim	Police Captain	12,980	14,277	171,324
Costa Mesa	Police Captain	11,881	13,608	163,296
Riverside	Police Captain	11,808	13,384	160,608
Huntington Beach	Police Captain	11,962	13,237	158,844
Carlsbad	Police Captain	10,946	12,883	154,600
Santa Ana	Police Captain	11,960	12,834	154,008
<b>CHULA VISTA</b>	<b>Police Captain</b>	<b>11,316</b>	<b>12,416</b>	<b>148,992</b>
San Bernardino	Police Captain	12,165	12,165	145,980
Oceanside	Police Captain	11,856	12,132	145,584
San Diego City	Police Captain	10,761	11,782	141,384
Ontario	Police Captain	10,421	11,435	137,220
Escondido	Police Captain	9,685	11,127	133,524
El Cajon	Police Captain	9,159	10,060	120,720
San Diego County	Sheriff's Captain	8,881	9,746	116,952
<b>REGIONAL MEAN</b>		<b>11,113</b>	<b>12,205</b>	<b>146,465</b>
<b>REGIONAL MEDIAN</b>		<b>11,808</b>	<b>12,165</b>	<b>145,980</b>
<b>CHULA VISTA</b>	<b>Police Captain</b>	<b>11,316</b>	<b>12,416</b>	<b>148,992</b>
% Difference from Regional Mean		1.83%	1.73%	1.73%
% Difference from Regional Median		-4.17%	2.06%	2.06%
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>154,600</b>

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

<b>Classification:</b>	Assistant City Attorney			
<b>Agency</b>	<b>Title</b>	<b>Mid-Point/Monthly</b>	<b>Maximum/Monthly</b>	<b>Maximum/Annual</b>
<b>CHULA VISTA</b>	<b>Assistant City Attorney</b>	<b>12,028</b>	<b>13,261</b>	<b>159,135</b>
Anaheim	Assistant City Attorney	10,776	12,477	149,724
Santa Ana	Senior Assistant City Attorney	10,241	12,172	146,064
Oceanside	Supervising Deputy City Attorney	11,809	11,809	141,708
Huntington Beach	Senior Deputy City Attorney	10,505	11,625	139,500
<b>REGIONAL MEAN</b>		<b>10,833</b>	<b>12,021</b>	<b>144,249</b>
<b>REGIONAL MEDIAN</b>		<b>10,640</b>	<b>11,991</b>	<b>143,886</b>
<b>CHULA VISTA</b>	<b>Assistant City Attorney</b>	<b>12,028</b>	<b>13,261</b>	<b>159,135</b>
<b>% Difference from Regional Mean</b>		<b>11.04%</b>	<b>10.32%</b>	<b>10.32%</b>
<b>% Difference from Regional Median</b>		<b>13.05%</b>	<b>10.60%</b>	<b>10.60%</b>
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>146,064</b>

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

<b>Classification:</b>	Deputy City Attorney III			
<b>Agency</b>	<b>Title</b>	<b>Mid-Point/Monthly</b>	<b>Maximum/Monthly</b>	<b>Maximum/Annual</b>
San Diego County	Senior Deputy County Counsel	10,384	12,879	154,548
<b>CHULA VISTA</b>	<b>Deputy City Attorney III</b>	<b>10,828</b>	<b>11,937</b>	<b>143,244</b>
San Bernardino	Senior Deputy City Attorney	10,305	11,307	→ 135,684 ←
Huntington Beach	Deputy City Attorney III	9,994	11,060	132,720
Anaheim	Deputy City Attorney III	8,865	10,265	123,180
<b>REGIONAL MEAN</b>		<b>9,887</b>	<b>11,378</b>	<b>136,533</b>
<b>REGIONAL MEDIAN</b>		<b>10,150</b>	<b>11,184</b>	<b>134,202</b>
<b>CHULA VISTA</b>	<b>Deputy City Attorney III</b>	<b>10,828</b>	<b>11,937</b>	<b>143,244</b>
<b>% Difference from Regional Mean</b>		<b>9.51%</b>	<b>4.92%</b>	<b>4.92%</b>
<b>% Difference from Regional Median</b>		<b>6.68%</b>	<b>6.74%</b>	<b>6.74%</b>
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>135,684</b>

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

<b>Classification:</b>	<b>Assistant Fire Chief</b>			
<b>Agency</b>	<b>Title</b>	<b>Mid-Point/Monthly</b>	<b>Maximum/Monthly</b>	<b>Maximum/Annual</b>
San Diego City	Assistant Fire Chief	8,601	14,547	174,564
Costa Mesa	Deputy Fire Chief	12,458	14,269	171,228
San Bernardino	Deputy Fire Chief	13,144	13,144	157,728
Rancho Cucamonga	Fire Deputy Chief	11,717	13,140	157,680
Santa Ana	Deputy Fire Chief	10,912	12,780	153,360
Oceanside	Assistant Fire Chief	12,033	12,327	147,924
Ontario	Senior Deputy Fire Chief	11,047	12,149	145,788
<b>CHULA VISTA</b>	<b>Assistant Fire Chief</b>	<b>10,877</b>	<b>11,935</b>	<b>143,220</b>
Escondido	Deputy Fire Chief	9,223	10,597	127,164
<b>REGIONAL MEAN</b>		<b>11,142</b>	<b>12,869</b>	<b>154,430</b>
<b>REGIONAL MEDIAN</b>		<b>11,382</b>	<b>12,960</b>	<b>155,520</b>
<b>CHULA VISTA</b>	<b>Assistant Fire Chief</b>	<b>10,877</b>	<b>11,935</b>	<b>143,220</b>
<b>% Difference from Regional Mean</b>		<b>-2.38%</b>	<b>-7.26%</b>	<b>-7.26%</b>
<b>% Difference from Regional Median</b>		<b>-4.44%</b>	<b>-7.91%</b>	<b>-7.91%</b>
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>157,712</b>

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

<b>Classification:</b>	<b>Administrative Services Manager</b>			
<b>Agency</b>	<b>Title</b>	<b>Mid-Point/Monthly</b>	<b>Maximum/Monthly</b>	<b>Maximum/Annual</b>
Santa Ana	Administrative Services Manager	9,188	10,759	129,108
<b>CHULA VISTA</b>	<b>Administrative Services Manager</b>	<b>7,831</b>	<b>8,593</b>	<b>103,116</b>
San Diego City	Administrative Services Manager	7,058	7,778	93,336
San Diego County	Administrative Services Manager II	6,453	7,081	84,972
San Bernardino	Administrative Services Manager	5,649	6,867	82,404
<b>REGIONAL MEAN</b>		<b>7,087</b>	<b>8,121</b>	<b>97,455</b>
<b>REGIONAL MEDIAN</b>		<b>6,756</b>	<b>7,430</b>	<b>89,154</b>
<b>CHULA VISTA</b>	<b>Administrative Services Manager</b>	<b>7,831</b>	<b>8,593</b>	<b>103,116</b>
<b>% Difference from Regional Mean</b>		<b>10.50%</b>	<b>5.81%</b>	<b>5.81%</b>
<b>% Difference from Regional Median</b>		<b>15.92%</b>	<b>15.66%</b>	<b>15.66%</b>
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>93,336</b>

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

<b>Classification:</b>	<b>Animal Care Facility Manager</b>			
<b>Agency</b>	<b>Title</b>	<b>Mid-Point/Monthly</b>	<b>Maximum/Monthly</b>	<b>Maximum/Annual</b>
San Diego County	Deputy Director , Animal Services	8,147	10,747	128,964
<b>CHULA VISTA</b>	<b>Animal Care Facility Manager</b>	<b>8,392</b>	<b>9,209</b>	<b>110,504</b>
Rancho Cucamonga	Animal Center Manager	6,489	6,821	▶ 81,852 ◀
San Bernardino	Animal Control Manager	5,113	6,215	74,580
El Cajon	Animal Control Services Manager	5,468	6,006	72,072
<b>REGIONAL MEAN</b>		<b>6,304</b>	<b>7,447</b>	<b>89,367</b>
<b>REGIONAL MEDIAN</b>		<b>5,979</b>	<b>6,518</b>	<b>78,216</b>
<b>CHULA VISTA</b>	<b>Animal Care Facility Manager</b>	<b>8,392</b>	<b>9,209</b>	<b>110,504</b>
<b>% Difference from Regional Mean</b>		<b>33.12%</b>	<b>23.65%</b>	<b>23.65%</b>
<b>% Difference from Regional Median</b>		<b>40.38%</b>	<b>41.28%</b>	<b>41.28%</b>
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>81,852</b>

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

<b>Classification:</b>	Human Resources Operations Manager			
<b>Agency</b>	<b>Title</b>	<b>Mid-Point/Monthly</b>	<b>Maximum/Monthly</b>	<b>Maximum/Annual</b>
San Diego County	Human Resources Services Manager	11,007	14,560	174,720
Santa Ana	Personnel Operations Manager	9,188	10,759	129,108
Carlsbad	Human Resources Manager	7,988	9,250	111,000
<b>CHULA VISTA</b>	<b>Human Resources Operations Manager</b>	<b>8,392</b>	<b>9,209</b>	<b>110,504</b>
Oceanside	Human Resources Division Manager	7,999	8,968	107,616
Escondido	Human Resources Manager	7,588	8,718	104,616
<b>REGIONAL MEAN</b>		<b>8,754</b>	<b>10,451</b>	<b>125,412</b>
<b>REGIONAL MEDIAN</b>		<b>7,999</b>	<b>9,250</b>	<b>111,000</b>
<b>CHULA VISTA</b>	<b>Human Resources Operations Manager</b>	<b>8,392</b>	<b>9,209</b>	<b>110,504</b>
<b>% Difference from Regional Mean</b>		<b>-4.13%</b>	<b>-11.89%</b>	<b>-11.89%</b>
<b>% Difference from Regional Median</b>		<b>4.92%</b>	<b>-0.45%</b>	<b>-0.45%</b>
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>123,072</b>

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

<b>Classification:</b>	<b>Risk Manager</b>			
<b>Agency</b>	<b>Title</b>	<b>Mid-Point/Monthly</b>	<b>Maximum/Monthly</b>	<b>Maximum/Annual</b>
San Diego County	Human Resources Services Manager	11,007	14,560	174,720
Anaheim	Risk Manager	10,510	12,477	149,724
Santa Ana	Risk Manager	10,141	11,876	142,512
Huntington Beach	Risk Manager	9,090	10,060	120,720
Riverside	Risk Manager	8,460	9,281	111,372
Carlsbad	Risk Manager	7,988	9,250	111,000
<b>CHULA VISTA</b>	<b>Risk Manager</b>	<b>8,392</b>	<b>9,209</b>	<b>110,504</b>
Escondido	Risk and Safety Manager	7,588	8,718	104,616
San Bernardino	Risk Manager	6,896	8,383	100,596
Oceanside	Risk Manager	7,429	8,329	99,948
<b>REGIONAL MEAN</b>		<b>8,790</b>	<b>10,326</b>	<b>123,912</b>
<b>REGIONAL MEDIAN</b>		<b>8,460</b>	<b>9,281</b>	<b>111,372</b>
<b>CHULA VISTA</b>	<b>Risk Manager</b>	<b>8,392</b>	<b>9,209</b>	<b>110,504</b>
<b>% Difference from Regional Mean</b>		<b>-4.52%</b>	<b>-10.82%</b>	<b>-10.82%</b>
<b>% Difference from Regional Median</b>		<b>-0.80%</b>	<b>-0.78%</b>	<b>-0.78%</b>
<b>66.6 Percentile (Salary @ 66.66% based on data range above)</b>				<b>127,984</b>