

**EMPLOYEE COMPENSATION COSTS
CALENDAR YEAR 2015**

REPORTING AMOUNTS TO ORANGE COUNTY GRAND JURY

Position		ACTUAL OR ANNUALIZED BASE RATE OF SALARY	ACTUAL OVERTIME	ACTUAL OTHER PAY ⁽²⁾	INSURANCE PREMIUMS ⁽³⁾	PENSION COSTS	TOTAL COMPENSATION
Executive Compensation - Elected Officials							
City Council Member	ALLEVATO, SAM	3,738	-	650	14,846	140	19,374
City Council Member ⁽⁵⁾	BYRNES, ROY	3,738	-	100	23,078	140	27,056
City Council Member	FERGUON, KERRY	3,738	-	700	17,661	140	22,239
City Council Member	PATTERSON, PAMELA	3,738	-	700	2,008	140	6,586
City Council Member ⁽⁵⁾	PERRY, JOHN M	3,738	-	600	2,201	135	6,674
City Council Member	REEVE, DEREK	3,738	-	700	2,743	140	7,321
	SUBTOTAL	22,428	-	3,450	62,537	835	89,250
Executive Compensation - Executives							
City Manager ⁽¹⁾		238,418	-	97,882	23,021	89,245	448,566
Public Works Utilities Director ⁽¹⁾		167,164	-	56,974	22,235	64,578	310,951
Chief Financial Officer/City Treasurer		181,817	-	18,414	17,275	74,916	292,422
Community Services Director ⁽¹⁾		130,039	-	90,593	9,612	51,337	281,581
Development Services Director ⁽¹⁾		161,640	-	23,128	28,132	60,642	273,542
Human Resources Manager ⁽¹⁾		123,782	-	42,486	21,832	50,292	238,392
City Clerk		117,533	-	6,389	21,630	46,364	191,916
Interim Assistant City Manager ⁽¹⁾		140,419	-	-	-	45,327	185,746
	SUBTOTAL	1,260,812	-	335,866	143,737	482,701	2,223,116
Employee Compensation							
Senior Engineer ⁽¹⁾		112,846	-	113,523	9,001	42,566	277,936
Chief Plant Operator		113,293	14,560	27,295	22,262	50,229	227,639
Building & Code Enforcement Manager ⁽¹⁾		124,246	-	32,464	16,840	48,803	222,353
Assistant Development Services Director		138,772	-	720	22,365	52,364	214,221
Assistant Utilities Director		137,527	-	5,632	16,277	53,563	212,999
Assistant Finance Director		134,519	-	4,768	21,225	52,114	212,626
Assistant Public Works Director ⁽¹⁾		125,143	-	4,011	25,273	45,288	199,715
Senior Civil Engineer		121,861	-	5,073	24,172	47,492	198,598
Public Works Manager		117,395	-	6,799	16,747	46,429	187,370
Senior Civil Engineer		121,854	-	1,580	23,864	39,469	186,767

Position	ACTUAL OR ANNUALIZED BASE RATE OF SALARY	ACTUAL OVERTIME	ACTUAL OTHER PAY ⁽²⁾	INSURANCE PREMIUMS ⁽³⁾	PENSION COSTS	TOTAL COMPENSATION
Executive Services Manager ⁽¹⁾	89,510	-	56,936	6,095	33,826	186,367
Senior Civil Engineer	116,598	-	2,832	21,460	43,457	184,347
Safety and Emergency Services Manager ⁽¹⁾	107,224	-	28,832	6,244	40,447	182,747
Maintenance Mechanic	71,682	16,036	31,566	21,385	34,517	175,186
Senior Planner	104,868	-	5,482	22,041	41,287	173,678
Associate Civil Engineer	105,190	2,101	2,593	23,563	34,025	167,472
Associate Engineer	105,204	192	729	16,784	39,497	162,406
Utilities Operator III	76,321	12,179	19,848	22,029	31,859	162,236
Utilities Operator III ⁽¹⁾	77,911	10,031	17,971	21,110	34,165	161,188
Water Construction Inspector	90,801	12,031	14,526	6,621	36,647	160,626
Utilities Superintendent	97,685	3,041	5,288	15,805	37,507	159,326
Water Conservation Coordinator ⁽¹⁾	82,181	4,921	32,579	8,522	30,949	159,152
Community Services Coordinator ⁽¹⁾	71,414	-	48,776	8,566	28,297	157,053
Associate Engineer	105,204	2,486	922	8,492	39,363	156,467
Building & Grading Inspector ⁽¹⁾	82,232	673	15,197	22,127	31,943	152,172
Utilities Operator III - GWRP	75,329	5,813	21,010	12,663	29,054	143,869
Utilities Operator I	59,615	11,751	22,650	21,329	26,642	141,987
Senior Accountant	89,402	-	1,996	20,736	29,167	141,301
Building Inspector	84,244	462	2,198	22,050	32,343	141,297
Accountant	78,149	12,866	-	21,400	28,183	140,598
Utilities Operator II	69,096	7,196	11,214	21,965	27,668	137,139
Associate Planner	91,350	2,271	2,883	5,336	35,163	137,003
Senior Management Analyst	83,868	-	2,217	17,106	32,216	135,407
Community Services Coordinator	71,592	4,579	6,349	21,984	29,163	133,667
Senior Citizen Program Coordinator	78,634	4,587	7,788	9,449	32,241	132,699
Senior Maintenance Worker	67,455	8,100	9,701	21,185	25,956	132,397
Senior Permit Technician	78,225	440	303	22,017	29,268	130,253
Utilities Operator I	62,507	6,190	14,092	20,829	26,624	130,242
Code Enforcement Officer	79,155	-	360	22,021	28,681	130,217
Utilities Operator II	65,809	2,885	15,034	16,589	29,471	129,788
Senior Management Analyst	85,592	-	3,282	6,719	33,253	128,846
Utilities Operator II	65,809	7,277	12,076	16,572	26,797	128,531
Senior Executive Assistant	76,604	306	249	22,007	28,661	127,827
Construction Inspector	84,244	1,231	1,398	6,704	31,655	125,232
Housing Coordinator	82,193	1,353	1,795	8,361	31,331	125,033
GIS Specialist	74,443	25	349	21,988	27,891	124,696

Position	ACTUAL OR ANNUALIZED BASE RATE OF SALARY	ACTUAL OVERTIME	ACTUAL OTHER PAY ⁽²⁾	INSURANCE PREMIUMS ⁽³⁾	PENSION COSTS	TOTAL COMPENSATION
Deputy City Clerk	70,873	2,646	249	21,974	26,518	122,260
Public Works Specialist II	59,615	8,266	11,102	16,059	23,403	118,445
Code Enforcement Officer	74,174	-	591	16,218	23,858	114,841
Public Works Specialist II	59,615	5,357	4,967	21,909	22,440	114,288
Administrative Coordinator	65,821	6,379	-	16,827	24,627	113,654
Permit Technician	74,447	-	249	8,551	27,855	111,102
Utilities Operator III	76,317	798	2,709	1,121	29,474	110,419
Senior Management Analyst	76,705	-	660	7,021	25,837	110,223
Community Services Administrative Coordinator	70,873	795	249	8,531	26,518	106,966
Engineering Technician	70,873	-	249	8,531	26,518	106,171
Administrative Coordinator	70,869	1,648	249	5,718	26,516	105,000
Community Services Coordinator	68,642	4,047	317	6,399	24,758	104,163
Accounting Specialist ⁽¹⁾	57,737	277	14,758	8,105	22,478	103,355
Administrative Coordinator ⁽¹⁾	52,359	623	21,379	5,313	21,725	101,399
Customer Service Representative	59,618	1,087	657	17,434	22,459	101,255
Public Works Specialist I	59,445	6,052	6,535	5,919	22,795	100,746
Management Analyst ⁽¹⁾	69,959	-	360	7,783	22,574	100,676
Senior Public Works Specialist	64,243	4,439	1,047	6,590	20,694	97,013
Administrative Coordinator	56,289	1,063	2,328	15,912	20,866	96,458
Administrative Coordinator	63,411	-	-	9,232	23,723	96,366
Administrative Specialist	52,788	335	1,807	16,490	20,334	91,754
Utilities Operator I	53,250	6,318	10,484	2,349	18,331	90,732
Customer Service Representative	53,251	1,632	3	16,754	17,128	88,768
Utilities Operator I	59,615	-	-	1,891	22,326	83,832
Engineering Technician	62,353	250	-	137	16,108	78,848
Public Works Specialist I	49,022	5,160	3,853	2,094	15,767	75,896
Accounting Specialist ⁽⁴⁾	47,839	4,909	-	-	15,475	68,223
Administrative Specialist	48,624	-	-	121	15,696	64,441
Customer Service Representative	46,211	605	519	144	15,410	62,889
Receptionist	28,546	160	1,463	6,257	8,406	44,832
Office Assistant ⁽⁴⁾	38,767	369	369	-	1,454	40,959
Human Resources Assistant ⁽⁴⁾	31,200	-	-	-	1,070	32,270
Cashier ⁽⁴⁾	29,011	334	623	-	1,120	31,088
Utilities Operator III - GWRP ⁽⁴⁾	27,554	-	-	-	1,033	28,587
Community Services Coordinator ⁽⁴⁾	24,180	-	397	-	907	25,484
Community Services Coordinator ⁽⁴⁾	18,884	-	-	-	708	19,592

Position	ACTUAL OR ANNUALIZED BASE RATE OF SALARY	ACTUAL OVERTIME	ACTUAL OTHER PAY ⁽²⁾	INSURANCE PREMIUMS ⁽³⁾	PENSION COSTS	TOTAL COMPENSATION
Senior Accounting Specialist ⁽⁴⁾	17,242	174	-	-	647	18,063
Receptionist ⁽⁴⁾	16,594	-	-	-	622	17,216
Recreation Leader ⁽⁴⁾	15,873	-	623	-	619	17,115
Receptionist ⁽⁴⁾	16,286	-	5	-	611	16,902
Recreation Leader ⁽⁴⁾	15,040	-	-	-	564	15,604
Recreation Leader ⁽⁴⁾	14,760	-	-	-	554	15,314
Planning Intern ⁽⁴⁾	14,048	-	-	-	526	14,574
Recreation Leader ⁽⁴⁾	10,817	-	623	-	429	11,869
Recreation Leader ⁽⁴⁾	10,876	-	-	-	405	11,281
Recreation Leader ⁽⁴⁾	10,556	-	-	-	396	10,952
Park Monitor ⁽⁴⁾	10,511	-	-	-	394	10,905
Recreation Leader ⁽⁴⁾	8,489	-	-	-	318	8,807
Recreation Leader ⁽⁴⁾	6,363	-	132	-	239	6,734
Field Customer Service Representative ⁽⁴⁾	5,039	-	-	-	189	5,228
Recreation Leader ⁽⁴⁾	3,126	-	1,698	-	117	4,941
Recreation Leader ⁽⁴⁾	3,793	-	-	-	142	3,935
Recreation Leader ⁽⁴⁾	3,276	-	-	-	123	3,399
Recreation Leader ⁽⁴⁾	2553	-	-	-	96	2,649
Recreation Leader ⁽⁴⁾	299	-	-	-	-	299
SUBTOTAL	6,413,317	219,306	714,140	1,049,264	2,301,431	10,697,458
GRAND TOTALS	7,696,557	219,306	1,053,456	1,255,538	2,784,967	13,009,824

Notes:

(1) This position was not filled for the entire year. The total compensation is based on the actual compensation, then annualized based on pay

(2) Standby Pay , Auto Allowance, Pay in Lieu of Time Off, Retiring Employee Recognition, Other Reimbursements, Fees and Deferred Comp

(3) Insurance premiums include health, life and disability costs.

(4) This is a part-time position. Salary and wage, overtime if any, insurance premiums and pension costs are based on actual amounts paid.

(5) Council Member Byrnes left the office on 2/10/2015 and Council Member Perry assumed office as of 2/17/2015.