

City of Rancho Santa Margarita Compensation Information
Fiscal Year End June 30, 2023

POSITION	SALARY	OTHER PAY (a)	INSURANCE PREMIUMS	PENSION COSTS (b)	TOTAL COMPENSATION
ELECTED OFFICIALS					
City Council Member	\$ 5,562	\$ 21,250	5	\$ - \$ 690	\$ 27,502
City Council Member	\$ 5,562	\$ 21,250	5	\$ - \$ 690	\$ 27,502
City Council Member	\$ 5,562	\$ 9,374	5	\$ 11,876 \$ 690	\$ 27,501
City Council Member	\$ 5,562	\$ 20,484	5	\$ 766 \$ 690	\$ 27,502
City Council Member	\$ 5,562	\$ 21,250	5	\$ - \$ 690	\$ 27,502
DEPARTMENT HEADS AND EXECUTIVE MANAGEMENT					
City Manager	\$ 267,965	\$ 33,238	2,4,6,7	\$ 295 \$ 24,974	\$ 326,472
Assistant City Manager	\$ 216,889	\$ 21,235	2,4,6	\$ 1,145 \$ 20,214	\$ 259,483
Finance Director	\$ 197,415	\$ 25,051	2,3,4,6	\$ 1,351 \$ 18,416	\$ 242,233
HR/RM Administrator	\$ 112,998	\$ 1,080	2	\$ 23,410 \$ 8,644	\$ 146,132
Public Works Director/City Engineer	\$ 141,779	\$ 5,236	2,3,6	\$ 24,494 \$ 10,961	\$ 182,470
City Clerk	\$ 137,231	\$ 22,679	2,3,4	\$ - \$ 12,818	\$ 172,728
Public Works Superintendent	\$ 127,567	\$ 4,652	2,3,4	\$ 17,887 \$ 9,771	\$ 159,877
Community Svcs Manager	\$ 98,587	\$ 4,563	2,3,4,6	\$ 21,171 \$ 7,938	\$ 132,259
CITY STAFF					
Executive Assistant	\$ 82,276	\$ 18,086	3,4,6	\$ 4,967 \$ 7,685	\$ 113,014
Office Assistant	\$ 23,935	\$ 1,462	3,7	\$ - \$ 1,943	\$ 25,339
Sr. Management Analyst	\$ 100,427	\$ 14,804	2,4,6	\$ 9,267 \$ 9,360	\$ 133,858
Deputy City Clerk	\$ 81,083	\$ 22,131	2,3,4	\$ 207 \$ 7,603	\$ 111,024
PT Accountant	\$ 44,760	\$ 1,631	3,7	\$ - \$ 3,549	\$ 49,940
Sr. Management Analyst	\$ 95,012	\$ 16,857	2,3,4,6	\$ 7,761 \$ 19,598	\$ 139,228
Senior Accountant	\$ 96,192	\$ 22,289	2,3,4	\$ - \$ 8,982	\$ 127,463
PT Accounting Technician	\$ 10,878	\$ -		\$ - \$ 832	\$ 11,710
Administrative Assistant	\$ 67,922	\$ 20,984	3,4	\$ 572 \$ 5,216	\$ 94,694
Principal Planner	\$ 109,151	\$ 5,000	2,3,4,6	\$ 19,852 \$ 8,365	\$ 142,368
Associate Planner	\$ 82,931	\$ 3,192	4	\$ 18,461 \$ 6,371	\$ 110,955
Environmental Program Coordinator	\$ 60,709	\$ 13,438	2,3,4,7	\$ 17,604 \$ 4,653	\$ 96,404
Code Enforcement	\$ 17,036	\$ 3,578	2,3	\$ 2,212 \$ 1,303	\$ 24,129
Permit Technician	\$ 66,034	\$ 21,419	3,4,6	\$ 1,145 \$ 5,053	\$ 93,651
Principal Engineer	\$ 99,490	\$ 21,698	3,4	\$ - \$ 7,641	\$ 128,829
Principal Engineer	\$ 130,042	\$ 22,085	2,4	\$ 295 \$ 12,120	\$ 164,542
PT Engineering Technician	\$ 33,770	\$ 619	3,7	\$ - \$ -	\$ 34,389
Community Service Coordinator	\$ 66,226	\$ 12,988	2,3,4	\$ 9,267 \$ 5,098	\$ 93,579
Community Service Coordinator	\$ 64,488	\$ 18,069	2,4	\$ 3,771 \$ 4,933	\$ 91,262
Community Service Specialist	\$ 53,992	\$ 23,880	2,4,7	\$ - \$ 4,243	\$ 82,115
City Manager Intern	\$ 1,107				
Development Services Intern	\$ 1,297				
Public Works Intern	\$ 1,164				
Public Works Intern	\$ 1,088				
PT Recreation Leader	\$ 18,787	\$ 37	7,3	\$ - \$ -	\$ 18,824
PT Recreation Leader	\$ 17,622	\$ 302	7	\$ - \$ -	\$ 17,924
PT Recreation Leader	\$ 2,561	\$ -		\$ - \$ -	\$ 2,561
PT Recreation Leader	\$ 450			\$ - \$ -	\$ 450
PT Recreation Leader	\$ 4,480			\$ - \$ -	\$ 4,480
PT Recreation Leader	\$ 1,764			\$ - \$ -	\$ 1,764
PT Recreation Leader	\$ 1,890			\$ - \$ -	\$ 1,890
PT Recreation Leader	\$ 18,608	\$ 599	7	\$ - \$ -	\$ 19,207
PT Recreation Leader	\$ 12,294	\$ 108	7	\$ - \$ -	\$ 12,402
Total	\$ 2,797,707	\$ 476,597		\$ 197,777 \$ 241,733	\$ 3,670,108

(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.