

**City of Rancho Santa Margarita Compensation Information**  
**Fiscal Year End June 30, 2021**

| POSITION   | SALARY              | OTHER PAY (a)     | INSURANCE PREMIUMS | PENSION COSTS (b) | TOTAL COMPENSATION  |
|--|---------------------|-------------------|--------------------|-------------------|---------------------|
| <b>ELECTED OFFICIALS</b>                         |                     |                   |                    |                   |                     |
| City Council Member                              | \$ 5,562            | \$ 12,456 5       | \$ 7,044           | \$ 690            | \$ 25,752           |
| City Council Member                              | \$ 5,562            | \$ 13,737 5       | \$ 5,763           | \$ 690            | \$ 25,752           |
| City Council Member                              | \$ 5,562            | \$ 6,409 5        | \$ 13,091          | \$ 690            | \$ 25,752           |
| City Council Member                              | \$ 5,562            | \$ 18,814 5       | \$ 686             | \$ 690            | \$ 25,752           |
| City Council Member                              | \$ 5,562            | \$ 19,500 5       | \$ -               | \$ 690            | \$ 25,752           |
| <b>DEPARTMENT HEADS AND EXECUTIVE MANAGEMENT</b> |                     |                   |                    |                   |                     |
| City Manager                                     | \$ 243,052          | \$ 24,976 2,4,6   | \$ 278             | \$ 23,061         | \$ 291,367          |
| Development Svcs Director                        | \$ 181,440          | \$ 22,961 2,4,6   | \$ 1,109           | \$ 17,215         | \$ 222,724          |
| Finance Director                                 | \$ 181,056          | \$ 22,759 2,4     | \$ 1,303           | \$ 17,178         | \$ 222,296          |
| HR/RM Administrator                              | \$ 138,864          | \$ 1,080 2        | \$ 19,500          | \$ 13,176         | \$ 172,619          |
| Public Works Director/City Engineer              | \$ 132,996          | \$ 1,080 2        | \$ 19,500          | \$ 10,436         | \$ 164,012          |
| City Clerk                                       | \$ 127,272          | \$ 20,580 2,4     | \$ -               | \$ 12,076         | \$ 159,928          |
| Public Works Superintendent                      | \$ 119,352          | \$ 2,723 2,4      | \$ 17,857          | \$ 9,365          | \$ 149,297          |
| <b>CITY STAFF</b>                                |                     |                   |                    |                   |                     |
| Executive Assistant                              | \$ 77,760           | \$ 12,542 4       | \$ 6,958           | \$ 7,378          | \$ 104,638          |
| Sr. Management Analyst                           | \$ 91,080           | \$ 15,476 2,4,6   | \$ 8,367           | \$ 8,642          | \$ 123,565          |
| Deputy City Clerk                                | \$ 76,920           | \$ 19,889 2,4     | \$ 151             | \$ 7,298          | \$ 104,258          |
| PT Records Assistant                             | \$ 4,536            | \$ -              | \$ -               | \$ 356            | \$ 4,892            |
| PT Accounting Technician                         | \$ 36,627           | \$ -              | \$ -               | \$ 2,874          | \$ 39,501           |
| Sr. Management Analyst                           | \$ 88,944           | \$ 14,469 2,4     | \$ 5,571           | \$ 18,367         | \$ 127,351          |
| Senior Accountant                                | \$ 90,072           | \$ 18,803 4       | \$ 232             | \$ 8,546          | \$ 117,653          |
| Administrative Assistant                         | \$ 63,348           | \$ 19,500 4       | \$ -               | \$ 4,971          | \$ 87,819           |
| Principal Planner                                | \$ 101,067          | \$ 3,256 2,4,6    | \$ 19,027          | \$ 7,931          | \$ 131,282          |
| Associate Planner                                | \$ 77,760           | \$ 2,840 4        | \$ 16,660          | \$ 6,102          | \$ 103,362          |
| Code Enforcement                                 | \$ 68,640           | \$ 4,469 2,4      | \$ 15,871          | \$ 5,386          | \$ 94,366           |
| PT Code Enforcement                              | \$ 6,699            | \$ 175 2          | \$ -               | \$ 636            | \$ 7,510            |
| Permit Technician                                | \$ 61,594           | \$ 19,576 4,6     | \$ 1,109           | \$ 4,833          | \$ 87,112           |
| Principal Engineer                               | \$ 95,952           | \$ 19,500 4       | \$ -               | \$ 7,529          | \$ 122,981          |
| Principal Engineer                               | \$ 123,972          | \$ 20,302 2,4     | \$ 278             | \$ 11,762         | \$ 156,314          |
| PT Engineering Technician                        | \$ 31,743           | \$ -              | \$ -               | \$ -              | \$ 31,743           |
| Community Svcs Supervisor                        | \$ 91,080           | \$ 4,988 2,4      | \$ 15,593          | \$ 18,808         | \$ 130,469          |
| Administrative Assistant                         | \$ -                | \$ 12,745 6,7     | \$ 61              | \$ 357            | \$ 13,163           |
| Community Svcs Coordinator                       | \$ -                | \$ 8,363 6,7      | \$ 492             | \$ 386            | \$ 9,240            |
| Community Svcs Coordinator                       | \$ -                | \$ 21,627 6,7     | \$ 58              | \$ 423            | \$ 22,107           |
| PT Recreation Leader                             | \$ 1,314            | \$ -              | \$ -               | \$ -              | \$ 1,314            |
| PT Recreation Leader                             | \$ 324              | \$ -              | \$ -               | \$ -              | \$ 324              |
| PT Recreation Leader                             | \$ 3,146            | \$ -              | \$ -               | \$ -              | \$ 3,146            |
| PT Recreation Leader                             | \$ 584              | \$ -              | \$ -               | \$ -              | \$ 584              |
| PT Recreation Leader                             | \$ 1,629            | \$ -              | \$ -               | \$ -              | \$ 1,629            |
| <b>Total</b>                                     | <b>\$ 2,346,633</b> | <b>\$ 385,594</b> | <b>\$ 176,558</b>  | <b>\$ 228,540</b> | <b>\$ 3,137,324</b> |

(a) May Include: 1. Retirement Contribution 2. Technology Allowance 3. Retroactive Pay 4. Excess Benefits 5. Deferred Compensation.  
6. Accrued Leave Time Paid 7. Other types of Benefits

(b) City Council pension costs represents the contribution to a Deferred Compensation plan required by State law in lieu of a contribution to Social Security. The annual amount reflects a contribution of \$57.47 per month.