

Beaumont
Labor Market Summary - Median Total Compensation

Class Title	# of Obs.	Base	Base + Cash	Gain/Loss	Base + Cash + Insurance	Gain/Loss	Total Comp (Cash + Ins. + Ret.)	Gain/Loss	Total Gain/Loss
Account Technician	12	9.6%	16.9%	7.3%	14.5%	-2.5%	11.0%	-3.5%	1.4%
Administrative Services Director	13	-12.6%	-20.8%	-8.2%	-19.8%	1.0%	-11.1%	8.7%	1.5%
Administrative Services Manager	8	-20.8%	-24.6%	-3.8%	-19.1%	5.5%	-23.6%	-4.5%	-2.7%
Animal Control Officer II	7	27.3%	32.7%	5.3%	27.3%	-5.4%	15.8%	-11.4%	-11.5%
Assistant City Manager	9	7.6%	2.3%	-5.2%	1.4%	-0.9%	-1.3%	-2.7%	-8.9%
Assistant Director of Public Works/ Assistant City Engineer	7	-5.3%	-5.3%	0.0%	-5.5%	-0.2%	-13.9%	-8.3%	-8.6%
Associate Planner - Drift Check	13								
Building Inspector	12	5.6%	9.3%	3.6%	9.5%	0.2%	8.6%	-0.8%	3.0%
Building Permit Technician II	13	12.0%	11.6%	-0.4%	12.7%	1.1%	10.8%	-1.9%	-1.2%
Building Plans Examiner	11	-1.5%	4.1%	5.6%	9.2%	5.2%	5.9%	-3.4%	7.4%
Building/Grounds/Maintenance Supervisor	12	1.5%	0.5%	-1.0%	-0.7%	-1.2%	0.6%	1.4%	-0.8%
Building/Grounds/Maintenance Worker	13	-0.3%	8.7%	9.0%	8.5%	-0.2%	4.8%	-3.7%	5.1%
Bus Driver I	5	-2.1%	7.2%	9.3%	9.4%	2.2%	8.3%	-1.2%	10.4%
Chief Building Official	11	19.7%	15.0%	-4.7%	12.6%	-2.4%	13.7%	1.1%	-6.0%
Chief of Police	12	-2.8%	-9.4%	-6.6%	-11.9%	-2.5%	-16.2%	-4.3%	-13.3%
Chief Plant Operator – Wastewater	4	28.1%	25.7%	-2.4%	25.1%	-0.6%	22.2%	-2.9%	-5.9%
City Engineer / Public Works Director	13	8.0%	5.4%	-2.6%	4.3%	-1.1%	1.2%	-3.1%	-6.8%
City Manager	13	8.4%	8.5%	0.1%	7.1%	-1.5%	-0.9%	-8.0%	-9.4%
Community Development Director	13	-7.2%	-10.4%	-3.3%	-10.0%	0.5%	-16.1%	-6.1%	-8.9%
Community Enhancement Officer II	13	12.6%	10.0%	-2.7%	8.5%	-1.5%	8.4%	0.0%	-4.2%
Community Services Coordinator - Drift Check	8								
Community Services Director	9	-1.4%	-2.6%	-1.1%	-6.0%	-3.5%	-10.9%	-4.9%	-9.5%
Community Services Manager	11	-8.9%	-19.5%	-10.6%	-10.8%	8.6%	-19.7%	-8.8%	-10.8%
Customer Service Coordinator II	8	11.5%	17.4%	5.9%	19.5%	2.1%	18.2%	-1.3%	6.6%
Deputy City Clerk	4	30.8%	29.1%	-1.7%	21.6%	-7.4%	23.6%	2.0%	-7.2%
Economic Development Manager	12	3.1%	0.2%	-3.0%	2.4%	2.3%	-3.9%	-6.4%	-7.1%
Engineering Development Technician II	13	3.5%	6.0%	2.6%	8.4%	2.4%	2.3%	-6.1%	-1.2%
Executive Assistant	13	-4.3%	-13.3%	-8.9%	-8.1%	5.1%	-13.4%	-5.3%	-9.0%
Finance Director	13	-13.7%	-21.2%	-7.5%	-19.8%	1.3%	-23.3%	-3.4%	-9.6%
HR/Payroll Technician	13	-4.0%	5.2%	9.2%	2.8%	-2.4%	6.5%	3.7%	10.4%
Information Technology Manager	12	-13.1%	-21.2%	-8.2%	-17.0%	4.2%	-24.2%	-7.2%	-11.2%
IT Analyst II	12	-18.5%	-9.8%	8.7%	-7.0%	2.9%	-12.4%	-5.4%	6.1%
Management Analyst	12	8.8%	13.4%	4.5%	12.6%	-0.8%	9.3%	-3.3%	0.5%
Mechanic	12	8.6%	12.2%	3.5%	14.8%	2.7%	14.1%	-0.7%	5.5%

Beaumont
Labor Market Summary - Median Total Compensation

Class Title	# of Obs.	Base	Base + Cash	Gain/Loss	Base + Cash + Insurance	Gain/Loss	Total Comp (Cash + Ins. + Ret.)	Gain/Loss	Total Gain/Loss
Planning Manager	11	-16.3%	-25.0%	-8.7%	-23.0%	2.0%	-20.1%	2.9%	-3.8%
Police Lieutenant	11	9.2%	-1.3%	-10.6%	1.0%	2.3%	-7.6%	-8.6%	-16.9%
Police Officer	12	-5.4%	-10.5%	-5.1%	-9.2%	1.3%	-18.2%	-9.0%	-12.8%
Police Sergeant	12	-1.6%	-6.3%	-4.7%	-6.2%	0.1%	-15.2%	-8.9%	-13.5%
Police Services Analyst	9	9.3%	15.6%	6.3%	12.8%	-2.8%	6.5%	-6.2%	-2.8%
Public Safety Dispatcher II	11	-3.5%	2.0%	5.5%	0.3%	-1.7%	-5.1%	-5.4%	-1.6%
Public Works Inspector	12	16.4%	20.4%	4.0%	19.4%	-1.0%	15.3%	-4.2%	-1.1%
Public Works Manager - Drift Check	11								
Recreation Coordinator - Drift Check	10								
Recreation Specialist	12	7.1%	15.5%	8.4%	42.5%	27.0%	50.4%	7.9%	43.3%
Senior Accountant	9	30.0%	24.3%	-5.6%	26.2%	1.8%	20.3%	-5.9%	-9.7%
Special Projects/Press Information Officer	7	-18.5%	-23.0%	-4.5%	-23.9%	-0.9%	-13.1%	10.8%	5.4%
Street Maintenance Supervisor	12	-13.2%	-16.2%	-3.1%	-12.7%	3.5%	-17.8%	-5.1%	-4.7%
Street Maintenance Worker	13	18.6%	21.3%	2.7%	18.4%	-2.9%	15.5%	-2.9%	-3.1%
Support Services Specialist II	12	-4.8%	5.6%	10.3%	7.2%	1.6%	0.4%	-6.8%	5.2%
Support Services Supervisor	7	-0.1%	8.3%	8.3%	9.1%	0.9%	0.0%	-9.2%	0.0%
Transit Assistant	3								
Transit Manager	3	-14.9%	-15.1%	-0.2%	-8.8%	6.3%	2.8%	11.6%	17.7%
Vehicle Maintenance Supervisor	9	-33.3%	-33.9%	-0.6%	-23.8%	10.1%	-29.1%	-5.3%	4.1%
Wastewater Collection System Worker II	6	19.2%	24.7%	5.5%	25.1%	0.4%	22.1%	-3.0%	2.9%
Wastewater Plant Operator III	4	1.4%	7.4%	6.0%	9.3%	1.8%	2.6%	-6.6%	1.2%
Average		1.8%	1.9%	0.1%	3.2%	1.3%	0.1%	-3.1%	-1.7%

**Beaumont
Account Technician**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Accounting Specialist	\$4,909							\$4,909	\$1,400	inc	\$21	inc		\$6,330
Cathedral City	No Comparable Class														
Colton	Account Technician II	\$4,452	\$89		\$223				\$4,764	\$1,100	inc	inc	\$8	\$20	\$5,893
Corona	Accounting Technician II	\$4,255	\$83						\$4,338	\$1,564	inc	inc	\$0	\$29	\$5,931
Menifee	Accounting Technician II	\$5,536							\$5,536	\$1,800	inc	inc	\$13		\$7,348
Murrieta	Accounting Specialist	\$4,929				\$100			\$5,029	\$1,563	\$98	\$40	\$8	\$34	\$6,771
Palm Springs	Account Specialist	\$5,394			\$270				\$5,664	\$2,106	inc	inc	\$11	\$20	\$7,801
Redlands	Accounting Technician II	\$4,538	\$227						\$4,765	\$900	\$127	\$19			\$5,811
Rialto	Accounting Technician	\$5,518	\$331		\$414	\$600			\$6,863	\$1,300	inc	inc			\$8,163
Riverside	Accounting Technician	\$5,161							\$5,161	\$1,411	\$45	inc	\$3		\$6,620
San Bernardino	Accounting Technician	\$4,607							\$4,607	\$880	inc	inc	\$1	\$8	\$5,496
Temecula	Accounting Technician II	\$6,127						\$245	\$6,372	\$1,600	inc	inc			\$7,972
Upland	Accounting Technician	\$5,153	\$232			\$100			\$5,485	\$1,267	inc	inc			\$6,752
Beaumont	Accounting Technician	\$5,576			\$558				\$6,134	\$1,675	inc	inc	\$7		\$7,816
	Average	\$5,048							\$5,291						\$6,741
	% +/-	9.5%							13.7%						13.8%
	Median	\$5,041							\$5,095						\$6,686
	% +/-	9.6%							16.9%						14.5%
	75th Percenile	\$5,425							\$5,568						\$7,461
	% +/-	2.7%							9.2%						4.5%

Median Gain/Loss 7.3%

-2.5%

Beaumont Account Technician		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Accounting Specialist	\$1,512		2@60	\$7,842	11	8		13	32
Cathedral City	No Comparable Class									
Colton	Account Technician II	\$1,474		2.5@55	\$7,366	11	8		13	32
Corona	Accounting Technician II	\$2,409		2.7@55	\$8,340	8			21	29
Menifee	Accounting Technician II	\$866		2.7@55	\$8,215	10	9		13	32
Murrieta	Accounting Specialist	\$499		2@60	\$7,270	9			23	32
Palm Springs	Account Specialist	\$1,894		2@60	\$9,694	10			21	31
Redlands	Accounting Technician II	\$1,183		2@55	\$6,994	11	8		17	35
Rialto	Accounting Technician	\$2,608		2.7@55	\$10,771	12	10		23	44
Riverside	Accounting Technician	\$1,640		2.7@55	\$8,259	8	8		13	29
San Bernardino	Accounting Technician	\$1,994	(\$60)	2@55	\$7,430	11	8		17	35
Temecula	Accounting Technician II	\$2,110		2@60	\$10,082	8			23	31
Upland	Accounting Technician	\$2,378	(\$72)	2.5@55	\$9,058	11	8		15	34
Beaumont	Accounting Technician	\$1,439		3@60	\$9,255	9	8		17	34
	Average				\$8,444					33.0
	% +/-				8.8%					2.9%
	Median				\$8,237					32.1
	% +/-				11.0%					5.6%
	75th Percenile				\$9,217					33.9
	% +/-				0.4%					0.2%

-3.5%

**Beaumont
Administrative Services Director**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Administrative Services Director/Dep CM	\$15,183			\$275				\$15,458	\$1,667	inc	\$21	\$39		\$17,184
Cathedral City	Administrative Services Director	\$18,502	\$2,775		\$925	\$100	\$1,295	\$23,598	\$2,300	inc	inc	\$80	\$44		\$26,022
Colton	Human Resources Director	\$14,100						\$14,100	\$1,183	inc	inc	\$17	\$63		\$15,363
Corona	ACM/Administrative Services Director	\$18,715	\$167					\$18,882	\$1,564	inc	inc	\$0	\$127		\$20,573
Menifee	Deputy City Manager	\$18,142						\$18,142	\$1,800	inc	inc	\$17			\$19,959
Murrieta	Administrative Services Director	\$18,034				\$250		\$18,284	\$1,563	\$98	\$40	\$36	\$123		\$20,143
Palm Springs	Director of Human Resources	\$14,408			\$720			\$15,128	\$2,094	inc	inc	\$11	\$179		\$17,412
Redlands	Assistant City Manager	\$17,738				\$355		\$18,093	\$2,706	\$127	\$19				\$20,945
Rialto	Director of Human Resources/Risk Mgmt	\$14,454			\$1,084	\$750		\$16,288	\$1,300	\$137	\$25				\$17,750
Riverside	Human Resources Director	\$19,339				\$75		\$19,414	\$1,482	\$45	inc	\$111			\$21,052
San Bernardino	Director of Human Resources	\$14,509						\$14,509	\$1,250	inc	inc	\$16	\$25		\$15,800
Temecula	Director of HR/Risk Management	\$14,903					\$1,043	\$15,946	\$1,600	inc	inc				\$17,546
Upland	Asst City Manager (Administrative Services)	\$16,858	\$421				\$1,517	\$18,797	\$1,184	inc	inc				\$19,981
Beaumont	Administrative Services Director	\$14,974						\$14,974	\$1,675	inc	inc	\$7			\$16,656
	Average	\$16,530						\$17,434							\$19,210
	% +/-	-10.4%						-16.4%							-15.3%
	Median	\$16,858						\$18,093							\$19,959
	% +/-	-12.6%						-20.8%							-19.8%
	75th Percenile	\$18,142						\$18,797							\$20,573
	% +/-	-21.2%						-25.5%							-23.5%

Median Gain/Loss -8.2%

1.0%

Beaumont Administrative Services Director		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Administrative Services Director/Dep CM	\$4,676		2@60	\$21,861	11	8	8	13	40
Cathedral City	Administrative Services Director	\$1,703	(\$1,665)	2@60	\$26,059	12	8		18	38
Colton	Human Resources Director	\$4,666		2.5@55	\$20,029	12	8	7	13	40
Corona	ACM/Administrative Services Director	\$10,596		2.7@55	\$31,168	8		9	25	42
Menifee	Deputy City Manager	\$2,840		2.7@55	\$22,799	10	9	5	13	37
Murrieta	Administrative Services Director	\$1,826		2@60	\$21,968	9		10	23	42
Palm Springs	Director of Human Resources	\$5,058		2@60	\$22,470	10	4		21	35
Redlands	Assistant City Manager	\$4,623		2@55	\$25,568	9			33	42
Rialto	Director of Human Resources/Risk Mgmt	\$6,833		2.7@55	\$24,583	10	10	12	20	52
Riverside	Human Resources Director	\$6,144		2.7@55	\$27,196	8	8	4	17	37
San Bernardino	Director of Human Resources	\$6,281	(\$334)	2@55	\$21,747	11	8	7	17	42
Temecula	Director of HR/Risk Management	\$5,133	(\$447)	2@60	\$22,232	8		7	24	39
Upland	Asst City Manager (Administrative Services)	\$7,781	(\$236)	2.5@55	\$27,526	11	8	7	15	40
Beaumont	Administrative Services Director	\$3,865		3@60	\$20,521	9	8	3	17	37
	Average				\$24,247					40.3
	% +/-				-18.2%					-8.0%
	Median				\$22,799					40.2
	% +/-				-11.1%					-7.6%
	75th Percenile				\$26,059					41.7
	% +/-				-27.0%					-11.6%

8.7%

**Beaumont
Administrative Services Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	
Banning	Human Resources/Risk Manager	\$10,501			\$275			\$10,776	\$1,400	inc	\$21	\$39		\$12,236
Cathedral City	Human Resources Manager	\$13,807	\$2,071		\$690	\$100	\$966	\$17,635	\$2,300	inc	inc	\$60	\$33	\$20,028
Colton	No Comparable Class													
Corona	Human Resources Manager II	\$9,786	\$167					\$9,953	\$1,564	inc	inc	\$0	\$67	\$11,583
Menifee	Human Resources Manager	\$11,581						\$11,581	\$1,800	inc	inc	\$17		\$13,398
Murrieta	Human Resources Manager	\$11,967				\$217		\$12,184	\$1,563	\$98	\$40	\$24	\$81	\$13,989
Palm Springs	No Comparable Class													
Redlands	Asst Dir, Human Resources/Risk Mgmt	\$14,290				\$286		\$14,576	\$2,706	\$127	\$19			\$17,428
Rialto	No Comparable Class													
Riverside	No Comparable Class													
San Bernardino	Human Resources Manager	\$10,234						\$10,234	\$1,250	inc	inc	\$7	\$18	\$11,509
Temecula	No Comparable Class													
Upland	Human Resources/Risk Manager	\$10,037	\$452			\$703		\$11,191	\$1,184	inc	inc			\$12,375
Beaumont	Administrative Services Manager	\$9,138						\$9,138	\$1,675	inc	inc	\$7		\$10,820
	Average	\$11,525						\$12,266						\$14,068
	% +/-	-26.1%						-34.2%						-30.0%
	Median	\$11,041						\$11,386						\$12,886
	% +/-	-20.8%						-24.6%						-19.1%
	75th Percenile	\$12,427						\$12,782						\$14,849
	% +/-	-36.0%						-39.9%						-37.2%

Median Gain/Loss -3.8%

5.5%

Beaumont Administrative Services Manager		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Human Resources/Risk Manager	\$3,234		2@60	\$15,471	10	8		13	31
Cathedral City	Human Resources Manager	\$1,271	(\$1,243)	2@60	\$20,056	12	8		18	38
Colton	No Comparable Class									
Corona	Human Resources Manager II	\$5,541		2.7@55	\$17,123	8		9	25	42
Menifee	Human Resources Manager	\$1,813		2.7@55	\$15,210	10	9	5	13	37
Murrieta	Human Resources Manager	\$1,212		2@60	\$15,200	9		7	23	39
Palm Springs	No Comparable Class									
Redlands	Asst Dir, Human Resources/Risk Mgmt	\$3,725		2@55	\$21,153	9			33	42
Rialto	No Comparable Class									
Riverside	No Comparable Class									
San Bernardino	Human Resources Manager	\$4,430	(\$236)	2@55	\$15,703	11	8	7	17	42
Temecula	No Comparable Class									
Upland	Human Resources/Risk Manager	\$4,633	(\$141)	2.5@55	\$16,868	11	8	4	15	38
Beaumont	Administrative Services Manager	\$2,359		3@60	\$13,179	9	8		17	34
	Average				\$17,098					38.5
	% +/-				-29.7%					-13.1%
	Median				\$16,285					38.4
	% +/-				-23.6%					-12.8%
	75th Percenile				\$17,856					41.7
	% +/-				-35.5%					-22.5%

-4.5%

**Beaumont
Animal Control Officer II**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life		LTD
Banning	No Comparable Class													
Cathedral City	No Comparable Class													
Colton	Animal Services Officer	\$3,996	\$80		\$200			\$4,276	\$1,100	inc	inc	\$8	\$18	\$5,402
Corona	Animal Control Officer II	\$4,472	\$83	\$70				\$4,625	\$1,564	inc	inc	\$0	\$30	\$6,219
Menifee	No Comparable Class													
Murrieta	No Comparable Class													
Palm Springs	Animal Control Officer	\$5,525		\$85	\$276			\$5,886	\$2,106	inc	inc	\$11	\$20	\$8,024
Redlands	Animal Control Officer	\$4,181		\$142		\$72		\$4,394	\$900	\$127	\$19			\$5,440
Rialto	Animal Control Officer II	\$4,838	\$290	\$133	\$363	\$600		\$6,224	\$1,300	inc	inc			\$7,524
Riverside	No Comparable Class													
San Bernardino	Animal Control Officer	\$4,170						\$4,170	\$880	inc	inc	\$1	\$7	\$5,058
Temecula	No Comparable Class													
Upland	Animal Services Officer	\$4,785	\$215	\$25		\$100		\$5,125	\$1,267	inc	inc			\$6,392
Beaumont	Animal Control Officer II	\$6,155		\$100	\$616			\$6,871	\$1,675	inc	inc	\$7		\$8,553
	Average	\$4,567						\$4,957						\$6,294
	% +/-	25.8%						27.8%						26.4%
	Median	\$4,472						\$4,625						\$6,219
	% +/-	27.3%						32.7%						27.3%
	75th Percenile	\$4,812						\$5,506						\$6,958
	% +/-	21.8%						19.9%						18.6%

Median Gain/Loss 5.3%

-5.4%

Beaumont Animal Control Officer II		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Cathedral City	No Comparable Class									
Colton	Animal Services Officer	\$1,322		2.5@55	\$6,724	11	8		13	32
Corona	Animal Control Officer II	\$2,532		2.7@55	\$8,751	8			21	29
Menifee	No Comparable Class									
Murrieta	No Comparable Class									
Palm Springs	Animal Control Officer	\$1,940		2@60	\$9,963	10			21	31
Redlands	Animal Control Officer	\$1,090		2@55	\$6,530	9	8		17	34
Rialto	Animal Control Officer II	\$2,287		2.7@55	\$9,811	11	10		23	44
Riverside	No Comparable Class									
San Bernardino	Animal Control Officer	\$1,805	(\$54)	2@55	\$6,809	11	8		17	35
Temecula	No Comparable Class									
Upland	Animal Services Officer	\$2,209	(\$67)	2.5@55	\$8,534	11	8		15	34
Beaumont	Animal Control Officer II	\$1,589		3@60	\$10,141	9	8		17	34
	Average				\$8,161					33.9
	% +/-				19.5%					0.2%
	Median				\$8,534					33.5
	% +/-				15.8%					1.5%
	75th Percenile				\$9,281					34.4
	% +/-				8.5%					-1.2%

-11.4%

**Beaumont
Assistant City Manager**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life		LTD
Banning	No Comparable Class													
Cathedral City	Assistant City Manager	\$18,040	\$2,706		\$902	\$100	\$1,263	\$23,011	\$2,300	inc	inc	\$78	\$43	\$25,432
Colton	Assistant City Manager	\$15,846						\$15,846	\$1,183	inc	inc	\$17	\$71	\$17,117
Corona	No Comparable Class													
Menifee	Assistant City Manager	\$19,070						\$19,070	\$1,800	inc	inc	\$17		\$20,887
Murrieta	Deputy City Manager	\$18,935				\$250		\$19,185	\$1,563	\$98	\$40	\$38	\$129	\$21,052
Palm Springs	Assistant City Manager	\$19,332			\$967			\$20,299	\$2,094	inc	inc	\$11	\$240	\$22,643
Redlands	No Comparable Class													
Rialto	Deputy City Manager	\$16,713			\$1,253	\$750		\$18,716	\$1,300	\$137	\$25			\$20,179
Riverside	Assistant City Manager	\$21,954				\$75		\$22,029	\$1,482	\$45	inc	\$126		\$23,682
San Bernardino	Assistant City Manager	\$18,159						\$18,159	\$1,250	inc	inc	\$20	\$32	\$19,460
Temecula	Assistant City Manager	\$18,158					\$1,271	\$19,429	\$1,600	inc	inc			\$21,029
Upland	No Comparable Class													
Beaumont	Assistant City Manager	\$19,646						\$19,646	\$1,675	inc	inc	\$7		\$21,328
	Average	\$18,467						\$19,527						\$21,276
	% +/-	6.0%						0.6%						0.2%
	Median	\$18,159						\$19,185						\$21,029
	% +/-	7.6%						2.3%						1.4%
	75th Percenile	\$19,070						\$20,299						\$22,643
	% +/-	2.9%						-3.3%						-6.2%

Median Gain/Loss -5.2%

-0.9%

**Beaumont
Assistant City Manager**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Cathedral City	Assistant City Manager	\$1,660	(\$1,624)	2@60	\$25,469	12	8		22	42
Colton	Assistant City Manager	\$5,244		2.5@55	\$22,362	12	8	7	13	40
Corona	No Comparable Class									
Menifee	Assistant City Manager	\$2,985		2.7@55	\$23,871	10	9	5	13	37
Murrieta	Deputy City Manager	\$1,917		2@60	\$22,969	9		10	23	42
Palm Springs	Assistant City Manager	\$6,787		2@60	\$29,430	10	4		21	35
Redlands	No Comparable Class									
Rialto	Deputy City Manager	\$7,901		2.7@55	\$28,079	10	10	12	20	52
Riverside	Assistant City Manager	\$6,975		2.7@55	\$30,657	8	8	4	17	37
San Bernardino	Assistant City Manager	\$7,861	(\$418)	2@55	\$26,903	11	8	7	17	42
Temecula	Assistant City Manager	\$6,254	(\$545)	2@60	\$26,738	8		7	24	39
Upland	No Comparable Class									
Beaumont	Assistant City Manager	\$5,071		3@60	\$26,399	9	8		17	34
	Average				\$26,275					40.4
	% +/-				0.5%					-19.0%
	Median				\$26,738					39.7
	% +/-				-1.3%					-16.7%
	75th Percenile				\$28,079					42.0
	% +/-				-6.4%					-23.5%

-2.7%

Beaumont Assistant Director of Public Works/ Assistant City Engineer			Cash Supplements					Insurance Benefits						
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Banning	No Comparable Class													
Cathedral City	No Comparable Class													
Colton	Asst Public Works & Utility Svcs Director	\$14,100						\$14,100	\$1,183	inc	inc	\$17	\$63	\$15,363
Corona	Assistant Public Works Director/City Eng	\$15,103	\$167					\$15,270	\$1,564	inc	inc	\$0	\$103	\$16,936
Menifee	Assistant City Engineer	\$12,924						\$12,924	\$1,800	inc	inc	\$17		\$14,741
Murrieta	No Comparable Class													
Palm Springs	No Comparable Class													
Redlands	Engineering Manager	\$12,630				\$253		\$12,883	\$900	\$127	\$19			\$13,929
Rialto	No Comparable Class													
Riverside	Deputy Public Works Director/City Engineer	\$17,079				\$75		\$17,154	\$1,482	\$45	inc	\$98		\$18,779
San Bernardino	Deputy Dir of Public Works/City Engineer	\$12,937						\$12,937	\$1,250	inc	inc	\$7	\$23	\$14,216
Temecula	No Comparable Class													
Upland	Engineering Manager	\$11,356	\$511			\$795		\$12,662	\$1,184	inc	inc			\$13,846
Beaumont	Assistant Director of Public Works/ Assistant Ci	\$12,289						\$12,289	\$1,675	inc	inc	\$7		\$13,971
	Average	\$13,733						\$13,990						\$15,401
	% +/-	-11.7%						-13.8%						-10.2%
	Median	\$12,937						\$12,937						\$14,741
	% +/-	-5.3%						-5.3%						-5.5%
	75th Percenile	\$14,601						\$14,685						\$16,150
	% +/-	-18.8%						-19.5%						-15.6%
								Median Gain/Loss	0.0%					-0.2%

Beaumont Assistant Director of Public Works/ Assistant City Engineer		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Cathedral City	No Comparable Class									
Colton	Asst Public Works & Utility Svcs Director	\$4,666		2.5@55	\$20,029	12	8	7	13	40
Corona	Assistant Public Works Director/City Eng	\$8,551		2.7@55	\$25,487	8			25	33
Menifee	Assistant City Engineer	\$2,023		2.7@55	\$16,764	10	9	5	13	37
Murrieta	No Comparable Class									
Palm Springs	No Comparable Class									
Redlands	Engineering Manager	\$3,292		2@55	\$17,221	9	8	10	17	44
Rialto	No Comparable Class									
Riverside	Deputy Public Works Director/City Engineer	\$5,426		2.7@55	\$24,205	8	8	3	15	34
San Bernardino	Deputy Dir of Public Works/City Engineer	\$5,601	(\$298)	2@55	\$19,519	11	8	7	17	42
Temecula	No Comparable Class									
Upland	Engineering Manager	\$5,242	(\$159)	2.5@55	\$18,929	11	8	4	15	38
Beaumont	Assistant Director of Public Works/ Assistant Ci	\$3,172		3@60	\$17,143	9	8		17	34
	Average				\$20,308					38.0
	% +/-				-18.5%					-11.9%
	Median				\$19,519					37.7
	% +/-				-13.9%					-10.8%
	75th Percenile				\$22,117					40.8
	% +/-				-29.0%					-19.9%

-8.3%

**Beaumont
Associate Planner - Drift Check**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	
Banning	Associate Planner	\$7,251			\$275			\$7,526	\$1,400	inc	\$21	\$39		\$8,986
Cathedral City	Associate Planner	\$9,812	\$1,472		\$491	\$100	\$687	\$12,561	\$2,300	inc	inc	\$42	\$24	\$14,927
Colton	Associate Planner	\$6,556						\$6,556	\$1,100	inc	inc	\$8	\$30	\$7,694
Corona	Associate Planner	\$7,183	\$83					\$7,266	\$1,564	inc	inc	\$0	\$49	\$8,879
Menifee	Associate Planner	\$7,927						\$7,927	\$1,800	inc	inc	\$13		\$9,740
Murrieta	Associate Planner	\$7,586				\$150		\$7,736	\$1,563	\$98	\$40	\$15	\$52	\$9,503
Palm Springs	Associate Planner	\$8,291			\$415			\$8,706	\$2,094	inc	inc	\$11	\$103	\$10,913
Redlands	Associate Planner	\$7,245	\$362					\$7,607	\$900	\$127	\$19			\$8,653
Rialto	Associate Planner	\$7,240	\$434		\$507	\$400		\$8,581	\$1,300	inc	inc			\$9,881
Riverside	Associate Planner	\$7,299						\$7,299	\$1,411	\$45	inc	\$3		\$8,758
San Bernardino	Associate Planner	\$6,867						\$6,867	\$1,030	inc	inc	\$1	\$12	\$7,910
Temecula	Associate Planner II	\$8,240					\$330	\$8,570	\$1,600	inc	inc			\$10,170
Upland	Associate Planner	\$6,761	\$304			\$473		\$7,539	\$1,184	inc	inc			\$8,723
Beaumont	Associate Planner - Drift													
	Average	\$7,558						\$8,057						\$9,595
	Median	\$7,251						\$7,607						\$8,986
	75th Percenile	\$7,927						\$8,570						\$9,881

Median Gain/Loss

Beaumont Associate Planner - Drift Check		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Associate Planner	\$2,233		2@60	\$11,219	11	8		13	32
Cathedral City	Associate Planner	\$903	(\$883)	2@60	\$14,947	12	8		18	38
Colton	Associate Planner	\$2,170		2.5@55	\$9,863	11	8	7	13	39
Corona	Associate Planner	\$4,067		2.7@55	\$12,946	8			21	29
Menifee	Associate Planner	\$1,241		2.7@55	\$10,981	10	9		13	32
Murrieta	Associate Planner	\$768		2@60	\$10,271	9		5	23	37
Palm Springs	Associate Planner	\$2,911		2@60	\$13,824	10			21	31
Redlands	Associate Planner	\$1,888		2@55	\$10,542	11	8		17	35
Rialto	Associate Planner	\$3,422		2.7@55	\$13,304	12	10	10	23	54
Riverside	Associate Planner	\$2,319		2.7@55	\$11,076	8	8		13	29
San Bernardino	Associate Planner	\$2,973	(\$158)	2@55	\$10,724	11	8	3	17	39
Temecula	Associate Planner II	\$2,838		2@60	\$13,008	8			23	31
Upland	Associate Planner	\$3,121	(\$95)	2.5@55	\$11,749	11	8	4	15	38
Beaumont	Associate Planner - Drift									
	Average				\$11,881					35.6
	Median				\$11,219					35.3
	75th Percenile				\$13,008					38.0

**Beaumont
Building Inspector**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	No Comparable Class														
Cathedral City	Building Inspector II	\$7,207	\$360				\$100		\$7,667	\$2,441	inc	inc		\$17	\$10,125
Colton	Building Inspector II	\$5,469	\$109			\$273			\$5,852	\$1,100	inc	inc	\$8	\$25	\$6,985
Corona	Building Inspector II	\$5,194	\$83						\$5,277	\$1,564	inc	inc	\$0	\$35	\$6,876
Menifee	Building Inspector	\$6,860							\$6,860	\$1,800	inc	inc	\$13		\$8,672
Murrieta	Building Inspector II	\$6,266					\$100		\$6,366	\$1,563	\$98	\$40	\$8	\$43	\$8,117
Palm Springs	Building Inspector	\$6,903		\$30	\$345				\$7,278	\$2,106	inc	inc	\$11	\$26	\$9,421
Redlands	Building Inspector II	\$6,558	\$328						\$6,886	\$900	\$127	\$19			\$7,932
Rialto	Building Inspector	\$5,942	\$357			\$446	\$600		\$7,344	\$1,300	inc	inc			\$8,644
Riverside	Building Inspector II	\$7,260							\$7,260	\$1,411	\$45	inc	\$3		\$8,719
San Bernardino	Building Inspector II	\$5,912							\$5,912	\$880	inc	inc	\$1	\$10	\$6,803
Temecula	Building Inspector II	\$7,651		\$10				\$306	\$7,967	\$1,600	inc	inc			\$9,567
Upland	Building Inspector II	\$5,976	\$269	\$17			\$100		\$6,362	\$1,267	inc	inc			\$7,629
Beaumont	Building Inspector	\$6,795		\$100	\$679				\$7,574	\$1,675	inc	inc	\$7		\$9,256
	Average	\$6,433							\$6,753						\$8,291
	% +/-	5.3%							10.8%						10.4%
	Median	\$6,412							\$6,873						\$8,381
	% +/-	5.6%							9.3%						9.5%
	75th Percenile	\$6,979							\$7,295						\$8,894
	% +/-	-2.7%							3.7%						3.9%

Median Gain/Loss 3.6%

0.2%

Beaumont Building Inspector		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Cathedral City	Building Inspector II	\$663		2@60	\$10,789	12	8		18	38
Colton	Building Inspector II	\$1,810		2.5@55	\$8,795	11	8		13	32
Corona	Building Inspector II	\$2,941		2.7@55	\$9,817	8			21	29
Menifee	Building Inspector	\$1,074		2.7@55	\$9,746	10	9		13	32
Murrieta	Building Inspector II	\$634		2@60	\$8,751	9			23	32
Palm Springs	Building Inspector	\$2,423		2@60	\$11,844	10			21	31
Redlands	Building Inspector II	\$1,709		2@55	\$9,641	11	8		17	35
Rialto	Building Inspector	\$2,809		2.7@55	\$11,453	12	10		23	44
Riverside	Building Inspector II	\$2,307		2.7@55	\$11,025	8	8		13	29
San Bernardino	Building Inspector II	\$2,559	(\$77)	2@55	\$9,286	11	8		17	35
Temecula	Building Inspector II	\$2,635		2@60	\$12,203	8			23	31
Upland	Building Inspector II	\$2,758	(\$84)	2.5@55	\$10,303	11	8		15	34
Beaumont	Building Inspector	\$1,754		3@60	\$11,010	9	8		17	34
	Average				\$10,304					33.5
	% +/-				6.4%					1.5%
	Median				\$10,060					32.2
	% +/-				8.6%					5.3%
	75th Percenile				\$11,132					35.2
	% +/-				-1.1%					-3.6%

-0.8%

**Beaumont
Building Permit Technician II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Building Permit Specialist	\$5,158							\$5,158	\$1,400	inc	\$21	inc		\$6,579
Cathedral City	Permit Technician II	\$6,076	\$304				\$100		\$6,480	\$2,441	inc	inc		\$15	\$8,935
Colton	Planning/Building Technician	\$4,567	\$91		\$228				\$4,887	\$1,100	inc	inc	\$8	\$21	\$6,015
Corona	Senior Building Permit Technician	\$4,701	\$83						\$4,784	\$1,564	inc	inc	\$0	\$32	\$6,380
Menifee	Building Permit Technician	\$6,055							\$6,055	\$1,800	inc	inc	\$13		\$7,868
Murrieta	Development Services Technician	\$5,597					\$100		\$5,697	\$1,563	\$98	\$40	\$8	\$38	\$7,443
Palm Springs	Permit Center Technician	\$6,570			\$329				\$6,899	\$2,106	inc	inc	\$11	\$24	\$9,040
Redlands	Permit Technician II	\$5,763	\$288						\$6,051	\$900	\$127	\$19			\$7,097
Rialto	Permit Technician	\$4,877	\$293		\$366	\$600			\$6,135	\$1,300	inc	inc			\$7,435
Riverside	Building Permit Technician	\$5,030							\$5,030	\$1,411	\$45	inc	\$3		\$6,489
San Bernardino	Community Development Technician	\$4,607							\$4,607	\$880	inc	inc	\$1	\$8	\$5,496
Temecula	Community Development Technician II	\$5,978						\$239	\$6,217	\$1,600	inc	inc			\$7,817
Upland	Development Services Technician	\$4,555	\$205				\$100		\$4,860	\$1,267	inc	inc			\$6,127
Beaumont	Building Permit Technician II	\$5,859			\$586				\$6,445	\$1,675	inc	inc	\$7		\$8,127
	Average	\$5,349							\$5,605						\$7,132
	% +/-	8.7%							13.0%						12.2%
	Median	\$5,158							\$5,697						\$7,097
	% +/-	12.0%							11.6%						12.7%
	75th Percenile	\$5,978							\$6,135						\$7,817
	% +/-	-2.0%							4.8%						3.8%

Median Gain/Loss -0.4%

1.1%

Beaumont Building Permit Technician II		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Building Permit Specialist	\$1,589		2@60	\$8,167	11	8		13	32
Cathedral City	Permit Technician II	\$559		2@60	\$9,494	12	8		18	38
Colton	Planning/Building Technician	\$1,511		2.5@55	\$7,527	11	8		13	32
Corona	Senior Building Permit Technician	\$2,662		2.7@55	\$9,042	8			21	29
Menifee	Building Permit Technician	\$948		2.7@55	\$8,816	10	9		13	32
Murrieta	Development Services Technician	\$567		2@60	\$8,010	9			23	32
Palm Springs	Permit Center Technician	\$2,307		2@60	\$11,346	10			21	31
Redlands	Permit Technician II	\$1,502		2@55	\$8,599	11	8		17	35
Rialto	Permit Technician	\$2,305		2.7@55	\$9,741	12	10		23	44
Riverside	Building Permit Technician	\$1,598		2.7@55	\$8,087	8	8		13	29
San Bernardino	Community Development Technician	\$1,994	(\$60)	2@55	\$7,430	11	8		17	35
Temecula	Community Development Technician II	\$2,059		2@60	\$9,876	8			23	31
Upland	Development Services Technician	\$2,103	(\$64)	2.5@55	\$8,166	11	8		15	34
Beaumont	Building Permit Technician II	\$1,512		3@60	\$9,639	9	8		17	34
	Average				\$8,792					33.4
	% +/-				8.8%					1.8%
	Median				\$8,599					32.2
	% +/-				10.8%					5.4%
	75th Percenile				\$9,494					35.2
	% +/-				1.5%					-3.4%

-1.9%

**Beaumont
Building Plans Examiner**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	No Comparable Class														
Cathedral City	No Comparable Class														
Colton	Plans Examiner	\$6,016	\$120		\$301			\$6,437	\$1,100	inc	inc	\$8	\$27	\$7,573	
Corona	Plan Checker	\$5,542	\$83					\$5,625	\$1,564	inc	inc	\$0	\$38	\$7,227	
Menifee	Plans Examiner	\$7,693						\$7,693	\$1,800	inc	inc	\$13		\$9,506	
Murrieta	Plans Examiner	\$7,432				\$100		\$7,532	\$1,563	\$98	\$40	\$8	\$51	\$9,291	
Palm Springs	Plans Examiner	\$7,252			\$363			\$7,615	\$2,106	inc	inc	\$11	\$27	\$9,758	
Redlands	Plans Examiner	\$7,245	\$362					\$7,607	\$900	\$127	\$19			\$8,653	
Rialto	Plans Examiner	\$5,942	\$357		\$446	\$600		\$7,344	\$1,300	inc	inc			\$8,644	
Riverside	Plans Examiner	\$8,086						\$8,086	\$1,411	\$45	inc	\$3		\$9,545	
San Bernardino	Plans Examiner II	\$6,867						\$6,867	\$880	inc	inc	\$1	\$12	\$7,760	
Temecula	Plan Checker	\$9,322					\$373	\$9,695	\$1,600	inc	inc			\$11,295	
Upland	Plans Examiner	\$6,930	\$312	\$17		\$100		\$7,359	\$1,267	inc	inc			\$8,626	
Beaumont	Building Plans Examiner	\$7,138			\$714			\$7,852	\$1,675	inc	inc	\$7		\$9,534	
	Average	\$7,121						\$7,442						\$8,898	
	% +/-	0.2%						5.2%						6.7%	
	Median	\$7,245						\$7,532						\$8,653	
	% +/-	-1.5%						4.1%						9.2%	
	75th Percenile	\$7,563						\$7,654						\$9,525	
	% +/-	-5.9%						2.5%						0.1%	

Median Gain/Loss 5.6%

5.2%

**Beaumont
Building Plans Examiner**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Cathedral City	No Comparable Class									
Colton	Plans Examiner	\$1,991		2.5@55	\$9,564	11	8		13	32
Corona	Plan Checker	\$3,138		2.7@55	\$10,364	8			21	29
Menifee	Plans Examiner	\$1,204		2.7@55	\$10,710	10	9		13	32
Murrieta	Plans Examiner	\$752		2@60	\$10,043	9			23	32
Palm Springs	Plans Examiner	\$2,546		2@60	\$12,304	10			21	31
Redlands	Plans Examiner	\$1,888		2@55	\$10,542	11	8		17	35
Rialto	Plans Examiner	\$2,809		2.7@55	\$11,453	12	10		23	44
Riverside	Plans Examiner	\$2,569		2.7@55	\$12,113	8	8		13	29
San Bernardino	Plans Examiner II	\$2,973	(\$90)	2@55	\$10,643	11	8		17	35
Temecula	Plan Checker	\$3,211		2@60	\$14,506	8			23	31
Upland	Plans Examiner	\$3,199	(\$97)	2.5@55	\$11,727	11	8		15	34
Beaumont	Building Plans Examiner	\$1,842		3@60	\$11,376	9	8		17	34
	Average				\$11,270					33.1
	% +/-				0.9%					2.7%
	Median				\$10,710					32.0
	% +/-				5.9%					5.8%
	75th Percenile				\$11,920					34.3
	% +/-				-4.8%					-1.0%

-3.4%

Beaumont Building/Grounds/Maintenance Supervisor			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Banning	Public Works Superintendent	\$9,282			\$275			\$9,557	\$1,400	inc	\$21	\$39		\$11,016
Cathedral City	Public Works Supervisor	\$8,476	\$1,271		\$424	\$100	\$593	\$10,865	\$2,300	inc	inc	\$37	\$20	\$13,221
Colton	Building Maintenance Supervisor	\$7,173						\$7,173	\$1,100	inc	inc	\$8	\$32	\$8,313
Corona	Parks Superintendent	\$8,260	\$167					\$8,427	\$1,564	inc	inc	\$0	\$56	\$10,047
Menifee	Public Works Maintenance Supervisor	\$7,927						\$7,927	\$1,800	inc	inc	\$13		\$9,740
Murrieta	Maintenance Supervisor	\$7,218				\$150		\$7,368	\$1,563	\$98	\$40	\$14	\$49	\$9,132
Palm Springs	Maintenance Supervisor	\$8,084			\$404			\$8,488	\$2,094	inc	inc	\$11	\$100	\$10,693
Redlands	Field Services Coordinator	\$6,776	\$339					\$7,115	\$900	\$127	\$19			\$8,161
Rialto	No Comparable Class													
Riverside	Park Supervisor	\$6,917		\$7		\$75		\$6,999	\$1,482	\$45	inc	\$40		\$8,566
San Bernardino	Parks & Landscape Maintenance Supervisor	\$7,111						\$7,111	\$1,030	inc	inc	\$1	\$12	\$8,154
Temecula	Maintenance Supervisor - Landscape	\$9,795		\$10			\$686	\$10,491	\$1,600	inc	inc			\$12,091
Upland	Maintenance Supervisor	\$6,596	\$297			\$462		\$7,355	\$1,184	inc	inc			\$8,539
Beaumont	Bldg/Grounds/Maintenance Supervisor	\$7,687						\$7,687	\$1,675	inc	inc	\$7		\$9,369
	Average	\$7,801						\$8,240						\$9,806
	% +/-	-1.5%						-7.2%						-4.7%
	Median	\$7,573						\$7,648						\$9,436
	% +/-	1.5%						0.5%						-0.7%
	75th Percenile	\$8,314						\$8,755						\$10,774
	% +/-	-8.2%						-13.9%						-15.0%
								Median Gain/Loss						-1.0%
														-1.2%

Beaumont Building/Grounds/Maintenance Supervisor		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Public Works Superintendent	\$2,859		2@60	\$13,875	11	8		13	32
Cathedral City	Public Works Supervisor	\$780	(\$763)	2@60	\$13,239	12	8		18	38
Colton	Building Maintenance Supervisor	\$2,374		2.5@55	\$10,687	11	8		13	32
Corona	Parks Superintendent	\$4,677		2.7@55	\$14,723	8		9	23	40
Menifee	Public Works Maintenance Supervisor	\$1,241		2.7@55	\$10,981	10	9	4	13	36
Murrieta	Maintenance Supervisor	\$731		2@60	\$9,862	9		5	23	37
Palm Springs	Maintenance Supervisor	\$2,838		2@60	\$13,531	10	4		21	35
Redlands	Field Services Coordinator	\$1,766		2@55	\$9,927	11	8		17	35
Rialto	No Comparable Class									
Riverside	Park Supervisor	\$2,198		2.7@55	\$10,764	8	8		14	30
San Bernardino	Parks & Landscape Maintenance Supervisor	\$3,078	(\$164)	2@55	\$11,069	11	8		17	35
Temecula	Maintenance Supervisor - Landscape	\$3,374	(\$294)	2@60	\$15,171	8		5	24	37
Upland	Maintenance Supervisor	\$3,045	(\$92)	2.5@55	\$11,491	11	8	4	15	38
Beaumont	Bldg/Grounds/Maintenance Supervisor	\$1,984		3@60	\$11,354	9	8		17	34
	Average				\$12,110					35.5
	% +/-				-6.7%					-4.4%
	Median				\$11,280					35.6
	% +/-				0.6%					-4.8%
	75th Percenile				\$13,617					37.2
	% +/-				-19.9%					-9.5%

1.4%

Beaumont Building/Grounds/Maintenance Worker		Cash Supplements							Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Banning	Maintenance Worker	\$4,029						\$4,029	\$1,400	inc	\$21	inc		\$5,450
Cathedral City	Facilities Maintenance Worker II	\$5,383	\$269			\$100		\$5,752	\$2,441	inc	inc		\$13	\$8,206
Colton	Maintenance Worker II	\$4,000	\$80		\$200			\$4,280	\$1,100	inc	inc	\$8	\$18	\$5,407
Corona	Park Services Worker III	\$5,194	\$83					\$5,277	\$1,564	inc	inc	\$0	\$35	\$6,876
Menifee	Facility Maintenance Worker	\$5,086						\$5,086	\$1,800	inc	inc	\$13		\$6,898
Murrieta	Maintenance Worker II	\$4,537				\$100		\$4,637	\$1,563	\$98	\$40	\$8	\$31	\$6,376
Palm Springs	Maintenance Mechanic I	\$5,394			\$270			\$5,664	\$2,106	inc	inc	\$11	\$20	\$7,801
Redlands	Grounds Maintenance Worker II	\$3,988	\$199					\$4,187	\$900	\$127	\$19			\$5,234
Rialto	Facility Maintenance Technician	\$4,877	\$293		\$366	\$600		\$6,135	\$1,300	inc	inc			\$7,435
Riverside	Park Maintenance Worker II	\$4,821		\$7				\$4,828	\$1,411	\$45	inc	\$3		\$6,287
San Bernardino	Parks Maintenance Worker II	\$3,967						\$3,967	\$880	inc	inc	\$1	\$7	\$4,855
Temecula	Maintenance Worker II - Facilities	\$5,689					\$228	\$5,917	\$1,600	inc	inc			\$7,517
Upland	Maintenance Worker	\$4,335	\$195			\$100		\$4,630	\$1,267	inc	inc			\$5,897
Beaumont	Bldg/Grounds/Maintenance Worker	\$4,808			\$481			\$5,289	\$1,675	inc	inc	\$7		\$6,971
	Average	\$4,715						\$4,953						\$6,480
	% +/-	1.9%						6.4%						7.0%
	Median	\$4,821						\$4,828						\$6,376
	% +/-	-0.3%						8.7%						8.5%
	75th Percenile	\$5,194						\$5,664						\$7,435
	% +/-	-8.0%						-7.1%						-6.7%

Median Gain/Loss 9.0% -0.2%

Beaumont Building/Grounds/Maintenance Worker		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Maintenance Worker	\$1,241		2@60	\$6,691	11	8		13	32
Cathedral City	Facilities Maintenance Worker II	\$495		2@60	\$8,701	12	8		18	38
Colton	Maintenance Worker II	\$1,324		2.5@55	\$6,730	11	8		13	32
Corona	Park Services Worker III	\$2,941		2.7@55	\$9,817	8			21	29
Menifee	Facility Maintenance Worker	\$796		2.7@55	\$7,694	10	9		13	32
Murrieta	Maintenance Worker II	\$459		2@60	\$6,836	9			23	32
Palm Springs	Maintenance Mechanic I	\$1,894		2@60	\$9,694	10			21	31
Redlands	Grounds Maintenance Worker II	\$1,039		2@55	\$6,273	11	8		17	35
Rialto	Facility Maintenance Technician	\$2,305		2.7@55	\$9,741	12	10		23	44
Riverside	Park Maintenance Worker II	\$1,532		2.7@55	\$7,818	8	8		13	29
San Bernardino	Parks Maintenance Worker II	\$1,717	(\$52)	2@55	\$6,520	11	8		17	35
Temecula	Maintenance Worker II - Facilities	\$1,959		2@60	\$9,476	8			23	31
Upland	Maintenance Worker	\$2,001	(\$61)	2.5@55	\$7,837	11	8		15	34
Beaumont	Bldg/Grounds/Maintenance Worker	\$1,241		3@60	\$8,212	9	8		17	34
	Average				\$7,987					33.4
	% +/-				2.7%					1.8%
	Median				\$7,818					32.2
	% +/-				4.8%					5.4%
	75th Percenile				\$9,476					35.2
	% +/-				-15.4%					-3.4%

-3.7%

**Beaumont
Chief Building Official**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	No Comparable Class														
Cathedral City	Building & Safety Manager	\$11,359	\$1,704		\$568	\$100	\$795	\$14,526	\$2,300	inc	inc	\$49	\$27	\$16,902	
Colton	Building Official	\$10,361						\$10,361	\$1,100	inc	inc	\$8	\$47	\$11,516	
Corona	Building Official/Building Inspection Manager	\$8,946	\$167					\$9,113	\$1,564	inc	inc	\$0	\$61	\$10,737	
Menifee	Building Official	\$12,924						\$12,924	\$1,800	inc	inc	\$17		\$14,741	
Murrieta	City Building Official	\$11,967				\$150		\$12,117	\$1,563	\$98	\$40	\$24	\$81	\$13,922	
Palm Springs	Building Official	\$11,537			\$577			\$12,114	\$2,094	inc	inc	\$11	\$143	\$14,362	
Redlands	Chief Building Official	\$11,442				\$229		\$11,671	\$900	\$127	\$19			\$12,717	
Rialto	Building & Safety Manager	\$10,230	\$614		\$716	\$400		\$11,960	\$1,300	inc	inc			\$13,260	
Riverside	Building Official	\$12,797				\$75		\$12,872	\$1,482	\$45	inc	\$74		\$14,473	
San Bernardino	No Comparable Class														
Temecula	Building Official	\$13,501		\$10			\$945	\$14,456	\$1,600	inc	inc			\$16,056	
Upland	Building Official	\$10,288	\$463			\$720		\$11,471	\$1,184	inc	inc			\$12,655	
Beaumont	Building Official	\$14,251						\$14,251	\$1,675	inc	inc	\$7		\$15,933	
	Average	\$11,396						\$12,144						\$13,758	
	% +/-	20.0%						14.8%						13.7%	
	Median	\$11,442						\$12,114						\$13,922	
	% +/-	19.7%						15.0%						12.6%	
	75th Percenile	\$12,382						\$12,898						\$14,607	
	% +/-	13.1%						9.5%						8.3%	

Median Gain/Loss -4.7%

-2.4%

**Beaumont
Chief Building Official**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Cathedral City	Building & Safety Manager	\$1,045	(\$1,022)	2@60	\$16,925	12	8		18	38
Colton	Building Official	\$3,429		2.5@55	\$14,945	11	8	7	13	39
Corona	Building Official/Building Inspection Manager	\$5,065		2.7@55	\$15,802	8		9	23	40
Menifee	Building Official	\$2,023		2.7@55	\$16,764	10	9	5	13	37
Murrieta	City Building Official	\$1,212		2@60	\$15,134	9		5	23	37
Palm Springs	Building Official	\$4,050		2@60	\$18,412	10	4		21	35
Redlands	Chief Building Official	\$2,982		2@55	\$15,699	9	8	10	17	44
Rialto	Building & Safety Manager	\$4,836		2.7@55	\$18,096	12	10	10	23	54
Riverside	Building Official	\$4,066		2.7@55	\$18,538	8	8	3	15	34
San Bernardino	No Comparable Class									
Temecula	Building Official	\$4,650	(\$405)	2@60	\$20,302	8		5	24	37
Upland	Building Official	\$4,749	(\$144)	2.5@55	\$17,260	11	8	4	15	38
Beaumont	Building Official	\$3,679		3@60	\$19,612	9	8		17	34
	Average				\$17,080					39.3
	% +/-				12.9%					-15.7%
	Median				\$16,925					37.7
	% +/-				13.7%					-10.8%
	75th Percenile				\$18,254					39.7
	% +/-				6.9%					-16.7%

1.1%

**Beaumont
Chief Plant Operator – Wastewater**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Banning	No Comparable Class													
Cathedral City	No Comparable Class													
Colton	Wastewater Utilities Supervisor	\$7,850						\$7,850	\$1,100	inc	inc	\$8	\$35	\$8,993
Corona	Deputy Chief Op - Water Reclamation	\$9,545	\$167					\$9,712	\$1,564	inc	inc	\$0	\$65	\$11,340
Menifee	No Comparable Class													
Murrieta	No Comparable Class													
Palm Springs	No Comparable Class													
Redlands	Wastewater Operations Supervisor	\$8,580	\$429					\$9,009	\$900	\$127	\$19			\$10,055
Rialto	No Comparable Class													
Riverside	Wastewater Plant Supervisor	\$10,113		\$13		\$75		\$10,201	\$1,482	\$45	inc	\$58		\$11,786
San Bernardino	No Comparable Class													
Temecula	No Comparable Class													
Upland	No Comparable Class													
Beaumont	Chief Plant Operator – Wastewater	\$12,596						\$12,596	\$1,675	inc	inc	\$7		\$14,278
	Average	\$9,022						\$9,193						\$10,544
	% +/-	28.4%						27.0%						26.2%
	Median	\$9,063						\$9,360						\$10,698
	% +/-	28.1%						25.7%						25.1%
	75th Percenile	\$9,687						\$9,834						\$11,452
	% +/-	23.1%						21.9%						19.8%

Median Gain/Loss -2.4%

-0.6%

Beaumont Chief Plant Operator – Wastewater		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Cathedral City	No Comparable Class									
Colton	Wastewater Utilities Supervisor	\$2,598		2.5@55	\$11,591	11	8	7	13	39
Corona	Deputy Chief Op - Water Reclamation	\$5,404		2.7@55	\$16,744	8		9	23	40
Menifee	No Comparable Class									
Murrieta	No Comparable Class									
Palm Springs	No Comparable Class									
Redlands	Wastewater Operations Supervisor	\$2,236		2@55	\$12,291	11	8		17	35
Rialto	No Comparable Class									
Riverside	Wastewater Plant Supervisor	\$3,213		2.7@55	\$14,999	8	8		14	30
San Bernardino	No Comparable Class									
Temecula	No Comparable Class									
Upland	No Comparable Class									
Beaumont	Chief Plant Operator – Wastewater	\$3,251		3@60	\$17,529	9	8		17	34
	Average				\$13,906					36.2
	% +/-				20.7%					-6.4%
	Median				\$13,645					37.2
	% +/-				22.2%					-9.3%
	75th Percenile				\$15,435					39.3
	% +/-				11.9%					-15.7%

-2.9%

**Beaumont
City Engineer / Public Works Director**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Public Works Director/City Engineer	\$15,183			\$275				\$15,458	\$1,667	inc	\$21	\$39		\$17,184
Cathedral City	Director of Engineering/Public Works	\$16,782	\$2,517		\$839	\$100	\$1,175	\$21,413	\$2,300	inc	inc	\$72	\$40		\$23,826
Colton	Public Works & Utility Services Director	\$15,091						\$15,091	\$1,183	inc	inc	\$17	\$68		\$16,359
Corona	Public Works Director	\$16,114	\$167					\$16,281	\$1,564	inc	inc	\$0	\$110		\$17,954
Menifee	Director of Public Works and Engineering	\$17,259						\$17,259	\$1,800	inc	inc	\$17			\$19,076
Murrieta	Director of PW/City Engineer	\$18,034				\$250		\$18,284	\$1,563	\$98	\$40	\$36	\$123		\$20,143
Palm Springs	City Engineer	\$14,993			\$750			\$15,743	\$2,094	inc	inc	\$11	\$186		\$18,034
Redlands	Director of Municipal Util & PW Eng	\$18,637				\$373		\$19,010	\$2,706	\$127	\$19				\$21,862
Rialto	Public Works Director	\$16,354			\$1,227	\$750		\$18,331	\$1,300	\$137	\$25				\$19,793
Riverside	Public Works Director	\$19,958				\$75		\$20,033	\$1,482	\$45	inc	\$115			\$21,675
San Bernardino	Director of Public Works	\$17,020						\$17,020	\$1,250	inc	inc	\$18	\$30		\$18,318
Temecula	Director of Public Works	\$17,283					\$1,210	\$18,493	\$1,600	inc	inc				\$20,093
Upland	Public Works Director	\$14,822	\$371				\$1,334	\$16,527	\$1,184	inc	inc				\$17,711
Beaumont	City Engineer/Public Works Director	\$18,243						\$18,243	\$1,675	inc	inc	\$7			\$19,925
	Average	\$16,733						\$17,611							\$19,387
	% +/-	8.3%						3.5%							2.7%
	Median	\$16,782						\$17,259							\$19,076
	% +/-	8.0%						5.4%							4.3%
	75th Percenile	\$17,283						\$18,493							\$20,143
	% +/-	5.3%						-1.4%							-1.1%

Median Gain/Loss -2.6%

-1.1%

Beaumont City Engineer / Public Works Director		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Public Works Director/City Engineer	\$4,676		2@60	\$21,861	11	8	8	13	40
Cathedral City	Director of Engineering/Public Works	\$1,544	(\$1,510)	2@60	\$23,860	12	8		18	38
Colton	Public Works & Utility Services Director	\$4,994		2.5@55	\$21,354	12	8	7	13	40
Corona	Public Works Director	\$9,123		2.7@55	\$27,077	8		9	25	42
Menifee	Director of Public Works and Engineering	\$2,702		2.7@55	\$21,778	10	9	5	13	37
Murrieta	Director of PW/City Engineer	\$1,826		2@60	\$21,968	9		10	23	42
Palm Springs	City Engineer	\$5,264		2@60	\$23,297	10	4		21	35
Redlands	Director of Municipal Util & PW Eng	\$4,858		2@55	\$26,720	9			33	42
Rialto	Public Works Director	\$7,731		2.7@55	\$27,524	10	10	12	20	52
Riverside	Public Works Director	\$6,341		2.7@55	\$28,016	8	8	4	17	37
San Bernardino	Director of Public Works	\$7,368	(\$392)	2@55	\$25,294	11	8	7	17	42
Temecula	Director of Public Works	\$5,953	(\$518)	2@60	\$25,527	8		7	24	39
Upland	Public Works Director	\$6,841	(\$208)	2.5@55	\$24,344	11	8	7	15	40
Beaumont	City Engineer/Public Works Director	\$4,709		3@60	\$24,634	9	8	3	17	37
	Average				\$24,509					40.3
	% +/-				0.5%					-8.0%
	Median				\$24,344					40.2
	% +/-				1.2%					-7.6%
	75th Percenile				\$26,720					41.7
	% +/-				-8.5%					-11.6%

-3.1%

**Beaumont
City Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	City Manager	\$20,930			\$275				\$21,205	\$1,667	inc	\$21	\$39		\$22,931
Cathedral City	City Manager	\$16,362	\$2,454		\$818	\$1,000	\$1,145	\$21,780	\$2,300	inc	inc	\$71	\$39		\$24,190
Colton	City Manager	\$16,554						\$16,554	\$1,183	inc	inc	\$17	\$74		\$17,829
Corona	City Manager	\$20,782	\$167					\$20,949	\$1,564	inc	inc	\$0	\$141		\$22,654
Menifee	City Manager	\$22,082				\$1,546		\$23,628	\$1,800	inc	inc	\$17			\$25,445
Murrieta	City Manager	\$21,385				\$1,625		\$23,010	\$1,563	\$98	\$40	\$85	\$145		\$24,941
Palm Springs	City Manager	\$22,917				\$625		\$23,542	\$2,094	inc	inc	\$22	\$284		\$25,942
Redlands	City Manager	\$26,862				\$537		\$27,399	\$2,706	\$127	\$19				\$30,252
Rialto	City Manager	\$20,000			\$1,500	\$750		\$22,250	\$1,300	\$137	\$25				\$23,712
Riverside	City Manager	\$26,803				\$75		\$26,878	\$1,482	\$45	inc	\$154			\$28,559
San Bernardino	City Manager	\$23,750						\$23,750	\$1,250	inc	inc	\$26	\$42		\$25,067
Temecula	City Manager	\$21,093					\$1,477	\$22,570	\$1,600	inc	inc				\$24,170
Upland	City Manager	\$23,239	\$581			\$2,092		\$25,911	\$1,184	inc	inc				\$27,095
Beaumont	City Manager	\$23,353				\$1,800		\$25,153	\$1,675	inc	inc	\$7			\$26,835
	Average	\$21,751						\$23,033							\$24,830
	% +/-	6.9%						8.4%							7.5%
	Median	\$21,385						\$23,010							\$24,941
	% +/-	8.4%						8.5%							7.1%
	75th Percenile	\$23,239						\$23,750							\$25,942
	% +/-	0.5%						5.6%							3.3%

Median Gain/Loss 0.1%

-1.5%

**Beaumont
City Manager**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	City Manager	\$6,447		2@60	\$29,378	10	8	8	13	40
Cathedral City	City Manager	\$1,506	(\$1,473)	2@60	\$24,223	12	8		22	42
Colton	City Manager	\$5,478	(\$497)	2.5@55	\$22,810	12	8	7	13	40
Corona	City Manager	\$11,766		2.7@55	\$34,420	8		9	25	42
Menifee	City Manager	\$3,456		2.7@55	\$28,901	10	9	7	13	38
Murrieta	City Manager	\$2,165		2@60	\$27,106	9		10	23	42
Palm Springs	City Manager	\$8,045		2@60	\$33,987	10			23	33
Redlands	City Manager	\$7,001		2@55	\$37,253	9			33	42
Rialto	City Manager	\$9,454		2.7@55	\$33,167	10	10	12	13	45
Riverside	City Manager	\$8,515		2.7@55	\$37,075	7	8	7	17	39
San Bernardino	City Manager	\$10,282	(\$547)	2@55	\$34,802	11	8	7	17	42
Temecula	City Manager	\$7,265	(\$633)	2@60	\$30,802	8		7	24	39
Upland	City Manager	\$10,726	(\$325)	2.5@55	\$37,497	11	8	7	15	40
Beaumont	City Manager	\$6,028		3@60	\$32,863	9	8	3	17	37
	Average				\$31,648					40.2
	% +/-				3.7%					-7.7%
	Median				\$33,167					40.2
	% +/-				-0.9%					-7.6%
	75th Percenile				\$34,802					41.8
	% +/-				-5.9%					-12.1%

-8.0%

**Beaumont
Community Development Director**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Community Development Director	\$12,461			\$275				\$12,736	\$1,667	inc	\$21	\$39		\$14,463
Cathedral City	Director of Planning/Building	\$16,782	\$2,517		\$839	\$100	\$1,175		\$21,413	\$2,300	inc	inc	\$72	\$40	\$23,826
Colton	Development Services Director	\$14,100							\$14,100	\$1,183	inc	inc	\$17	\$63	\$15,363
Corona	Community Development Director	\$16,114	\$167						\$16,281	\$1,564	inc	inc	\$0	\$110	\$17,954
Menifee	Community Development Director	\$17,259							\$17,259	\$1,800	inc	inc	\$17		\$19,076
Murrieta	City Planner	\$12,746				\$250			\$12,996	\$1,563	\$98	\$40	\$25	\$87	\$14,808
Palm Springs	Director of Development Services	\$15,751			\$788				\$16,539	\$2,094	inc	inc	\$11	\$195	\$18,839
Redlands	Development Services Director	\$16,957				\$339			\$17,296	\$2,706	\$127	\$19			\$20,149
Rialto	Community Development Director	\$17,181			\$1,289	\$750			\$19,220	\$1,300	\$137	\$25			\$20,682
Riverside	City Planner	\$12,797				\$75			\$12,872	\$1,482	\$45	inc	\$74		\$14,473
San Bernardino	Director of Community & Econ Development	\$17,020							\$17,020	\$1,250	inc	inc	\$18	\$30	\$18,318
Temecula	Director of Community Development	\$16,049						\$1,123	\$17,172	\$1,600	inc	inc			\$18,772
Upland	Development Services Director	\$14,244	\$356				\$1,282		\$15,882	\$1,184	inc	inc			\$17,066
Beaumont	Community Development Director	\$14,974							\$14,974	\$1,675	inc	inc	\$7		\$16,656
	Average	\$15,343							\$16,214						\$17,984
	% +/-	-2.5%							-8.3%						-8.0%
	Median	\$16,049							\$16,539						\$18,318
	% +/-	-7.2%							-10.4%						-10.0%
	75th Percenile	\$16,957							\$17,259						\$19,076
	% +/-	-13.2%							-15.3%						-14.5%

Median Gain/Loss -3.3%

0.5%

**Beaumont
Community Development Director**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Community Development Director	\$3,838		2@60	\$18,301	11	8	8	13	40
Cathedral City	Director of Planning/Building	\$1,544	(\$1,510)	2@60	\$23,860	12	8		18	38
Colton	Development Services Director	\$4,666		2.5@55	\$20,029	12	8	7	13	40
Corona	Community Development Director	\$9,123		2.7@55	\$27,077	8		9	25	42
Menifee	Community Development Director	\$2,702		2.7@55	\$21,778	10	9	5	13	37
Murrieta	City Planner	\$1,290		2@60	\$16,099	9		10	23	42
Palm Springs	Director of Development Services	\$5,530		2@60	\$24,369	10	4		21	35
Redlands	Development Services Director	\$4,420		2@55	\$24,568	9			33	42
Rialto	Community Development Director	\$8,122		2.7@55	\$28,804	10	10	12	20	52
Riverside	City Planner	\$4,066		2.7@55	\$18,538	8	8	4	17	37
San Bernardino	Director of Community & Econ Development	\$7,368	(\$392)	2@55	\$25,294	11	8	7	17	42
Temecula	Director of Community Development	\$5,528	(\$481)	2@60	\$23,819	8		7	24	39
Upland	Development Services Director	\$6,575	(\$199)	2.5@55	\$23,441	11	8	7	15	40
Beaumont	Community Development Director	\$3,865		3@60	\$20,521	9	8	3	17	37
	Average				\$22,767					40.3
	% +/-				-10.9%					-8.0%
	Median				\$23,819					40.2
	% +/-				-16.1%					-7.6%
	75th Percenile				\$24,568					41.7
	% +/-				-19.7%					-11.6%

-6.1%

**Beaumont
Community Enhancement Officer II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Code Compliance Officer	\$5,554							\$5,554	\$1,400	inc	\$21	inc		\$6,975
Cathedral City	Code Compliance Officer II	\$6,704	\$335	\$100			\$100		\$7,239	\$2,441	inc	inc		\$16	\$9,696
Colton	Code Enforcement Officer	\$5,118	\$102		\$256				\$5,476	\$1,100	inc	inc	\$8	\$23	\$6,608
Corona	Code Enforcement Officer II	\$5,194	\$83						\$5,277	\$1,564	inc	inc	\$0	\$35	\$6,876
Menifee	Code Enforcement Officer II	\$6,493							\$6,493	\$1,800	inc	inc	\$13		\$8,306
Murrieta	Code Enforcement Officer	\$6,572		\$50			\$100		\$6,722	\$1,563	\$98	\$40	\$8	\$45	\$8,475
Palm Springs	Code Compliance Officer	\$6,251		\$30	\$313				\$6,594	\$2,106	inc	inc	\$11	\$23	\$8,734
Redlands	Code Enforcement Officer	\$5,649	\$282	\$17					\$5,948	\$900	\$127	\$19			\$6,994
Rialto	Code Enforcement Officer	\$5,518	\$331	\$96	\$414	\$600			\$6,959	\$1,300	inc	inc			\$8,259
Riverside	Code Enforcement Officer II	\$6,783		\$23					\$6,806	\$1,411	\$45	inc	\$3		\$8,265
San Bernardino	Code Enforcement Officer II	\$5,625							\$5,625	\$880	inc	inc	\$1	\$10	\$6,516
Temecula	Code Enforcement Officer II	\$6,280		\$10				\$251	\$6,542	\$1,600	inc	inc			\$8,142
Upland	Code Enforcement Officer	\$5,549	\$250	\$25			\$100		\$5,924	\$1,267	inc	inc			\$7,191
Beaumont	Community Enhancement Officer II	\$6,467		\$100	\$647				\$7,214	\$1,675	inc	inc	\$7		\$8,896
	Average	\$5,945							\$6,243						\$7,772
	% +/-	8.1%							13.5%						12.6%
	Median	\$5,649							\$6,493						\$8,142
	% +/-	12.6%							10.0%						8.5%
	75th Percenile	\$6,493							\$6,722						\$8,306
	% +/-	-0.4%							6.8%						6.6%

Median Gain/Loss -2.7%

-1.5%

Beaumont Community Enhancement Officer II		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Code Compliance Officer	\$1,711		2@60	\$8,686	11	8		13	32
Cathedral City	Code Compliance Officer II	\$617		2@60	\$10,313	12	8		18	38
Colton	Code Enforcement Officer	\$1,694		2.5@55	\$8,302	11	8		13	32
Corona	Code Enforcement Officer II	\$2,941		2.7@55	\$9,817	8			21	29
Menifee	Code Enforcement Officer II	\$1,016		2.7@55	\$9,323	10	9		13	32
Murrieta	Code Enforcement Officer	\$665		2@60	\$9,140	9			23	32
Palm Springs	Code Compliance Officer	\$2,195		2@60	\$10,928	10			21	31
Redlands	Code Enforcement Officer	\$1,472		2@55	\$8,467	11	8		17	35
Rialto	Code Enforcement Officer	\$2,608		2.7@55	\$10,867	12	10		215	237
Riverside	Code Enforcement Officer II	\$2,155		2.7@55	\$10,420	8	8		13	29
San Bernardino	Code Enforcement Officer II	\$2,435	(\$73)	2@55	\$8,878	11	8		17	35
Temecula	Code Enforcement Officer II	\$2,163		2@60	\$10,305	8			23	31
Upland	Code Enforcement Officer	\$2,561	(\$78)	2.5@55	\$9,674	11	8		15	34
Beaumont	Community Enhancement Officer II	\$1,669		3@60	\$10,565	9	8		17	34
	Average				\$9,624					48.2
	% +/-				8.9%					-41.8%
	Median				\$9,674					32.2
	% +/-				8.4%					5.4%
	75th Percenile				\$10,313					35.2
	% +/-				2.4%					-3.4%

-0.0%

**Beaumont
Community Services Coordinator - Drift Check**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Program Coordinator	\$4,448							\$4,448	\$1,400	inc	\$21	inc		\$5,868
Cathedral City	No Comparable Class														
Colton	Recreation Services Coordinator	\$4,568	\$91		\$228				\$4,888	\$1,100	inc	inc	\$8	\$21	\$6,017
Corona	Recreation Coordinator	\$5,066	\$83						\$5,149	\$1,564	inc	inc	\$0	\$34	\$6,747
Menifee	Community Services Coordinator	\$5,704							\$5,704	\$1,800	inc	inc	\$13		\$7,516
Murrieta	Senior Recreation Coordinator	\$5,949				\$100			\$6,049	\$1,563	\$98	\$40	\$8	\$40	\$7,798
Palm Springs	Program Coordinator	\$5,394			\$270				\$5,664	\$2,106	inc	inc	\$11	\$20	\$7,801
Redlands	Program Specialist	\$5,114	\$256						\$5,370	\$900	\$127	\$19			\$6,416
Rialto	No Comparable Class														
Riverside	No Comparable Class														
San Bernardino	Community Recreation Program Coordinator	\$3,416							\$3,416	\$880	inc	inc	\$1	\$6	\$4,303
Temecula	No Comparable Class														
Upland	No Comparable Class														
Beaumont	Community Services Coordinator - Drift														
	Average	\$4,957							\$5,086						\$6,558
	Median	\$5,090							\$5,260						\$6,582
	75th Percenile	\$5,471							\$5,674						\$7,587

Median Gain/Loss

Beaumont Community Services Coordinator - Drift Check		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Program Coordinator	\$1,370		2@60	\$7,238	11	8		13	32
Cathedral City	No Comparable Class									
Colton	Recreation Services Coordinator	\$1,512		2.5@55	\$7,529	11	8		13	32
Corona	Recreation Coordinator	\$2,868		2.7@55	\$9,616	8			21	29
Menifee	Community Services Coordinator	\$893		2.7@55	\$8,409	10	9		13	32
Murrieta	Senior Recreation Coordinator	\$602		2@60	\$8,400	9			23	32
Palm Springs	Program Coordinator	\$1,894		2@60	\$9,694	10			21	31
Redlands	Program Specialist	\$1,333		2@55	\$7,749	11	8		17	35
Rialto	No Comparable Class									
Riverside	No Comparable Class									
San Bernardino	Community Recreation Program Coordinator	\$1,479	(\$45)	2@55	\$5,737	11	8		17	35
Temecula	No Comparable Class									
Upland	No Comparable Class									
Beaumont	Community Services Coordinator - Drift									
	Average				\$8,047					32.3
	% +/-									
	Median				\$8,074					32.1
	% +/-									
	75th Percenile				\$8,711					33.0
	% +/-									

**Beaumont
Community Services Director**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life		LTD
Banning	Parks and Recreation Director	\$12,461			\$275			\$12,736	\$1,667	inc	\$21	\$39		\$14,463
Cathedral City	No Comparable Class													
Colton	Community Services Director	\$14,100						\$14,100	\$1,183	inc	inc	\$17	\$63	\$15,363
Corona	No Comparable Class													
Menifee	Community Services Director	\$16,419						\$16,419	\$1,800	inc	inc	\$17		\$18,236
Murrieta	Parks and Recreation Manager	\$11,038				\$217		\$11,255	\$1,563	\$98	\$40	\$22	\$75	\$13,052
Palm Springs	Director of Parks and Recreation	\$13,921			\$696			\$14,617	\$2,094	inc	inc	\$11	\$173	\$16,895
Redlands	No Comparable Class													
Rialto	Director of Community Services	\$14,454			\$1,084	\$750		\$16,288	\$1,300	\$137	\$25			\$17,750
Riverside	Parks/Recreation and Community Services Dire	\$19,010				\$75		\$19,085	\$1,482	\$45	inc	\$109		\$20,721
San Bernardino	Director of Parks, Rec, & Community Services	\$14,509						\$14,509	\$1,250	inc	inc	\$16	\$25	\$15,800
Temecula	Director of Community Services	\$16,049					\$1,123	\$17,172	\$1,600	inc	inc			\$18,772
Upland	No Comparable Class													
Beaumont	Community Services Director	\$14,251						\$14,251	\$1,675	inc	inc	\$7		\$15,933
	Average	\$14,662						\$15,131						\$16,784
	% +/-	-2.9%						-6.2%						-5.3%
	Median	\$14,454						\$14,617						\$16,895
	% +/-	-1.4%						-2.6%						-6.0%
	75th Percenile	\$16,049						\$16,419						\$18,236
	% +/-	-12.6%						-15.2%						-14.5%

Median Gain/Loss -1.1%

-3.5%

Beaumont Community Services Director		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Parks and Recreation Director	\$3,838		2@60	\$18,301	11	8	8	13	40
Cathedral City	No Comparable Class									
Colton	Community Services Director	\$4,666		2.5@55	\$20,029	12	8	7	13	40
Corona	No Comparable Class									
Menifee	Community Services Director	\$2,570		2.7@55	\$20,806	10	9	5	13	37
Murrieta	Parks and Recreation Manager	\$1,117		2@60	\$14,169	9		7	23	39
Palm Springs	Director of Parks and Recreation	\$4,887		2@60	\$21,782	10	4		21	35
Redlands	No Comparable Class									
Rialto	Director of Community Services	\$6,833		2.7@55	\$24,583	10	10	12	20	52
Riverside	Parks/Recreation and Community Services Dire	\$6,039		2.7@55	\$26,761	8	8	4	17	37
San Bernardino	Director of Parks, Rec, & Community Services	\$6,281	(\$334)	2@55	\$21,747	11	8	7	17	42
Temecula	Director of Community Services	\$5,528	(\$481)	2@60	\$23,819	8		7	24	39
Upland	No Comparable Class									
Beaumont	Community Services Director	\$3,679		3@60	\$19,612	9	8	3	17	37
	Average				\$21,333					39.9
	% +/-				-8.8%					-6.9%
	Median				\$21,747					38.8
	% +/-				-10.9%					-3.8%
	75th Percenile				\$23,819					40.3
	% +/-				-21.4%					-8.1%

-4.9%

**Beaumont
Community Services Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	
Banning	Recreation Manager	\$7,251			\$275			\$7,526	\$1,400	inc	\$21	\$39		\$8,986
Cathedral City	No Comparable Class													
Colton	Recreation Services Manager	\$8,239						\$8,239	\$1,100	inc	inc	\$8	\$37	\$9,385
Corona	Recreation Services Manager	\$10,813	\$167					\$10,980	\$1,564	inc	inc	\$0	\$74	\$12,617
Menifee	Community Services Manager	\$10,429						\$10,429	\$1,800	inc	inc	\$17		\$12,246
Murrieta	Community Services Manager	\$8,580				\$217		\$8,797	\$1,563	\$98	\$40	\$17	\$58	\$10,572
Palm Springs	No Comparable Class													
Redlands	Recreation Services Coordinator	\$5,879	\$294					\$6,173	\$900	\$127	\$19			\$7,219
Rialto	Recreation & Community Svcs Manager	\$9,267	\$556		\$649	\$400		\$10,872	\$1,300	inc	inc			\$12,172
Riverside	Recreation Superintendent	\$10,432				\$75		\$10,507	\$1,482	\$45	inc	\$60		\$12,094
San Bernardino	Community Recreation Manager	\$7,218						\$7,218	\$1,030	inc	inc	\$1	\$13	\$8,262
Temecula	Community Services Manager	\$10,039					\$703	\$10,742	\$1,600	inc	inc			\$12,342
Upland	Recreation Manager	\$8,444	\$380			\$591		\$9,415	\$1,184	inc	inc			\$10,599
Beaumont	Community Services Manager	\$7,880						\$7,880	\$1,675	inc	inc	\$7		\$9,562
	Average	\$8,781						\$9,172						\$10,590
	% +/-	-11.4%						-16.4%						-10.8%
	Median	\$8,580						\$9,415						\$10,599
	% +/-	-8.9%						-19.5%						-10.8%
	75th Percenile	\$10,234						\$10,624						\$12,209
	% +/-	-29.9%						-34.8%						-27.7%

Median Gain/Loss -10.6%

8.6%

**Beaumont
Community Services Manager**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Recreation Manager	\$2,233		2@60	\$11,219	10	8		13	31
Cathedral City	No Comparable Class									
Colton	Recreation Services Manager	\$2,727		2.5@55	\$12,112	11	8	7	13	39
Corona	Recreation Services Manager	\$6,122		2.7@55	\$18,739	8		9	25	42
Menifee	Community Services Manager	\$1,632		2.7@55	\$13,879	10	9	5	13	37
Murrieta	Community Services Manager	\$869		2@60	\$11,441	9		7	23	39
Palm Springs	No Comparable Class									
Redlands	Recreation Services Coordinator	\$1,532		2@55	\$8,751	11	8		17	35
Rialto	Recreation & Community Srvcs Manager	\$4,381		2.7@55	\$16,552	12	10	10	23	54
Riverside	Recreation Superintendent	\$3,314		2.7@55	\$15,408	8	8	3	15	34
San Bernardino	Community Recreation Manager	\$3,125	(\$166)	2@55	\$11,220	11	8	3	17	39
Temecula	Community Services Manager	\$3,458	(\$301)	2@60	\$15,498	8		5	24	37
Upland	Recreation Manager	\$3,897	(\$118)	2.5@55	\$14,378	11	8	4	15	38
Beaumont	Community Services Manager	\$2,034		3@60	\$11,596	9	8		17	34
	Average				\$13,563					38.6
	% +/-				-17.0%					-13.5%
	Median				\$13,879					37.7
	% +/-				-19.7%					-10.8%
	75th Percentile				\$15,453					38.9
	% +/-				-33.3%					-14.3%

-8.8%

**Beaumont
Customer Service Coordinator II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life		LTD
Banning	Office Specialist	\$3,931						\$3,931	\$1,400	inc	\$21	inc		\$5,352
Cathedral City	No Comparable Class													
Colton	Customer Service Representative II	\$3,973	\$79		\$199			\$4,251	\$1,100	inc	inc	\$8	\$18	\$5,377
Corona	Customer Service Representative III	\$4,966	\$83					\$5,049	\$1,564	inc	inc	\$0	\$34	\$6,647
Menifee	No Comparable Class													
Murrieta	Accounting Assistant	\$4,461				\$100		\$4,561	\$1,563	\$98	\$40	\$8	\$30	\$6,300
Palm Springs	No Comparable Class													
Redlands	Customer Service Technician II	\$4,275	\$214					\$4,489	\$900	\$127	\$19			\$5,535
Rialto	No Comparable Class													
Riverside	Senior Office Specialist	\$4,233						\$4,233	\$1,411	\$45	inc	\$3		\$5,692
San Bernardino	Senior Customer Service Representative	\$3,967						\$3,967	\$880	inc	inc	\$1	\$7	\$4,855
Temecula	No Comparable Class													
Upland	Customer Service Specialist II	\$4,443	\$200			\$100		\$4,743	\$1,267	inc	inc			\$6,010
Beaumont	Customer Service Representative	\$4,808			\$481			\$5,289	\$1,675	inc	inc	\$7		\$6,971
	Average	\$4,281						\$4,403						\$5,721
	% +/-	11.0%						16.8%						17.9%
	Median	\$4,254						\$4,370						\$5,613
	% +/-	11.5%						17.4%						19.5%
	75th Percenile	\$4,448						\$4,606						\$6,082
	% +/-	7.5%						12.9%						12.7%

Median Gain/Loss 5.9%

2.1%

Beaumont Customer Service Coordinator II		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Office Specialist	\$1,211		2@60	\$6,562	11	8		13	32
Cathedral City	No Comparable Class									
Colton	Customer Service Representative II	\$1,315		2.5@55	\$6,692	11	8		13	32
Corona	Customer Service Representative III	\$2,812		2.7@55	\$9,458	8			21	29
Menifee	No Comparable Class									
Murrieta	Accounting Assistant	\$452		2@60	\$6,751	9			23	32
Palm Springs	No Comparable Class									
Redlands	Customer Service Technician II	\$1,114		2@55	\$6,649	11	8		17	35
Rialto	No Comparable Class									
Riverside	Senior Office Specialist	\$1,345		2.7@55	\$7,036	8	8		13	29
San Bernardino	Senior Customer Service Representative	\$1,717	(\$52)	2@55	\$6,520	11	8		17	35
Temecula	No Comparable Class									
Upland	Customer Service Specialist II	\$2,051	(\$62)	2.5@55	\$7,998	11	8		15	34
Beaumont	Customer Service Representative	\$1,241		3@60	\$8,212	9	8		17	34
	Average				\$7,209					32.3
	% +/-				12.2%					4.9%
	Median				\$6,722					32.2
	% +/-				18.2%					5.2%
	75th Percenile				\$7,277					33.9
	% +/-				11.4%					0.2%

-1.3%

**Beaumont
Deputy City Clerk**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits					Base + Cash + Ins.		
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life		LTD	
Banning	No Comparable Class														
Cathedral City	No Comparable Class														
Colton	Chief Deputy City Clerk	\$5,881							\$5,881	\$1,100	inc	inc	\$8	\$26	\$7,016
Corona	No Comparable Class														
Menifee	Deputy City Clerk	\$6,493							\$6,493	\$1,800	inc	inc	\$13		\$8,306
Murrieta	No Comparable Class														
Palm Springs	Deputy City Clerk	\$6,161			\$308				\$6,469	\$2,094	inc	inc	\$11	\$76	\$8,650
Redlands	No Comparable Class														
Rialto	Deputy City Clerk	\$6,891	\$413		\$482	\$400			\$8,187	\$1,300	inc	inc			\$9,487
Riverside	No Comparable Class														
San Bernardino	No Comparable Class														
Temecula	No Comparable Class														
Upland	No Comparable Class														
Beaumont	Deputy City Clerk	\$9,138							\$9,138	\$1,675	inc	inc	\$7		\$10,820
	Average	\$6,357							\$6,758						\$8,365
	% +/-	30.4%							26.1%						22.7%
	Median	\$6,327							\$6,481						\$8,478
	% +/-	30.8%							29.1%						21.6%
	75th Percenile	\$6,593							\$6,917						\$8,860
	% +/-	27.9%							24.3%						18.1%

Median Gain/Loss -1.7%

-7.4%

**Beaumont
Deputy City Clerk**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Cathedral City	No Comparable Class									
Colton	Chief Deputy City Clerk	\$1,946		2.5@55	\$8,962	11	8	7	13	39
Corona	No Comparable Class									
Menifee	Deputy City Clerk	\$1,016		2.7@55	\$9,323	10	9		13	32
Murrieta	No Comparable Class									
Palm Springs	Deputy City Clerk	\$2,163		2@60	\$10,813	10	4		21	35
Redlands	No Comparable Class									
Rialto	Deputy City Clerk	\$3,258		2.7@55	\$12,744	12	10	10	23	54
Riverside	No Comparable Class									
San Bernardino	No Comparable Class									
Temecula	No Comparable Class									
Upland	No Comparable Class									
Beaumont	Deputy City Clerk	\$2,359		3@60	\$13,179	9	8		17	34
	Average				\$10,461					40.0
	% +/-				20.6%					-17.5%
	Median				\$10,068					36.8
	% +/-				23.6%					-8.4%
	75th Percenile				\$11,296					42.9
	% +/-				14.3%					-26.1%

2.0%

**Beaumont
Economic Development Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Economic Development Manager	\$11,033			\$275				\$11,308	\$1,400	inc	\$21	\$39		\$12,768
Cathedral City	Economic Development Director	\$16,782	\$2,517		\$839	\$100	\$1,175	\$21,413	\$2,300	inc	inc	\$72	\$40		\$23,826
Colton	Economic Development Manager	\$9,240						\$9,240	\$1,100	inc	inc	\$8	\$42		\$10,390
Corona	Economic Development Manager I	\$9,081	\$167					\$9,248	\$1,564	inc	inc	\$0	\$62		\$10,873
Menifee	Economic Development Director	\$16,419						\$16,419	\$1,800	inc	inc	\$17			\$18,236
Murrieta	Business Development Program Manager	\$7,393				\$217		\$7,610	\$1,563	\$98	\$40	\$15	\$50		\$9,375
Palm Springs	Central Business District Administrator	\$9,851			\$493			\$10,344	\$2,094	inc	inc	\$11	\$122		\$12,571
Redlands	Economic Development Manager	\$11,163				\$223		\$11,386	\$900	\$127	\$19				\$12,432
Rialto	No Comparable Class														
Riverside	Economic Development Manager	\$14,717				\$75		\$14,792	\$1,482	\$45	inc	\$85			\$16,404
San Bernardino	Economic Development Division Manager	\$10,757						\$10,757	\$1,250	inc	inc	\$7	\$19		\$12,033
Temecula	Economic Development Manager	\$10,811					\$757	\$11,568	\$1,600	inc	inc				\$13,168
Upland	Development Services Manager	\$9,792	\$441			\$685		\$10,918	\$1,184	inc	inc				\$12,102
Beaumont	Economic Development Manager	\$11,133						\$11,133	\$1,675	inc	inc	\$7			\$12,815
	Average	\$11,420						\$12,084							\$13,681
	% +/-	-2.6%						-8.5%							-6.8%
	Median	\$10,784						\$11,113							\$12,502
	% +/-	3.1%						0.2%							2.4%
	75th Percenile	\$12,052						\$12,374							\$13,977
	% +/-	-8.2%						-11.1%							-9.1%

Median Gain/Loss -3.0%

2.3%

Beaumont Economic Development Manager		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Economic Development Manager	\$3,398		2@60	\$16,166	11	8		13	32
Cathedral City	Economic Development Director	\$1,544	(\$1,510)	2@60	\$23,860	12	8		18	38
Colton	Economic Development Manager	\$3,058		2.5@55	\$13,448	11	8	7	13	39
Corona	Economic Development Manager I	\$5,141		2.7@55	\$16,014	8		9	25	42
Menifee	Economic Development Director	\$2,570		2.7@55	\$20,807	10	9	5	13	37
Murrieta	Business Development Program Manager	\$748		2@60	\$10,123	9		7	23	39
Palm Springs	Central Business District Administrator	\$3,458		2@60	\$16,029	10	4		21	35
Redlands	Economic Development Manager	\$2,910		2@55	\$15,342	9	8	10	17	44
Rialto	No Comparable Class									
Riverside	Economic Development Manager	\$4,676		2.7@55	\$21,079	8	8	3	15	34
San Bernardino	Economic Development Division Manager	\$4,657	(\$248)	2@55	\$16,442	11	8	7	17	42
Temecula	Economic Development Manager	\$3,724	(\$324)	2@60	\$16,567	8		5	24	37
Upland	Development Services Manager	\$4,520	(\$137)	2.5@55	\$16,485	11	8	4	15	38
Beaumont	Economic Development Manager	\$2,874		3@60	\$15,689	9	8		17	34
	Average				\$16,864					37.9
	% +/-				-7.5%					-11.6%
	Median				\$16,304					37.8
	% +/-				-3.9%					-11.3%
	75th Percenile				\$17,627					39.7
	% +/-				-12.4%					-16.7%

-6.4%

**Beaumont
Engineering Development Technician II**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Engineering Services Assistant	\$4,339							\$4,339	\$1,400	inc	\$21	inc		\$5,760
Cathedral City	Engineering Technician I	\$6,227	\$311				\$100		\$6,638	\$2,441	inc	inc		\$15	\$9,094
Colton	Engineering Technician II	\$5,660	\$113		\$283				\$6,056	\$1,100	inc	inc	\$8	\$25	\$7,190
Corona	Engineering Technician	\$4,941	\$83						\$5,024	\$1,564	inc	inc	\$0	\$34	\$6,622
Menifee	Engineering Technician II	\$6,691							\$6,691	\$1,800	inc	inc	\$13		\$8,503
Murrieta	Development Services Technician	\$5,597					\$100		\$5,697	\$1,563	\$98	\$40	\$8	\$38	\$7,443
Palm Springs	Permit Center Technician	\$6,570			\$329				\$6,899	\$2,106	inc	inc	\$11	\$24	\$9,040
Redlands	Counter Services Technician	\$4,405	\$220						\$4,625	\$900	\$127	\$19			\$5,671
Rialto	Engineering Technician	\$5,656	\$339		\$424	\$600			\$7,020	\$1,300	inc	inc			\$8,320
Riverside	Engineering Technician	\$7,481		\$4					\$7,485	\$1,411	\$45	inc	\$3		\$8,944
San Bernardino	Community Development Technician	\$4,607							\$4,607	\$880	inc	inc	\$1	\$8	\$5,496
Temecula	Engineering Technician II	\$6,599						\$264	\$6,863	\$1,600	inc	inc			\$8,463
Upland	Engineering Technician	\$4,554	\$205				\$100		\$4,859	\$1,267	inc	inc			\$6,126
Beaumont	Engineering Technician II	\$5,859			\$586				\$6,445	\$1,675	inc	inc	\$7		\$8,127
	Average	\$5,641							\$5,908						\$7,436
	% +/-	3.7%							8.3%						8.5%
	Median	\$5,656							\$6,056						\$7,443
	% +/-	3.5%							6.0%						8.4%
	75th Percenile	\$6,570							\$6,863						\$8,503
	% +/-	-12.1%							-6.5%						-4.6%

Median Gain/Loss 2.6%

2.4%

Beaumont Engineering Development Technician II		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Engineering Services Assistant	\$1,336		2@60	\$7,096	11	8		13	32
Cathedral City	Engineering Technician I	\$573		2@60	\$9,667	12	8		18	38
Colton	Engineering Technician II	\$1,873		2.5@55	\$9,063	11	8		13	32
Corona	Engineering Technician	\$2,797		2.7@55	\$9,419	8			21	29
Menifee	Engineering Technician II	\$1,047		2.7@55	\$9,551	10	9		13	32
Murrieta	Development Services Technician	\$567		2@60	\$8,010	9			23	32
Palm Springs	Permit Center Technician	\$2,307		2@60	\$11,346	10			21	31
Redlands	Counter Services Technician	\$1,148		2@55	\$6,819	11	8		17	35
Rialto	Engineering Technician	\$2,674		2.7@55	\$10,993	12	10		23	44
Riverside	Engineering Technician	\$2,377		2.7@55	\$11,320	8	8		13	29
San Bernardino	Community Development Technician	\$1,994	(\$60)	2@55	\$7,430	11	8		17	35
Temecula	Engineering Technician II	\$2,273		2@60	\$10,736	8			23	31
Upland	Engineering Technician	\$2,102	(\$64)	2.5@55	\$8,164	11	8		15	34
Beaumont	Engineering Technician II	\$1,512		3@60	\$9,639	9	8		17	34
	Average				\$9,201					33.4
	% +/-				4.5%					1.8%
	Median				\$9,419					32.2
	% +/-				2.3%					5.4%
	75th Percentile				\$10,736					35.2
	% +/-				-11.4%					-3.4%

-6.1%

**Beaumont
Executive Assistant**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Executive Assistant	\$5,419							\$5,419	\$1,400	inc	\$21	inc		\$6,840
Cathedral City	Administrative Assistant II	\$7,322	\$1,098		\$366	\$100	\$513	\$9,399	\$2,300	inc	inc	\$32	\$18	\$11,748	
Colton	Executive Assistant	\$5,219						\$5,219	\$1,100	inc	inc	\$8	\$23	\$6,351	
Corona	Executive Assistant II	\$5,570	\$167					\$5,737	\$1,564	inc	inc	\$0	\$38	\$7,338	
Menifee	Executive Assistant	\$5,819						\$5,819	\$1,800	inc	inc	\$13		\$7,631	
Murrieta	Executive Assistant	\$6,374				\$133		\$6,507	\$1,563	\$98	\$40	\$8	\$43	\$8,259	
Palm Springs	Executive Administrative Assistant	\$6,700			\$335			\$7,035	\$2,094	inc	inc	\$11	\$83	\$9,223	
Redlands	Senior Administrative Assistant	\$5,114	\$256					\$5,370	\$900	\$127	\$19			\$6,416	
Rialto	Executive Assistant	\$5,656	\$339		\$396	\$400		\$6,791	\$1,300	inc	inc			\$8,091	
Riverside	Executive Assistant	\$6,240				\$75		\$6,315	\$1,482	\$45	inc	\$36		\$7,878	
San Bernardino	Executive Assistant to Director	\$5,091						\$5,091	\$1,250	inc	inc	\$5	\$9	\$6,354	
Temecula	Executive Assistant	\$6,280					\$440	\$6,720	\$1,600	inc	inc			\$8,320	
Upland	Executive Assistant to the CM	\$5,976	\$269			\$418		\$6,663	\$1,184	inc	inc			\$7,847	
Beaumont	Executive Assistant	\$5,576						\$5,576	\$1,675	inc	inc	\$7		\$7,258	
	Average	\$5,906						\$6,314						\$7,869	
	% +/-	-5.9%						-13.2%						-8.4%	
	Median	\$5,819						\$6,315						\$7,847	
	% +/-	-4.3%						-13.3%						-8.1%	
	75th Percenile	\$6,280						\$6,720						\$8,259	
	% +/-	-12.6%						-20.5%						-13.8%	

Median Gain/Loss -8.9%

5.1%

**Beaumont
Executive Assistant**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Executive Assistant	\$1,669		2@60	\$8,509	11	8		13	32
Cathedral City	Administrative Assistant II	\$674	(\$659)	2@60	\$11,763	12	8		18	38
Colton	Executive Assistant	\$1,727		2.5@55	\$8,079	11	8	7	13	39
Corona	Executive Assistant II	\$3,154		2.7@55	\$10,492	8		9	25	42
Menifee	Executive Assistant	\$911		2.7@55	\$8,542	10	9	4	13	36
Murrieta	Executive Assistant	\$645		2@60	\$8,904	9			23	32
Palm Springs	Executive Administrative Assistant	\$2,352		2@60	\$11,575	10	4		21	35
Redlands	Senior Administrative Assistant	\$1,333		2@55	\$7,749	11	8		17	35
Rialto	Executive Assistant	\$2,674		2.7@55	\$10,765	12	10	10	23	54
Riverside	Executive Assistant	\$1,982		2.7@55	\$9,860	8	8	3	15	34
San Bernardino	Executive Assistant to Director	\$2,204	(\$117)	2@55	\$8,441	11	8		17	35
Temecula	Executive Assistant	\$2,163	(\$188)	2@60	\$10,294	8		5	24	37
Upland	Executive Assistant to the CM	\$2,758	(\$84)	2.5@55	\$10,522	11	8	4	15	38
Beaumont	Executive Assistant	\$1,439		3@60	\$8,697	9	8		17	34
	Average				\$9,653					37.5
	% +/-				-11.0%					-10.2%
	Median				\$9,860					35.9
	% +/-				-13.4%					-5.7%
	75th Percenile				\$10,522					38.0
	% +/-				-21.0%					-11.8%

-5.3%

**Beaumont
Finance Director**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Administrative Services Dir/Deputy CM	\$15,183			\$275				\$15,458	\$1,667	inc	\$21	\$39		\$17,184
Cathedral City	Administrative Services Director	\$18,502	\$2,775		\$925	\$100	\$1,295	\$23,598	\$2,300	inc	inc	\$80	\$44		\$26,022
Colton	Finance Director	\$14,100						\$14,100	\$1,183	inc	inc	\$17	\$63		\$15,363
Corona	ACM/Administrative Services Director	\$18,715	\$167					\$18,882	\$1,564	inc	inc	\$0	\$127		\$20,573
Menifee	Deputy City Manager	\$18,142						\$18,142	\$1,800	inc	inc	\$17			\$19,959
Murrieta	Administrative Services Director	\$18,034				\$250		\$18,284	\$1,563	\$98	\$40	\$36	\$123		\$20,143
Palm Springs	Director of Finance & Treasurer	\$16,132			\$807			\$16,939	\$2,094	inc	inc	\$11	\$200		\$19,244
Redlands	Director of Management Services	\$17,738				\$355		\$18,093	\$2,706	\$127	\$19				\$20,945
Rialto	Finance Director	\$16,354			\$1,227	\$750		\$18,331	\$1,300	\$137	\$25				\$19,793
Riverside	Chief Financial Officer/City Treasurer	\$19,958				\$75		\$20,033	\$1,482	\$45	inc	\$115			\$21,675
San Bernardino	Director of Finance	\$17,020						\$17,020	\$1,250	inc	inc	\$18	\$30		\$18,318
Temecula	Director of Finance	\$16,049					\$1,123	\$17,172	\$1,600	inc	inc				\$18,772
Upland	Asst City Manager (Administrative Services)	\$16,858	\$421				\$1,517	\$18,797	\$1,184	inc	inc				\$19,981
Beaumont	Finance Director	\$14,974						\$14,974	\$1,675	inc	inc	\$7			\$16,656
	Average	\$17,137						\$18,065							\$19,844
	% +/-	-14.4%						-20.6%							-19.1%
	Median	\$17,020						\$18,142							\$19,959
	% +/-	-13.7%						-21.2%							-19.8%
	75th Percenile	\$18,142						\$18,797							\$20,573
	% +/-	-21.2%						-25.5%							-23.5%

Median Gain/Loss -7.5%

1.3%

**Beaumont
Finance Director**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Administrative Services Dir/Deputy CM	\$4,676		2@60	\$21,861	11	8	8	13	40
Cathedral City	Administrative Services Director	\$1,703	(\$1,665)	2@60	\$26,059	12	8		18	38
Colton	Finance Director	\$4,666		2.5@55	\$20,029	12	8	7	13	40
Corona	ACM/Administrative Services Director	\$10,596		2.7@55	\$31,168	8		9	25	42
Menifee	Deputy City Manager	\$2,840		2.7@55	\$22,799	10	9	5	13	37
Murrieta	Administrative Services Director	\$1,826		2@60	\$21,968	9		10	23	42
Palm Springs	Director of Finance & Treasurer	\$5,663		2@60	\$24,907	10	4		21	35
Redlands	Director of Management Services	\$4,623		2@55	\$25,568	9			33	42
Rialto	Finance Director	\$7,731		2.7@55	\$27,524	10	10	12	20	52
Riverside	Chief Financial Officer/City Treasurer	\$6,341		2.7@55	\$28,016	8	8	4	17	37
San Bernardino	Director of Finance	\$7,368	(\$392)	2@55	\$25,294	11	8	7	17	42
Temecula	Director of Finance	\$5,528	(\$481)	2@60	\$23,819	8		7	24	39
Upland	Asst City Manager (Administrative Services)	\$7,781	(\$236)	2.5@55	\$27,526	11	8	7	15	40
Beaumont	Finance Director	\$3,865		3@60	\$20,521	9	8	3	17	37
	Average				\$25,118					40.3
	% +/-				-22.4%					-8.0%
	Median				\$25,294					40.2
	% +/-				-23.3%					-7.6%
	75th Percenile				\$27,524					41.7
	% +/-				-34.1%					-11.6%

-3.4%

**Beaumont
HR/Payroll Technician**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Human Resources Technician	\$5,032			\$275				\$5,307	\$1,400	inc	\$21	\$39		\$6,767
Cathedral City	Payroll Coordinator	\$7,322	\$1,098		\$366	\$100	\$513	\$9,399	\$2,300	inc	inc	\$32	\$18	\$11,748	
Colton	Payroll Technician II	\$4,900	\$98		\$245			\$5,243	\$1,100	inc	inc	\$8	\$22	\$6,373	
Corona	Payroll Technician III	\$5,654	\$167					\$5,821	\$1,564	inc	inc	\$0	\$38	\$7,423	
Menifee	Accounting Technician II	\$5,536						\$5,536	\$1,800	inc	inc	\$13		\$7,348	
Murrieta	Human Resources Technician	\$5,260				\$133		\$5,393	\$1,563	\$98	\$40	\$8	\$36	\$7,137	
Palm Springs	Payroll Coordinator	\$7,146			\$357			\$7,503	\$2,094	inc	inc	\$11	\$89	\$9,697	
Redlands	Human Resources Technician	\$4,723	\$236					\$4,959	\$900	\$127	\$19			\$6,005	
Rialto	Accounting Technician	\$5,518	\$331		\$414	\$600		\$6,863	\$1,300	inc	inc			\$8,163	
Riverside	Accounting Technician	\$5,161						\$5,161	\$1,411	\$45	inc	\$3		\$6,620	
San Bernardino	Payroll Technician	\$4,607						\$4,607	\$1,250	inc	inc	\$5	\$8	\$5,870	
Temecula	Human Resources Technician II	\$6,599					\$462	\$7,061	\$1,600	inc	inc			\$8,661	
Upland	Payroll Technician	\$5,688	\$256			\$100		\$6,044	\$1,267	inc	inc			\$7,311	
Beaumont	HR/Payroll Technician	\$5,307			\$531			\$5,838	\$1,675	inc	inc	\$7		\$7,520	
	Average	\$5,627						\$6,069						\$7,625	
	% +/-	-6.0%						-4.0%						-1.4%	
	Median	\$5,518						\$5,536						\$7,311	
	% +/-	-4.0%						5.2%						2.8%	
	75th Percenile	\$5,688						\$6,863						\$8,163	
	% +/-	-7.2%						-17.6%						-8.5%	

Median Gain/Loss 9.2%

-2.4%

**Beaumont
HR/Payroll Technician**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Human Resources Technician	\$1,550		2@60	\$8,317	10	8		13	31
Cathedral City	Payroll Coordinator	\$674	(\$659)	2@60	\$11,763	12	8		18	38
Colton	Payroll Technician II	\$1,621		2.5@55	\$7,995	11	8		13	32
Corona	Payroll Technician III	\$3,201		2.7@55	\$10,624	8			25	33
Menifee	Accounting Technician II	\$866		2.7@55	\$8,215	10	9		13	32
Murrieta	Human Resources Technician	\$533		2@60	\$7,670	9			23	32
Palm Springs	Payroll Coordinator	\$2,509		2@60	\$12,206	10	4		21	35
Redlands	Human Resources Technician	\$1,231		2@55	\$7,236	11	8		17	35
Rialto	Accounting Technician	\$2,608		2.7@55	\$10,771	12	10		23	44
Riverside	Accounting Technician	\$1,640		2.7@55	\$8,259	8	8		13	29
San Bernardino	Payroll Technician	\$1,994	(\$106)	2@55	\$7,758	11	8		17	35
Temecula	Human Resources Technician II	\$2,273	(\$198)	2@60	\$10,736	8		5	24	37
Upland	Payroll Technician	\$2,625	(\$80)	2.5@55	\$9,857	11	8		15	34
Beaumont	HR/Payroll Technician	\$1,370		3@60	\$8,890	9	8		17	34
	Average				\$9,339					34.4
	% +/-				-5.0%					-1.3%
	Median				\$8,317					33.5
	% +/-				6.5%					1.5%
	75th Percenile				\$10,736					35.3
	% +/-				-20.8%					-3.9%

3.7%

**Beaumont
Information Technology Manager**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Information Technology Manager	\$9,282			\$275				\$9,557	\$1,400	inc	\$21	\$39		\$11,016
Cathedral City	Chief Technology Officer	\$13,807	\$2,071		\$690	\$100	\$966		\$17,635	\$2,300	inc	inc	\$60	\$33	\$20,028
Colton	No Comparable Class														
Corona	Chief Information Officer	\$16,114	\$167						\$16,281	\$1,564	inc	inc	\$0	\$110	\$17,954
Menifee	Information Technology Director	\$17,259							\$17,259	\$1,800	inc	inc	\$17		\$19,076
Murrieta	Information Technology Manager	\$11,296				\$150			\$11,446	\$1,563	\$98	\$40	\$23	\$77	\$13,245
Palm Springs	Information Technology Manager	\$11,997			\$600				\$12,597	\$2,094	inc	inc	\$11	\$149	\$14,851
Redlands	IT Operations Manager	\$9,504				\$72			\$9,576	\$913	\$127	\$19			\$10,634
Rialto	Information Technology Systems Manager	\$11,291	\$677		\$790	\$400			\$13,159	\$1,300	inc	inc			\$14,459
Riverside	Chief Innovation Officer	\$19,010				\$75			\$19,085	\$1,482	\$45	inc	\$109		\$20,721
San Bernardino	Director of Information Technology	\$14,509							\$14,509	\$1,250	inc	inc	\$16	\$25	\$15,800
Temecula	Director of IT/Support Svcs	\$14,903						\$1,043	\$15,946	\$1,600	inc	inc			\$17,546
Upland	Information Technology Manager	\$10,037	\$452				\$703		\$11,191	\$1,184	inc	inc			\$12,375
Beaumont	Information Technology Manager	\$11,412							\$11,412	\$1,675	inc	inc	\$7		\$13,094
	Average	\$13,251							\$14,020						\$15,642
	% +/-	-16.1%							-22.9%						-19.5%
	Median	\$12,902							\$13,834						\$15,325
	% +/-	-13.1%							-21.2%						-17.0%
	75th Percenile	\$15,206							\$16,525						\$18,234
	% +/-	-33.2%							-44.8%						-39.3%

Median Gain/Loss -8.2%

4.2%

Beaumont Information Technology Manager		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Information Technology Manager	\$2,859		2@60	\$13,875	10	8		13	31
Cathedral City	Chief Technology Officer	\$1,271	(\$1,243)	2@60	\$20,056	12	8		18	38
Colton	No Comparable Class									
Corona	Chief Information Officer	\$9,123		2.7@55	\$27,077	8		9	25	42
Menifee	Information Technology Director	\$2,702		2.7@55	\$21,778	10	9	5	13	37
Murrieta	Information Technology Manager	\$1,144		2@60	\$14,389	9		5	23	37
Palm Springs	Information Technology Manager	\$4,212		2@60	\$19,062	10	4		21	35
Redlands	IT Operations Manager	\$2,477		2@55	\$13,111	11	8	10	17	45
Rialto	Information Technology Systems Manager	\$5,337		2.7@55	\$19,796	12	10	10	23	54
Riverside	Chief Innovation Officer	\$6,039		2.7@55	\$26,761	8	8	4	17	37
San Bernardino	Director of Information Technology	\$6,281	(\$334)	2@55	\$21,747	11	8	7	17	42
Temecula	Director of IT/Support Svcs	\$5,133	(\$447)	2@60	\$22,232	8		5	24	37
Upland	Information Technology Manager	\$4,633	(\$141)	2.5@55	\$16,868	11	8	4	15	38
Beaumont	Information Technology Manager	\$2,946		3@60	\$16,040	9	8		17	34
	Average				\$19,729					39.4
	% +/-				-23.0%					-15.8%
	Median				\$19,926					37.4
	% +/-				-24.2%					-9.9%
	75th Percenile				\$21,891					41.7
	% +/-				-36.5%					-22.7%

-7.2%

**Beaumont
IT Analyst II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Information Technology Analyst II	\$7,470							\$7,470	\$1,400	inc	\$21	inc		\$8,891
Cathedral City	Enterprise Applications Engineer	\$9,345	\$1,402		\$467	\$100	\$654	\$11,968	\$2,300	inc	inc	\$40	\$22	\$22	\$14,331
Colton	Information Technology Coordinator	\$7,266						\$7,266	\$1,100	inc	inc	\$8	\$33	\$33	\$8,407
Corona	Network Analyst	\$7,076	\$83					\$7,159	\$1,564	inc	inc	\$0	\$48	\$48	\$8,771
Menifee	Information Technology Analyst	\$8,458						\$8,458	\$1,800	inc	inc	\$13			\$10,271
Murrieta	Information Technology Analyst	\$7,539				\$150		\$7,689	\$1,563	\$98	\$40	\$15	\$51	\$51	\$9,455
Palm Springs	Information Technology Analyst	\$7,509			\$375			\$7,884	\$2,094	inc	inc	\$11	\$93	\$93	\$10,083
Redlands	System Administrator	\$7,485				\$72		\$7,557	\$913	\$127	\$19				\$8,615
Rialto	Information Systems Analyst	\$7,063	\$424		\$494	\$400		\$8,381	\$1,300	inc	inc				\$9,681
Riverside	Innovation & Technology Analyst II	\$8,303				\$75		\$8,378	\$1,482	\$45	inc	\$48			\$9,953
San Bernardino	Information Technology Analyst II	\$7,218						\$7,218	\$1,250	inc	inc	\$5	\$13	\$13	\$8,485
Temecula	Information Technology Specialist II	\$7,105					\$284	\$7,389	\$1,600	inc	inc				\$8,989
Upland	No Comparable Class														
Beaumont	IT Analyst II	\$6,309			\$631			\$6,940	\$1,675	inc	inc	\$7			\$8,622
	Average	\$7,653						\$8,068							\$9,661
	% +/-	-21.3%						-16.3%							-12.0%
	Median	\$7,477						\$7,623							\$9,222
	% +/-	-18.5%						-9.8%							-7.0%
	75th Percenile	\$7,730						\$8,379							\$9,985
	% +/-	-22.5%						-20.7%							-15.8%

Median Gain/Loss 8.7%

2.9%

**Beaumont
IT Analyst II**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Information Technology Analyst II	\$2,301		2@60	\$11,192	11	8		13	32
Cathedral City	Enterprise Applications Engineer	\$860	(\$841)	2@60	\$14,350	12	8		18	38
Colton	Information Technology Coordinator	\$2,404		2.5@55	\$10,811	11	8	7	13	39
Corona	Network Analyst	\$4,006		2.7@55	\$12,777	8			21	29
Menifee	Information Technology Analyst	\$1,324		2.7@55	\$11,595	10	9	4	13	36
Murrieta	Information Technology Analyst	\$763		2@60	\$10,219	9		5	23	37
Palm Springs	Information Technology Analyst	\$2,636		2@60	\$12,719	10	4		21	35
Redlands	System Administrator	\$1,951		2@55	\$10,566	11	8	10	17	45
Rialto	Information Systems Analyst	\$3,339		2.7@55	\$13,020	12	10	10	23	54
Riverside	Innovation & Technology Analyst II	\$2,638		2.7@55	\$12,591	8	8	3	15	34
San Bernardino	Information Technology Analyst II	\$3,125	(\$166)	2@55	\$11,444	11	8		17	35
Temecula	Information Technology Specialist II	\$2,447		2@60	\$11,436	8			23	31
Upland	No Comparable Class									
Beaumont	IT Analyst II	\$1,629		3@60	\$10,251	9	8		17	34
	Average				\$11,893					37.1
	% +/-				-16.0%					-9.1%
	Median				\$11,519					35.5
	% +/-				-12.4%					-4.5%
	75th Percenile				\$12,733					38.2
	% +/-				-24.2%					-12.5%

-5.4%

**Beaumont
Management Analyst**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Management Analyst	\$7,251			\$275				\$7,526	\$1,400	inc	\$21	\$39		\$8,986
Cathedral City	Senior Analyst	\$8,073	\$1,211		\$404	\$100	\$565	\$10,353	\$2,300	inc	inc	\$35	\$19		\$12,707
Colton	Administrative Analyst II	\$6,240						\$6,240	\$1,100	inc	inc	\$8	\$28		\$7,376
Corona	Management Analyst II	\$7,328	\$167					\$7,495	\$1,564	inc	inc	\$0	\$50		\$9,108
Menifee	Management Analyst II	\$8,458						\$8,458	\$1,800	inc	inc	\$13			\$10,271
Murrieta	Management Analyst	\$7,576				\$217		\$7,793	\$1,563	\$98	\$40	\$15	\$52		\$9,559
Palm Springs	No Comparable Class														
Redlands	Management Analyst	\$7,121				\$72		\$7,193	\$913	\$127	\$19				\$8,251
Rialto	Administrative Analyst	\$6,723	\$403		\$471	\$400		\$7,997	\$1,300	inc	inc				\$9,297
Riverside	Management Analyst	\$6,862				\$75		\$6,937	\$1,482	\$45	inc	\$40			\$8,503
San Bernardino	Administrative Analyst II	\$6,532						\$6,532	\$1,250	inc	inc	\$7	\$11		\$7,800
Temecula	Management Analyst	\$8,039					\$563	\$8,602	\$1,600	inc	inc				\$10,202
Upland	Management Analyst	\$6,435	\$290			\$450		\$7,175	\$1,184	inc	inc				\$8,359
Beaumont	Management Analyst	\$7,880			\$788			\$8,668	\$1,675	inc	inc	\$7			\$10,350
	Average	\$7,220						\$7,692							\$9,202
	% +/-	8.4%						11.3%							11.1%
	Median	\$7,186						\$7,510							\$9,047
	% +/-	8.8%						13.4%							12.6%
	75th Percenile	\$7,692						\$8,112							\$9,720
	% +/-	2.4%						6.4%							6.1%

Median Gain/Loss 4.5%

-0.8%

**Beaumont
Management Analyst**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Management Analyst	\$2,233		2@60	\$11,219	11	8		13	32
Cathedral City	Senior Analyst	\$743	(\$727)	2@60	\$12,723	12	8		18	38
Colton	Administrative Analyst II	\$2,065		2.5@55	\$9,442	11	8	7	13	39
Corona	Management Analyst II	\$4,149		2.7@55	\$13,257	8		9	25	42
Menifee	Management Analyst II	\$1,324		2.7@55	\$11,595	10	9	4	13	36
Murrieta	Management Analyst	\$767		2@60	\$10,326	9		7	23	39
Palm Springs	No Comparable Class									
Redlands	Management Analyst	\$1,856		2@55	\$10,107	11	8	10	17	45
Rialto	Administrative Analyst	\$3,178		2.7@55	\$12,475	12	10	10	23	54
Riverside	Management Analyst	\$2,180		2.7@55	\$10,683	8	8	3	15	34
San Bernardino	Administrative Analyst II	\$2,828	(\$150)	2@55	\$10,477	11	8	7	17	42
Temecula	Management Analyst	\$2,769	(\$241)	2@60	\$12,729	8		5	24	37
Upland	Management Analyst	\$2,970	(\$90)	2.5@55	\$11,239	11	8	4	15	38
Beaumont	Management Analyst	\$2,034		3@60	\$12,384	9	8		17	34
	Average				\$11,356					39.6
	% +/-				8.3%					-16.6%
	Median				\$11,229					38.4
	% +/-				9.3%					-12.8%
	75th Percenile				\$12,537					41.7
	% +/-				-1.2%					-22.7%

-3.3%

Beaumont Mechanic		Cash Supplements							Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Banning	Fleet Maintenance Mechanic	\$4,909						\$4,909	\$1,400	inc	\$21	inc		\$6,330
Cathedral City	No Comparable Class													
Colton	Equipment Mechanic	\$4,560	\$91		\$228			\$4,880	\$1,100	inc	inc	\$8	\$21	\$6,009
Corona	Fleet Services Technician	\$5,016	\$83					\$5,099	\$1,564	inc	inc	\$0	\$34	\$6,697
Menifee	No Comparable Class													
Murrieta	No Comparable Class													
Omnitrans	Equipment Mechanic	\$5,663						\$5,663	\$1,355	inc	inc	\$14	\$52	\$7,084
Palm Springs	Maintenance Technician III - Fleet	\$6,409			\$320			\$6,729	\$2,106	inc	inc	\$11	\$24	\$8,870
Redlands	Mechanic II	\$5,165	\$258					\$5,423	\$900	\$127	\$19			\$6,469
Rialto	Equipment Mechanic	\$5,124	\$307		\$384	\$600		\$6,416	\$1,300	inc	inc			\$7,716
Riverside	Mechanic	\$5,065		\$7				\$5,072	\$1,411	\$45	inc	\$3		\$6,531
RTA	Mechanic	\$6,061						\$6,061	\$1,217					\$7,278
San Bernardino	Equipment Mechanic II	\$4,843						\$4,843	\$880	inc	inc	\$1	\$8	\$5,732
Sunline	Mechanic	\$5,458		\$25				\$5,483	\$1,432					\$6,915
Temecula	No Comparable Class													
Upland	Equipment Mechanic	\$5,027	\$226			\$100		\$5,353	\$1,267	inc	inc			\$6,620
Beaumont	Equipment Mechanic	\$5,576			\$558			\$6,134	\$1,675	inc	inc	\$7		\$7,816
	Average	\$5,275						\$5,494						\$6,854
	% +/-	5.4%						10.4%						12.3%
	Median	\$5,095						\$5,388						\$6,659
	% +/-	8.6%						12.2%						14.8%
	75th Percenile	\$5,509						\$5,762						\$7,132
	% +/-	1.2%						6.1%						8.7%

Median Gain/Loss 3.5%

2.7%

Beaumont Mechanic		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Fleet Maintenance Mechanic	\$1,512		2@60	\$7,842	11	8		13	32
Cathedral City	No Comparable Class									
Colton	Equipment Mechanic	\$1,509		2.5@55	\$7,518	11	8		13	32
Corona	Fleet Services Technician	\$2,840		2.7@55	\$9,537	8			21	29
Menifee	No Comparable Class									
Murrieta	No Comparable Class									
Omnitrans	Equipment Mechanic	\$930		2%@55	\$8,014	7	8		17	32
Palm Springs	Maintenance Technician III - Fleet	\$2,250		2@60	\$11,120	10			21	31
Redlands	Mechanic II	\$1,346		2@55	\$7,816	11	8		17	35
Rialto	Equipment Mechanic	\$2,422		2.7@55	\$10,138	12	10		23	44
Riverside	Mechanic	\$1,609		2.7@55	\$8,140	8	8		13	29
RTA	Mechanic	\$606		2%@55	\$7,884	9	8		20	37
San Bernardino	Equipment Mechanic II	\$2,097	(\$63)	2@55	\$7,766	11	8		17	35
Sunline	Mechanic			2%@60	\$6,915	4	7		25	36
Temecula	No Comparable Class									
Upland	Equipment Mechanic	\$2,320	(\$70)	2.5@55	\$8,870	11	8		15	34
Beaumont	Equipment Mechanic	\$1,439		3@60	\$9,255	9	8		17	34
	Average				\$8,463					33.9
	% +/-				8.6%					0.3%
	Median				\$7,949					32.9
	% +/-				14.1%					3.2%
	75th Percenile				\$9,037					35.5
	% +/-				2.4%					-4.4%

-0.7%

**Beaumont
Planning Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits					Base + Cash + Ins.		
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life		LTD	
Banning	No Comparable Class														
Cathedral City	No Comparable Class														
Colton	Planning Manager	\$8,739							\$8,739	\$1,100	inc	inc	\$8	\$39	\$9,886
Corona	Planning Manager	\$11,365	\$167						\$11,532	\$1,564	inc	inc	\$0	\$77	\$13,173
Menifee	Planning Manager	\$12,924							\$12,924	\$1,800	inc	inc	\$17		\$14,741
Murrieta	City Planner	\$12,746				\$217			\$12,963	\$1,563	\$98	\$40	\$25	\$87	\$14,775
Palm Springs	Assistant Director of Planning	\$12,003			\$600				\$12,603	\$2,094	inc	inc	\$11	\$149	\$14,857
Redlands	City Planner	\$11,728				\$235			\$11,963	\$900	\$127	\$19			\$13,009
Rialto	Community Development Manager	\$11,574	\$694		\$868	\$400			\$13,536	\$1,300	inc	inc			\$14,836
Riverside	City Planner	\$12,797				\$75			\$12,872	\$1,482	\$45	inc	\$74		\$14,473
San Bernardino	Planning Division Manager	\$9,784						\$856	\$9,784	\$1,250	inc	inc	\$7	\$17	\$11,058
Temecula	Planning Manager	\$12,232							\$13,088	\$1,600	inc	inc			\$14,688
Upland	Planning Manager	\$10,288	\$463			\$720			\$11,471	\$1,184	inc	inc			\$12,655
Beaumont	Planning Manager	\$10,086							\$10,086	\$1,675	inc	inc	\$7		\$11,768
	Average	\$11,471							\$11,952						\$13,468
	% +/-	-13.7%							-18.5%						-14.4%
	Median	\$11,728							\$12,603						\$14,473
	% +/-	-16.3%							-25.0%						-23.0%
	75th Percenile	\$12,489							\$12,943						\$14,758
	% +/-	-23.8%							-28.3%						-25.4%

Median Gain/Loss -8.7%

2.0%

**Beaumont
Planning Manager**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Cathedral City	No Comparable Class									
Colton	Planning Manager	\$2,892		2.5@55	\$12,778	11	8	7	13	39
Corona	Planning Manager	\$6,435		2.7@55	\$19,607	8		9	25	42
Menifee	Planning Manager	\$2,023		2.7@55	\$16,764	10	9	5	13	37
Murrieta	City Planner	\$1,290		2@60	\$16,065	9		7	23	39
Palm Springs	Assistant Director of Planning	\$4,214		2@60	\$19,071	10	4		21	35
Redlands	City Planner	\$3,057		2@55	\$16,065	9	8	10	17	44
Rialto	Community Development Manager	\$5,471		2.7@55	\$20,308	10	10	10	23	53
Riverside	City Planner	\$4,066		2.7@55	\$18,538	8	8	3	15	34
San Bernardino	Planning Division Manager	\$4,236	(\$225)	2@55	\$15,068	11	8	7	17	42
Temecula	Planning Manager	\$4,213	(\$367)	2@60	\$18,534	8		5	24	37
Upland	Planning Manager	\$4,749	(\$144)	2.5@55	\$17,260	11	8	4	15	38
Beaumont	Planning Manager	\$2,603		3@60	\$14,372	9	8		17	34
	Average				\$17,278					39.8
	% +/-				-20.2%					-17.1%
	Median				\$17,260					38.7
	% +/-				-20.1%					-13.9%
	75th Percenile				\$18,805					41.7
	% +/-				-30.8%					-22.8%

2.9%

**Beaumont
Police Services Analyst**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits					Base + Cash + Ins.		
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life		LTD	
Banning	No Comparable Class														
Cathedral City	Crime Analyst	\$7,207	\$360				\$100		\$7,667	\$2,441	inc	inc		\$17	\$10,125
Colton	No Comparable Class														
Corona	Crime Analyst	\$6,185	\$83						\$6,268	\$1,564	inc	inc	\$0	\$42	\$7,874
Menifee	Crime Analyst	\$8,458							\$8,458	\$1,800	inc	inc	\$13		\$10,271
Murrieta	Crime Analyst	\$6,568					\$100		\$6,668	\$1,563	\$98	\$40	\$8	\$45	\$8,421
Palm Springs	Crime Analyst	\$6,251			\$313				\$6,564	\$2,106	inc	inc	\$11	\$23	\$8,704
Redlands	Crime Analyst	\$6,809					\$130		\$6,939	\$900	\$127	\$19			\$7,985
Rialto	Crime Analyst Supervisor	\$6,636	\$398		\$498		\$750		\$8,282	\$1,300	inc	inc			\$9,582
Riverside	Crime Analyst	\$6,881							\$6,881	\$1,411	\$45	inc	\$3		\$8,340
San Bernardino	Crime Analyst	\$5,625							\$5,625	\$880	inc	inc	\$1	\$10	\$6,516
Temecula	No Comparable Class														
Upland	No Comparable Class														
Beaumont	Police Services Analyst	\$7,316		\$100	\$732				\$8,148	\$1,500	inc	inc	\$7		\$9,655
	Average	\$6,736							\$7,039						\$8,646
	% +/-	7.9%							13.6%						10.4%
	Median	\$6,636							\$6,881						\$8,421
	% +/-	9.3%							15.6%						12.8%
	75th Percenile	\$6,881							\$7,667						\$9,582
	% +/-	6.0%							5.9%						0.8%

Median Gain/Loss 6.3%

-2.8%

**Beaumont
Police Services Analyst**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Cathedral City	Crime Analyst	\$663		2@60	\$10,789	12	8		18	38
Colton	No Comparable Class									
Corona	Crime Analyst	\$3,502		2.7@55	\$11,376	8			21	29
Menifee	Crime Analyst	\$1,324		2.7@55	\$11,595	10	9	4	13	36
Murrieta	Crime Analyst	\$665		2@60	\$9,086	9			23	32
Palm Springs	Crime Analyst	\$2,195		2@60	\$10,898	10			21	31
Redlands	Crime Analyst	\$1,775		2@55	\$9,760	9	8		17	34
Rialto	Crime Analyst Supervisor	\$3,137		2.7@55	\$12,719	11	10		23	44
Riverside	Crime Analyst	\$2,186		2.7@55	\$10,526	8	8		13	29
San Bernardino	Crime Analyst	\$2,435	(\$73)	2@55	\$8,878	11	8		17	35
Temecula	No Comparable Class									
Upland	No Comparable Class									
Beaumont	Police Services Analyst	\$1,889		3@60	\$11,544	9	8		17	34
	Average				\$10,625					34.1
	% +/-				8.0%					-0.3%
	Median				\$10,789					33.7
	% +/-				6.5%					1.0%
	75th Percenile				\$11,376					35.9
	% +/-				1.5%					-5.6%

-6.2%

**Beaumont
Public Safety Dispatcher II**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life		LTD
Banning	Public Safety Dispatcher	\$4,789						\$4,789	\$1,400	inc	\$21	inc		\$6,210
Cathedral City	Public Safety Dispatcher II	\$6,535	\$327	\$75		\$100		\$7,037	\$2,441	inc	inc		\$16	\$9,493
Colton	Police Dispatcher II	\$4,801		\$75				\$4,876	\$1,100	inc	inc	\$8	\$22	\$6,006
Corona	Public Safety Dispatcher II	\$5,598	\$83					\$5,681	\$1,564	inc	inc	\$0	\$38	\$7,283
Menifee	No Comparable Class													
Murrieta	Public Safety Dispatcher II	\$6,084		\$50		\$100		\$6,234	\$1,563	\$98	\$40	\$8	\$41	\$7,984
Palm Springs	Dispatcher	\$6,099			\$305			\$6,404	\$2,106	inc	inc	\$11	\$23	\$8,544
Redlands	Dispatcher III	\$5,362		\$142		\$72		\$5,575	\$900	\$127	\$19			\$6,621
Rialto	Emergency Dispatcher II	\$5,209	\$313	\$67	\$391	\$600		\$6,579	\$1,300	inc	inc			\$7,879
Riverside	Public Safety Dispatcher II	\$6,229		\$26				\$6,255	\$1,411	\$45	inc	\$3		\$7,713
San Bernardino	Police Dispatcher II	\$4,843						\$4,843	\$880	inc	inc	\$1	\$8	\$5,732
Temecula	No Comparable Class													
Upland	Police Dispatcher II	\$5,153	\$232	\$25		\$100		\$5,510	\$1,267	inc	inc			\$6,777
Beaumont	Public Safety Dispatcher II	\$5,179		\$100	\$518			\$5,797	\$1,500	inc	inc	\$7		\$7,304
	Average	\$5,518						\$5,798						\$7,295
	% +/-	-6.5%						0.0%						0.1%
	Median	\$5,362						\$5,681						\$7,283
	% +/-	-3.5%						2.0%						0.3%
	75th Percenile	\$6,092						\$6,329						\$7,931
	% +/-	-17.6%						-9.2%						-8.6%

Median Gain/Loss 5.5%

-1.7%

**Beaumont
Public Safety Dispatcher II**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Public Safety Dispatcher	\$1,475		2@60	\$7,686	11	8		13	32
Cathedral City	Public Safety Dispatcher II	\$601		2@60	\$10,095	12	8		18	38
Colton	Police Dispatcher II	\$1,589		2.5@55	\$7,595	12	8		13	33
Corona	Public Safety Dispatcher II	\$3,169		2.7@55	\$10,452	8			21	29
Menifee	No Comparable Class									
Murrieta	Public Safety Dispatcher II	\$616		2@60	\$8,600	9			23	32
Palm Springs	Dispatcher	\$2,141		2@60	\$10,685	10			21	31
Redlands	Dispatcher III	\$1,398		2@55	\$8,019	9	8		17	34
Rialto	Emergency Dispatcher II	\$2,462		2.7@55	\$10,341	11	10		23	44
Riverside	Public Safety Dispatcher II	\$1,979		2.7@55	\$9,692	8	8		13	29
San Bernardino	Police Dispatcher II	\$2,097	(\$63)	2@55	\$7,766	11	8		17	35
Temecula	No Comparable Class									
Upland	Police Dispatcher II	\$2,378	(\$72)	2.5@55	\$9,083	11	8		15	34
Beaumont	Public Safety Dispatcher II	\$1,337		3@60	\$8,641	9	8		17	34
	Average				\$9,092					33.6
	% +/-				-5.2%					1.1%
	Median				\$9,083					33.0
	% +/-				-5.1%					2.9%
	75th Percenile				\$10,218					34.4
	% +/-				-18.2%					-1.2%

-5.4%

**Beaumont
Public Works Inspector**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits					Base + Cash + Ins.		
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life		LTD	
Banning	Public Works Inspector	\$6,131							\$6,131	\$1,400	inc	\$21	inc		\$7,552
Cathedral City	No Comparable Class														
Colton	Public Works and Utility Inspector	\$6,462		\$42	\$323				\$6,827	\$1,100	inc	inc	\$13	\$29	\$7,968
Corona	Public Works Inspector II	\$5,570	\$83						\$5,653	\$1,564	inc	inc	\$0	\$38	\$7,255
Menifee	Public Works Inspector II	\$7,210							\$7,210	\$1,800	inc	inc	\$13		\$9,023
Murrieta	Public Works Inspector	\$6,393				\$100			\$6,493	\$1,563	\$98	\$40	\$8	\$43	\$8,245
Palm Springs	Public Works Inspector	\$7,075			\$354				\$7,429	\$2,106	inc	inc	\$11	\$26	\$9,572
Redlands	Construction Inspector II	\$7,173	\$359						\$7,532	\$900	\$127	\$19			\$8,578
Rialto	Construction Inspector	\$6,090	\$365		\$457	\$600			\$7,512	\$1,300	inc	inc			\$8,812
Riverside	Construction Inspector II	\$6,783		\$11					\$6,794	\$1,411	\$45	inc	\$3		\$8,252
San Bernardino	Construction Inspector II	\$5,912							\$5,912	\$880	inc	inc	\$1	\$10	\$6,803
Temecula	Public Works Inspector II	\$6,280		\$10				\$251	\$6,542	\$1,600	inc	inc			\$8,142
Upland	Senior Public Works Inspector	\$6,596	\$297			\$100			\$6,993	\$1,267	inc	inc			\$8,260
Beaumont	Public Works Inspector	\$7,687		\$100	\$769				\$8,556	\$1,675	inc	inc	\$7		\$10,238
	Average	\$6,473							\$6,752						\$8,205
	% +/-	15.8%							21.1%						19.9%
	Median	\$6,427							\$6,810						\$8,249
	% +/-	16.4%							20.4%						19.4%
	75th Percenile	\$6,856							\$7,265						\$8,636
	% +/-	10.8%							15.1%						15.6%

Median Gain/Loss 4.0%

-1.0%

**Beaumont
Public Works Inspector**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Public Works Inspector	\$1,888		2@60	\$9,440	11	8		13	32
Cathedral City	No Comparable Class									
Colton	Public Works and Utility Inspector	\$2,139		2.5@55	\$10,107	12	8		13	33
Corona	Public Works Inspector II	\$3,154		2.7@55	\$10,408	8			21	29
Menifee	Public Works Inspector II	\$1,129		2.7@55	\$10,152	10	9		13	32
Murrieta	Public Works Inspector	\$647		2@60	\$8,892	9			23	32
Palm Springs	Public Works Inspector	\$2,484		2@60	\$12,056	10			21	31
Redlands	Construction Inspector II	\$1,870		2@55	\$10,447	11	8		17	35
Rialto	Construction Inspector	\$2,879		2.7@55	\$11,691	12	10		23	44
Riverside	Construction Inspector II	\$2,155		2.7@55	\$10,407	8	8		13	29
San Bernardino	Construction Inspector II	\$2,559	(\$77)	2@55	\$9,286	11	8		17	35
Temecula	Public Works Inspector II	\$2,163		2@60	\$10,305	8			23	31
Upland	Senior Public Works Inspector	\$3,045	(\$92)	2.5@55	\$11,212	11	8		15	34
Beaumont	Public Works Inspector	\$1,984		3@60	\$12,222	9	8		17	34
	Average				\$10,367					33.1
	% +/-				15.2%					2.7%
	Median				\$10,356					32.1
	% +/-				15.3%					5.6%
	75th Percenile				\$10,639					33.9
	% +/-				13.0%					0.2%

-4.2%

**Beaumont
Public Works Manager - Drift Check**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	
Banning	Public Works Superintendent	\$9,282			\$275			\$9,557	\$1,400	inc	\$21	\$39		\$11,016
Cathedral City	No Comparable Class													
Colton	Public Works Superintendent	\$7,613						\$7,613	\$1,100	inc	inc	\$8	\$34	\$8,756
Corona	Public Works Program Manager	\$8,813	\$167					\$8,980	\$1,564	inc	inc	\$0	\$60	\$10,603
Menifee	Public Works Manager	\$11,581						\$11,581	\$1,800	inc	inc	\$17		\$13,398
Murrieta	Maintenance Manager	\$9,953				\$150		\$10,103	\$1,563	\$98	\$40	\$20	\$68	\$11,891
Palm Springs	Street Maintenance Manager	\$8,929			\$446			\$9,375	\$2,094	inc	inc	\$11	\$111	\$11,591
Redlands	No Comparable Class													
Rialto	Public Works Superintendent	\$9,499	\$570		\$712	\$400		\$11,181	\$1,300	inc	inc			\$12,481
Riverside	Field Service Operations Manager	\$12,022				\$75		\$12,097	\$1,482	\$45	inc	\$69		\$13,693
San Bernardino	Operations & Maintenance Division Mgr	\$10,285						\$10,285	\$1,250	inc	inc	\$7	\$18	\$11,560
Temecula	Maintenance Manager	\$11,081		\$10				\$11,867	\$1,600	inc	inc			\$13,467
Upland	Operations Manager	\$11,356	\$511			\$795		\$12,662	\$1,184	inc	inc			\$13,846
Beaumont	Public Works Manager - Drift													
	Average	\$10,038						\$10,482						\$12,027
	Median	\$9,953						\$10,285						\$11,891
	75th Percenile	\$11,219						\$11,724						\$13,432

Median Gain/Loss

Beaumont Public Works Manager - Drift Check		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Public Works Superintendent	\$2,859		2@60	\$13,875	11	8		13	32
Cathedral City	No Comparable Class									
Colton	Public Works Superintendent	\$2,520		2.5@55	\$11,275	11	8		13	32
Corona	Public Works Program Manager	\$4,990		2.7@55	\$15,593	8		9	23	40
Menifee	Public Works Manager	\$1,813		2.7@55	\$15,210	10	9	5	13	37
Murrieta	Maintenance Manager	\$1,008		2@60	\$12,898	9		5	23	37
Palm Springs	Street Maintenance Manager	\$3,135		2@60	\$14,726	10	4		21	35
Redlands	No Comparable Class									
Rialto	Public Works Superintendent	\$4,490		2.7@55	\$16,972	10	10	10	23	53
Riverside	Field Service Operations Manager	\$3,819		2.7@55	\$17,513	8	8	3	15	34
San Bernardino	Operations & Maintenance Division Mgr	\$4,452	(\$237)	2@55	\$15,775	11	8	7	17	42
Temecula	Maintenance Manager	\$3,817	(\$332)	2@60	\$16,951	8		5	24	37
Upland	Operations Manager	\$5,242	(\$159)	2.5@55	\$18,929	11	8	4	15	38
Beaumont	Public Works Manager - Drift									
	Average				\$15,429					37.9
	% +/-									
	Median				\$15,593					37.0
	% +/-									
	75th Percenile				\$16,962					39.0
	% +/-									

**Beaumont
Recreation Coordinator - Drift Check**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	No Comparable Class														
Cathedral City	No Comparable Class														
Colton	Recreation Services Coordinator	\$4,568	\$91		\$228			\$4,888	\$1,100	inc	inc	\$8	\$21	\$6,017	
Corona	Recreation Coordinator	\$5,066	\$83					\$5,149	\$1,564	inc	inc	\$0	\$34	\$6,747	
Menifee	Community Services Coordinator	\$5,704						\$5,704	\$1,800	inc	inc	\$13		\$7,516	
Murrieta	Recreation Coordinator	\$4,885				\$100		\$4,985	\$1,563	\$98	\$40	\$8	\$33	\$6,727	
Palm Springs	Program Coordinator	\$5,394			\$270			\$5,664	\$2,106	inc	inc	\$11	\$20	\$7,801	
Redlands	Program Specialist	\$5,114	\$256					\$5,370	\$900	\$127	\$19			\$6,416	
Rialto	Recreation Programmer	\$5,124	\$307		\$384	\$600		\$6,416	\$1,300	inc	inc			\$7,716	
Riverside	Assistant Recreation Coordinator	\$3,658						\$3,658	\$1,411	\$45	inc	\$3		\$5,117	
San Bernardino	Community Recreation Program Coordinator	\$3,416						\$3,416	\$880	inc	inc	\$1	\$6	\$4,303	
Temecula	Community Services Coordinator II	\$5,833					\$233	\$6,066	\$1,600	inc	inc			\$7,666	
Upland	No Comparable Class														
Beaumont	Recreation Coordinator - Drift														
	Average	\$4,876						\$5,132						\$6,603	
	Median	\$5,090						\$5,260						\$6,737	
	75th Percenile	\$5,327						\$5,694						\$7,629	

Median Gain/Loss

Beaumont Recreation Coordinator - Drift Check		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Cathedral City	No Comparable Class									
Colton	Recreation Services Coordinator	\$1,512		2.5@55	\$7,529	11	8		13	32
Corona	Recreation Coordinator	\$2,868		2.7@55	\$9,616	8			21	29
Menifee	Community Services Coordinator	\$893		2.7@55	\$8,409	10	9		13	32
Murrieta	Recreation Coordinator	\$495		2@60	\$7,221	9			23	32
Palm Springs	Program Coordinator	\$1,894		2@60	\$9,694	10			21	31
Redlands	Program Specialist	\$1,333		2@55	\$7,749	11	8		17	35
Rialto	Recreation Programmer	\$2,422		2.7@55	\$10,138	12	10		23	44
Riverside	Assistant Recreation Coordinator	\$1,162		2.7@55	\$6,279	8	8		13	29
San Bernardino	Community Recreation Program Coordinator	\$1,479	(\$45)	2@55	\$5,737	11	8		17	35
Temecula	Community Services Coordinator II	\$2,009		2@60	\$9,675	8			23	31
Upland	No Comparable Class									
Beaumont	Recreation Coordinator - Drift									
	Average				\$8,205					33.0
	Median				\$8,079					31.9
	75th Percenile				\$9,660					34.5

**Beaumont
Recreation Specialist**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits					Base + Cash + Ins.		
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life		LTD	
Banning	Recreation Leader	\$2,923						\$2,923							\$2,923
Cathedral City	No Comparable Class														
Colton	Recreation Leader	\$2,574						\$2,574							\$2,574
Corona	Library & Recreation Services Leader II	\$3,202						\$3,202							\$3,202
Menifee	Recreation Leader	\$3,867						\$3,867							\$3,867
Murrieta	Recreation Leader	\$2,740						\$2,740							\$2,740
Palm Springs	Recreation Program Assistant	\$3,816			\$191			\$4,007	\$2,106	inc	inc	\$11	\$14		\$6,138
Redlands	Program Assistant	\$2,586						\$2,586							\$2,586
Rialto	Recreation Specialist	\$2,981						\$2,981							\$2,981
Riverside	Recreation Leader	\$2,730						\$2,730							\$2,730
San Bernardino	Recreation Leader	\$2,789						\$2,789	\$880	inc	inc	\$1	\$5		\$3,675
Temecula	Recreation Leader	\$3,389					\$136	\$3,525	\$1,600	inc	inc				\$5,125
Upland	Recreation Leader	\$2,950						\$2,950							\$2,950
Beaumont	Recreation Specialist	\$3,160			\$316			\$3,476	\$1,675	inc	inc	\$7			\$5,158
	Average	\$3,046						\$3,073							\$3,458
	% +/-	3.6%						11.6%							33.0%
	Median	\$2,936						\$2,936							\$2,966
	% +/-	7.1%						15.5%							42.5%
	75th Percenile	\$3,249						\$3,283							\$3,723
	% +/-	-2.8%						5.6%							27.8%

Median Gain/Loss 8.4%

27.0%

**Beaumont
Recreation Specialist**

Survey Agency	Comparable Class	Retirement Benefits			Leave Benefits					
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Recreation Leader				\$2,923					
Cathedral City	No Comparable Class									
Colton	Recreation Leader				\$2,574					
Corona	Library & Recreation Services Leader II				\$3,202					
Menifee	Recreation Leader				\$3,867					
Murrieta	Recreation Leader				\$2,740					
Palm Springs	Recreation Program Assistant	\$1,340		2@60	\$7,478	10			21	31
Redlands	Program Assistant				\$2,586					
Rialto	Recreation Specialist				\$2,981					
Riverside	Recreation Leader				\$2,730					
San Bernardino	Recreation Leader	\$1,207	(\$36)	2@55	\$4,846	11	8		17	35
Temecula	Recreation Leader	\$1,167		2@60	\$6,292	8			23	31
Upland	Recreation Leader				\$2,950					
Beaumont	Recreation Specialist	\$816		3@60	\$5,973	9	8		17	34
	Average				\$3,764					8.0
	% +/-				37.0%					76.3%
	Median				\$2,966					100.0%
	% +/-				50.4%					77.4%
	75th Percenile				\$4,112					7.7
	% +/-				31.2%					77.4%

7.9%

**Beaumont
Senior Accountant**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits					Base + Cash + Ins.		
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life		LTD	
Banning	Accountant II	\$5,693							\$5,693	\$1,400	inc	\$21	inc		\$7,114
Cathedral City	No Comparable Class														
Colton	Senior Accountant	\$6,813							\$6,813	\$1,100	inc	inc	\$8	\$31	\$7,952
Corona	Accounting Supervisor	\$7,703	\$167						\$7,870	\$1,564	inc	inc	\$0	\$52	\$9,486
Menifee	No Comparable Class														
Murrieta	No Comparable Class														
Palm Springs	No Comparable Class														
Redlands	Senior Accountant	\$7,560					\$72		\$7,632	\$913	\$127	\$19			\$8,690
Rialto	Senior Accountant	\$7,063	\$424		\$494	\$400			\$8,381	\$1,300	inc	inc			\$9,681
Riverside	Senior Accountant	\$7,814				\$75			\$7,889	\$1,482	\$45	inc	\$45		\$9,461
San Bernardino	Accountant III	\$6,532							\$6,532	\$1,030	inc	inc	\$1	\$11	\$7,574
Temecula	Accountant II	\$8,656						\$606	\$9,262	\$1,600	inc	inc			\$10,862
Upland	Senior Accountant	\$6,761	\$304			\$100			\$7,165	\$1,267	inc	inc			\$8,432
Beaumont	Senior Accountant	\$10,086							\$10,086	\$1,675	inc	inc	\$7		\$11,768
	Average	\$7,177							\$7,471						\$8,806
	% +/-	28.8%							25.9%						25.2%
	Median	\$7,063							\$7,632						\$8,690
	% +/-	30.0%							24.3%						26.2%
	75th Percenile	\$7,703							\$7,889						\$9,486
	% +/-	23.6%							21.8%						19.4%

Median Gain/Loss -5.6%

1.8%

**Beaumont
Senior Accountant**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Accountant II	\$1,754		2@60	\$8,868	11	8		13	32
Cathedral City	No Comparable Class									
Colton	Senior Accountant	\$2,255		2.5@55	\$10,207	11	8	7	13	39
Corona	Accounting Supervisor	\$4,361		2.7@55	\$13,847	8		9	23	40
Menifee	No Comparable Class									
Murrieta	No Comparable Class									
Palm Springs	No Comparable Class									
Redlands	Senior Accountant	\$1,970		2@55	\$10,661	11	8	10	17	45
Rialto	Senior Accountant	\$3,339		2.7@55	\$13,020	12	10	10	23	54
Riverside	Senior Accountant	\$2,483		2.7@55	\$11,943	8	8	3	15	34
San Bernardino	Accountant III	\$2,828	(\$150)	2@55	\$10,252	11	8	3	17	39
Temecula	Accountant II	\$2,981	(\$260)	2@60	\$13,584	8		5	24	37
Upland	Senior Accountant	\$3,121	(\$95)	2.5@55	\$11,458	11	8		15	34
Beaumont	Senior Accountant	\$2,603		3@60	\$14,372	9	8		17	34
	Average				\$11,538					39.4
	% +/-				19.7%					-15.8%
	Median				\$11,458					38.5
	% +/-				20.3%					-13.3%
	75th Percenile				\$13,020					40.3
	% +/-				9.4%					-18.6%

-5.9%

**Beaumont
Special Projects/Press Information Officer**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	
Banning	Public Information Officer	\$7,110			\$275			\$7,385	\$1,400	inc	\$21	\$39		\$8,845
Cathedral City	Communications/Events Manager	\$9,812	\$1,472		\$491	\$100	\$687	\$12,561	\$2,300	inc	inc	\$42	\$24	\$14,927
Colton	No Comparable Class													
Corona	No Comparable Class													
Menifee	Public Information Officer	\$11,072						\$11,072	\$1,800	inc	inc	\$17		\$12,889
Murrieta	Public Information Officer	\$10,338				\$217		\$10,555	\$1,563	\$98	\$40	\$21	\$70	\$12,346
Palm Springs	Director of Communications	\$9,702			\$485			\$10,187	\$2,094	inc	inc	\$11	\$120	\$12,412
Redlands	Public Information Officer	\$9,867				\$197		\$10,064	\$900	\$127	\$19			\$11,110
Rialto	No Comparable Class													
Riverside	Communications Officer	\$8,670				\$75		\$8,745	\$1,482	\$45	inc	\$50		\$10,322
San Bernardino	No Comparable Class													
Temecula	No Comparable Class													
Upland	No Comparable Class													
Beaumont	Special Projects/Press Information Officer	\$8,280						\$8,280	\$1,675	inc	inc	\$7		\$9,962
	Average	\$9,510						\$10,081						\$11,836
	% +/-	-14.9%						-21.8%						-18.8%
	Median	\$9,812						\$10,187						\$12,346
	% +/-	-18.5%						-23.0%						-23.9%
	75th Percenile	\$10,103						\$10,814						\$12,651
	% +/-	-22.0%						-30.6%						-27.0%

Median Gain/Loss -4.5%

-0.9%

Beaumont Special Projects/Press Information Officer		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Public Information Officer	\$2,190		2@60	\$11,035	10	8		13	31
Cathedral City	Communications/Events Manager	\$903	(\$883)	2@60	\$14,947	12	8		18	38
Colton	No Comparable Class									
Corona	No Comparable Class									
Menifee	Public Information Officer	\$1,733		2.7@55	\$14,622	10	9	5	13	37
Murrieta	Public Information Officer	\$1,047		2@60	\$13,392	9		7	23	39
Palm Springs	Director of Communications	\$3,406		2@60	\$15,818	10	4		21	35
Redlands	Public Information Officer	\$2,572		2@55	\$13,682	9	8	10	17	44
Rialto	No Comparable Class									
Riverside	Communications Officer	\$2,754		2.7@55	\$13,076	8	8	3	15	34
San Bernardino	No Comparable Class									
Temecula	No Comparable Class									
Upland	No Comparable Class									
Beaumont	Special Projects/Press Information Officer	\$2,137		3@60	\$12,099	9	8		17	34
	Average				\$13,796					36.7
	% +/-				-14.0%					-8.1%
	Median				\$13,682					36.8
	% +/-				-13.1%					-8.1%
	75th Percenile				\$14,785					38.4
	% +/-				-22.2%					-12.8%

10.8%

**Beaumont
Street Maintenance Supervisor**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	No Comparable Class														
Cathedral City	Public Work Supervisor	\$7,871	\$1,181		\$394	\$100	\$551	\$10,096	\$2,300	inc	inc	\$34	\$19	\$12,449	
Colton	Collection System Maintenance Supervisor	\$5,118						\$5,118	\$1,100	inc	inc	\$8	\$23	\$6,249	
Corona	Public Works Program Supervisor	\$6,632	\$167					\$6,799	\$1,564	inc	inc	\$0	\$45	\$8,407	
Menifee	Public Works Maintenance Supervisor	\$7,927						\$7,927	\$1,800	inc	inc	\$13		\$9,740	
Murrieta	Maintenance Supervisor	\$7,218				\$150		\$7,368	\$1,563	\$98	\$40	\$14	\$49	\$9,132	
Palm Springs	Maintenance Supervisor	\$8,084			\$404			\$8,488	\$2,094	inc	inc	\$11	\$100	\$10,693	
Redlands	Field Services Coordinator	\$6,776				\$72		\$6,848	\$913	\$127	\$19			\$7,906	
Rialto	Public Works Supervisor	\$7,421	\$445		\$557	\$400		\$8,823	\$1,300	inc	inc			\$10,123	
Riverside	Street Maintenance Supervisor	\$7,592				\$75		\$7,667	\$1,482	\$45	inc	\$44		\$9,238	
San Bernardino	Maintenance Supervisor	\$6,532						\$6,532	\$1,030	inc	inc	\$1	\$11	\$7,574	
Temecula	Maintenance Supervisor	\$9,095		\$10			\$637	\$9,742	\$1,600	inc	inc			\$11,342	
Upland	Maintenance Supervisor	\$6,596	\$297			\$462		\$7,355	\$1,184	inc	inc			\$8,539	
Beaumont	Street Maintenance Supervisor	\$6,467						\$6,467	\$1,675	inc	inc	\$7		\$8,149	
	Average	\$7,239						\$7,730						\$9,283	
	% +/-	-11.9%						-19.5%						-13.9%	
	Median	\$7,320						\$7,518						\$9,185	
	% +/-	-13.2%						-16.2%						-12.7%	
	75th Percenile	\$7,885						\$8,572						\$10,265	
	% +/-	-21.9%						-32.5%						-26.0%	

Median Gain/Loss -3.1%

3.5%

**Beaumont
Street Maintenance Supervisor**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Cathedral City	Public Work Supervisor	\$724	(\$708)	2@60	\$12,465	12	8		18	38
Colton	Collection System Maintenance Supervisor	\$1,694		2.5@55	\$7,943	11	8	7	13	39
Corona	Public Works Program Supervisor	\$3,755		2.7@55	\$12,162	8		9	23	40
Menifee	Public Works Maintenance Supervisor	\$1,241		2.7@55	\$10,981	10	9	4	13	36
Murrieta	Maintenance Supervisor	\$731		2@60	\$9,862	9		5	23	37
Palm Springs	Maintenance Supervisor	\$2,838		2@60	\$13,531	10	4		21	35
Redlands	Field Services Coordinator	\$1,766		2@55	\$9,672	11	8	10	17	45
Rialto	Public Works Supervisor	\$3,508		2.7@55	\$13,631	10	10	10	23	53
Riverside	Street Maintenance Supervisor	\$2,412		2.7@55	\$11,650	8	8		14	30
San Bernardino	Maintenance Supervisor	\$2,828	(\$150)	2@55	\$10,252	11	8	3	17	39
Temecula	Maintenance Supervisor	\$3,133	(\$273)	2@60	\$14,202	8		5	24	37
Upland	Maintenance Supervisor	\$3,045	(\$92)	2.5@55	\$11,491	11	8	4	15	38
Beaumont	Street Maintenance Supervisor	\$1,669		3@60	\$9,818	9	8		17	34
	Average				\$11,487					38.8
	% +/-				-17.0%					-14.3%
	Median				\$11,570					37.8
	% +/-				-17.8%					-11.3%
	75th Percenile				\$12,732					39.3
	% +/-				-29.7%					-15.7%

-5.1%

**Beaumont
Street Maintenance Worker**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Maintenance Worker	\$4,029							\$4,029	\$1,400	inc	\$21	inc		\$5,450
Cathedral City	Street Maintenance Worker II	\$5,383	\$269				\$100		\$5,752	\$2,441	inc	inc		\$13	\$8,206
Colton	Maintenance Worker II	\$4,000	\$80			\$200			\$4,280	\$1,100	inc	inc	\$8	\$18	\$5,407
Corona	Senior Street Maintenance Worker	\$4,941	\$83						\$5,024	\$1,564	inc	inc	\$0	\$34	\$6,622
Menifee	Street Maintenance Worker II	\$5,086							\$5,086	\$1,800	inc	inc	\$13		\$6,898
Murrieta	Maintenance Worker II	\$4,537					\$100		\$4,637	\$1,563	\$98	\$40	\$8	\$31	\$6,376
Palm Springs	Street/Traffic Maintenance Worker	\$4,887				\$244			\$5,131	\$2,106	inc	inc	\$11	\$18	\$7,266
Redlands	Maintenance Worker II	\$3,988	\$199						\$4,187	\$900	\$127	\$19			\$5,234
Rialto	Field Service Worker	\$4,103	\$246			\$308	\$600		\$5,257	\$1,300	inc	inc			\$6,557
Riverside	Street Maintenance Worker	\$4,821		\$7					\$4,828	\$1,411	\$45	inc	\$3		\$6,287
San Bernardino	Maintenance Worker II	\$3,967							\$3,967	\$880	inc	inc	\$1	\$7	\$4,855
Temecula	Maintenance Worker II - Streets/Parks	\$5,283						\$211	\$5,494	\$1,600	inc	inc			\$7,094
Upland	Maintenance Worker	\$4,335	\$195				\$100		\$4,630	\$1,267	inc	inc			\$5,897
Beaumont	Street Maintenance Worker	\$5,576			\$558				\$6,134	\$1,675	inc	inc	\$7		\$7,816
	Average	\$4,566							\$4,793						\$6,319
	% +/-	18.1%							21.9%						19.1%
	Median	\$4,537							\$4,828						\$6,376
	% +/-	18.6%							21.3%						18.4%
	75th Percenile	\$4,941							\$5,131						\$6,898
	% +/-	11.4%							16.3%						11.7%

Median Gain/Loss 2.7%

-2.9%

**Beaumont
Street Maintenance Worker**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Maintenance Worker	\$1,241		2@60	\$6,691	11	8		13	32
Cathedral City	Street Maintenance Worker II	\$495		2@60	\$8,701	12	8		18	38
Colton	Maintenance Worker II	\$1,324		2.5@55	\$6,730	11	8		13	32
Corona	Senior Street Maintenance Worker	\$2,797		2.7@55	\$9,419	8			21	29
Menifee	Street Maintenance Worker II	\$796		2.7@55	\$7,694	10	9		13	32
Murrieta	Maintenance Worker II	\$459		2@60	\$6,836	9			23	32
Palm Springs	Street/Traffic Maintenance Worker	\$1,716		2@60	\$8,982	10			21	31
Redlands	Maintenance Worker II	\$1,039		2@55	\$6,273	11	8		17	35
Rialto	Field Service Worker	\$1,940		2.7@55	\$8,496	12	10		23	44
Riverside	Street Maintenance Worker	\$1,532		2.7@55	\$7,818	8	8		13	29
San Bernardino	Maintenance Worker II	\$1,717	(\$52)	2@55	\$6,520	11	8		17	35
Temecula	Maintenance Worker II - Streets/Parks	\$1,820		2@60	\$8,914	8			23	31
Upland	Maintenance Worker	\$2,001	(\$61)	2.5@55	\$7,837	11	8		15	34
Beaumont	Street Maintenance Worker	\$1,439		3@60	\$9,255	9	8		17	34
	Average				\$7,763					33.4
	% +/-				16.1%					1.8%
	Median				\$7,818					32.2
	% +/-				15.5%					5.4%
	75th Percenile				\$8,701					35.2
	% +/-				6.0%					-3.4%

-2.9%

**Beaumont
Support Services Specialist II**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Police Assistant II	\$4,339							\$4,339	\$1,400	inc	\$21	inc		\$5,760
Cathedral City	Property & Evidence Technician II	\$6,704	\$335	\$75		\$100			\$7,214	\$2,441	inc	inc		\$16	\$9,671
Colton	Police Services Clerk II	\$3,524	\$70		\$176				\$3,771	\$1,100	inc	inc	\$8	\$16	\$4,895
Corona	Property Administrator	\$3,870	\$83						\$3,953	\$1,564	inc	inc	\$0	\$26	\$5,543
Menifee	Crime Scene/Property & Evidence Spec	\$6,860							\$6,860	\$1,800	inc	inc	\$13		\$8,672
Murrieta	Property & Evidence Technician	\$4,442		\$50		\$100			\$4,592	\$1,563	\$98	\$40	\$8	\$30	\$6,331
Palm Springs	Property Technician	\$5,664			\$283				\$5,947	\$2,106	inc	inc	\$11	\$21	\$8,085
Redlands	Community Service Officer II	\$4,759		\$142		\$72			\$4,972	\$900	\$127	\$19			\$6,018
Rialto	Property & Evidence Technician	\$5,082	\$305		\$381	\$600			\$6,368	\$1,300	inc	inc			\$7,668
Riverside	Police Property Specialist	\$4,596		\$26					\$4,622	\$1,411	\$45	inc	\$3		\$6,080
San Bernardino	Property & Evidence Technician II	\$4,843							\$4,843	\$880	inc	inc	\$1	\$8	\$5,732
Temecula	No Comparable Class														
Upland	Police Records Specialist II	\$4,026	\$181	\$25		\$100			\$4,332	\$1,267	inc	inc			\$5,599
Beaumont	Support Services Specialist II	\$4,465		\$100	\$447				\$5,012	\$1,500	inc	inc	\$7		\$6,519
	Average	\$4,892							\$5,151						\$6,671
	% +/-	-9.6%							-2.8%						-2.3%
	Median	\$4,678							\$4,732						\$6,049
	% +/-	-4.8%							5.6%						7.2%
	75th Percentile	\$5,228							\$6,052						\$7,772
	% +/-	-17.1%							-20.8%						-19.2%

Median Gain/Loss 10.3%

1.6%

**Beaumont
Support Services Specialist II**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Police Assistant II	\$1,336		2@60	\$7,096	11	8		13	32
Cathedral City	Property & Evidence Technician II	\$617		2@60	\$10,288	12	8		18	38
Colton	Police Services Clerk II	\$1,166		2.5@55	\$6,062	11	8		13	32
Corona	Property Administrator	\$2,191		2.7@55	\$7,734	8			21	29
Menifee	Crime Scene/Property & Evidence Spec	\$1,074		2.7@55	\$9,746	10	9		13	32
Murrieta	Property & Evidence Technician	\$450		2@60	\$6,780	9			23	32
Palm Springs	Property Technician	\$1,988		2@60	\$10,074	10			21	31
Redlands	Community Service Officer II	\$1,240		2@55	\$7,259	9	8		17	34
Rialto	Property & Evidence Technician	\$2,402		2.7@55	\$10,070	11	10		23	44
Riverside	Police Property Specialist	\$1,460		2.7@55	\$7,541	8	8		13	29
San Bernardino	Property & Evidence Technician II	\$2,097	(\$63)	2@55	\$7,766	11	8		17	35
Temecula	No Comparable Class									
Upland	Police Records Specialist II	\$1,858	(\$56)	2.5@55	\$7,401	11	8		15	34
Beaumont	Support Services Specialist II	\$1,153		3@60	\$7,671	9	8		17	34
	Average				\$8,151					33.4
	% +/-				-6.3%					1.7%
	Median				\$7,637					32.2
	% +/-				0.4%					5.2%
	75th Percenile				\$9,827					34.0
	% +/-				-28.1%					-0.1%

-6.8%

**Beaumont
Support Services Supervisor**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	No Comparable Class														
Cathedral City	No Comparable Class														
Colton	Police Support Services Manager	\$7,322							\$7,322	\$1,100	inc	inc	\$8	\$33	\$8,464
Corona	Support Services Manager	\$9,545	\$167	\$153					\$9,865	\$1,564	inc	inc	\$0	\$65	\$11,494
Menifee	Police Support Services Manager	\$11,581							\$11,581	\$1,800	inc	inc	\$17		\$13,398
Murrieta	Public Safety Radio Systems Administrator	\$6,787		\$50			\$150		\$6,987	\$1,563	\$98	\$40	\$14	\$46	\$8,747
Palm Springs	No Comparable Class														
Redlands	Police Operations Manager	\$9,626					\$193		\$9,819	\$900	\$127	\$19			\$10,865
Rialto	Emergency Dispatch Supervisor	\$5,866	\$352	\$67	\$440		\$750		\$7,475	\$1,300	inc	inc			\$8,775
Riverside	No Comparable Class														
San Bernardino	No Comparable Class														
Temecula	No Comparable Class														
Upland	Police Dispatch Supervisor	\$6,435	\$290	\$25			\$450		\$7,200	\$1,184	inc	inc			\$8,384
Beaumont	Support Services Supervisor	\$7,316		\$100	\$732				\$8,148	\$1,500	inc	inc	\$7		\$9,655
	Average	\$8,166							\$8,607						\$10,018
	% +/-	-11.6%							-5.6%						-3.8%
	Median	\$7,322							\$7,475						\$8,775
	% +/-	-0.1%							8.3%						9.1%
	75th Percenile	\$9,586							\$9,842						\$11,179
	% +/-	-31.0%							-20.8%						-15.8%

Median Gain/Loss 8.3%

0.9%

**Beaumont
Support Services Supervisor**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Cathedral City	No Comparable Class									
Colton	Police Support Services Manager	\$2,423		2.5@55	\$10,887	11	8	7	13	39
Corona	Support Services Manager	\$5,404		2.7@55	\$16,898	8		9	23	40
Menifee	Police Support Services Manager	\$1,813		2.7@55	\$15,210	10	9	5	13	37
Murrieta	Public Safety Radio Systems Administrator	\$687		2@60	\$9,434	9			23	32
Palm Springs	No Comparable Class									
Redlands	Police Operations Manager	\$2,509		2@55	\$13,374	9	8	10	17	44
Rialto	Emergency Dispatch Supervisor	\$2,773		2.7@55	\$11,548	11	10		23	44
Riverside	No Comparable Class									
San Bernardino	No Comparable Class									
Temecula	No Comparable Class									
Upland	Police Dispatch Supervisor	\$2,970	(\$90)	2.5@55	\$11,264	11	8	4	15	38
Beaumont	Support Services Supervisor	\$1,889		3@60	\$11,544	9	8		17	34
	Average				\$12,659					39.0
	% +/-				-9.7%					-14.7%
	Median				\$11,548					39.0
	% +/-				0.0%					-14.7%
	75th Percenile				\$14,292					42.0
	% +/-				-23.8%					-23.4%

-9.2%

**Beaumont
Vehicle Maintenance Supervisor**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Banning	Fleet Manager	\$8,619			\$275			\$8,894	\$1,400	inc	\$21	\$39		\$10,354
Cathedral City	No Comparable Class													
Colton	No Comparable Class													
Corona	Fleet Services Supervisor	\$7,328	\$167					\$7,495	\$1,564	inc	inc	\$0	\$50	\$9,108
Menifee	No Comparable Class													
Murrieta	No Comparable Class													
Omnitrans	Maintenance Manager	\$11,053						\$11,053	\$1,876	inc	inc	\$29	\$101	\$13,058
Palm Springs	Fleet Maintenance Manager	\$9,610			\$481			\$10,091	\$2,094	inc	inc	\$11	\$119	\$12,315
Redlands	Fleet Services Coordinator	\$6,776				\$72		\$6,848	\$913	\$127	\$19			\$7,906
Rialto	No Comparable Class													
Riverside	Fleet Management Supervisor	\$8,366		\$4		\$75		\$8,445	\$1,482	\$45	inc	\$48		\$10,020
RTA	Maintenance Supervisor	\$9,711						\$9,711	\$1,217					\$10,928
San Bernardino	Equipment Maintenance Supervisor	\$5,912						\$5,912	\$1,030	inc	inc	\$1	\$10	\$6,953
Sunline	Deputy Chief Ops Officer - Maintenance	\$8,635		\$25				\$8,660	\$1,432					\$10,092
Temecula	No Comparable Class													
Upland	No Comparable Class													
Beaumont	Vehicle Maintenance Supervisor	\$6,467						\$6,467	\$1,675	inc	inc	\$7		\$8,149
	Average	\$8,446						\$8,568						\$10,082
	% +/-	-30.6%						-32.5%						-23.7%
	Median	\$8,619						\$8,660						\$10,092
	% +/-	-33.3%						-33.9%						-23.8%
	75th Percentile	\$9,610						\$9,711						\$10,928
	% +/-	-48.6%						-50.2%						-34.1%

Median Gain/Loss -0.6%

10.1%

**Beaumont
Vehicle Maintenance Supervisor**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Fleet Manager	\$2,655		2@60	\$13,008	11	8		13	32
Cathedral City	No Comparable Class									
Colton	No Comparable Class									
Corona	Fleet Services Supervisor	\$4,149		2.7@55	\$13,257	8		9	23	40
Menifee	No Comparable Class									
Murrieta	No Comparable Class									
Omnitrans	Maintenance Manager	\$1,816		2%@55	\$14,874	7	8		17	32
Palm Springs	Fleet Maintenance Manager	\$3,374		2@60	\$15,688	10	4		21	35
Redlands	Fleet Services Coordinator	\$1,766		2@55	\$9,672	11	8	10	17	45
Rialto	No Comparable Class									
Riverside	Fleet Management Supervisor	\$2,658		2.7@55	\$12,678	8	8		14	30
RTA	Maintenance Supervisor	\$970		2%@55	\$11,898	9	8		20	37
San Bernardino	Equipment Maintenance Supervisor	\$2,559	(\$136)	2@55	\$9,376	11	8		17	35
Sunline	Deputy Chief Ops Officer - Maintenance			2@60	\$10,092	4	7		25	36
Temecula	No Comparable Class									
Upland	No Comparable Class									
Beaumont	Vehicle Maintenance Supervisor	\$1,669		3@60	\$9,818	9	8		17	34
	Average				\$12,283					35.9
	% +/-				-25.1%					-5.5%
	Median				\$12,678					35.2
	% +/-				-29.1%					-3.4%
	75th Percenile				\$13,257					37.3
	% +/-				-35.0%					-9.8%

-5.3%

**Beaumont
Wastewater Collection System Worker II**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life		LTD
Banning	Wastewater Collection System Technician	\$4,884						\$4,884	\$1,400	inc	\$21	inc		\$6,305
Cathedral City	No Comparable Class													
Colton	Collection System Maintenance Tech II	\$5,185		\$42	\$259			\$5,486	\$1,100	inc	inc	\$13	\$23	\$6,622
Corona	No Comparable Class													
Menifee	No Comparable Class													
Murrieta	No Comparable Class													
Palm Springs	No Comparable Class													
Redlands	Line Maintenance Worker II	\$5,063	\$253					\$5,316	\$900	\$127	\$19			\$6,362
Rialto	No Comparable Class													
Riverside	Wastewater Collection System Technician II	\$5,863		\$7				\$5,870	\$1,411	\$45	inc	\$3		\$7,329
San Bernardino	Sewer Maintenance Worker	\$4,383						\$4,383	\$880	inc	inc	\$1	\$8	\$5,272
Temecula	No Comparable Class													
Upland	Maintenance Worker	\$4,335	\$195			\$100		\$4,630	\$1,267	inc	inc			\$5,897
Beaumont	Wastewater Collection System Worker II	\$6,155			\$616			\$6,771	\$1,675	inc	inc	\$7		\$8,453
	Average	\$4,952						\$5,095						\$6,298
	% +/-	19.5%						24.7%						25.5%
	Median	\$4,974						\$5,100						\$6,334
	% +/-	19.2%						24.7%						25.1%
	75th Percenile	\$5,155						\$5,444						\$6,557
	% +/-	16.3%						19.6%						22.4%

Median Gain/Loss 5.5%

0.4%

Beaumont Wastewater Collection System Worker II		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Wastewater Collection System Technician	\$1,504		2@60	\$7,810	11	8		13	32
Cathedral City	No Comparable Class									
Colton	Collection System Maintenance Tech II	\$1,716		2.5@55	\$8,338	12	8		13	33
Corona	No Comparable Class									
Menifee	No Comparable Class									
Murrieta	No Comparable Class									
Palm Springs	No Comparable Class									
Redlands	Line Maintenance Worker II	\$1,320		2@55	\$7,682	11	8		17	35
Rialto	No Comparable Class									
Riverside	Wastewater Collection System Technician II	\$1,863		2.7@55	\$9,191	8	8		13	29
San Bernardino	Sewer Maintenance Worker	\$1,897	(\$57)	2@55	\$7,112	11	8		17	35
Temecula	No Comparable Class									
Upland	Maintenance Worker	\$2,001	(\$61)	2.5@55	\$7,837	11	8		15	34
Beaumont	Wastewater Collection System Worker II	\$1,589		3@60	\$10,041	9	8		17	34
	Average				\$7,995					33.1
	% +/-				20.4%					2.7%
	Median				\$7,823					33.3
	% +/-				22.1%					2.2%
	75th Percenile				\$8,213					34.8
	% +/-				18.2%					-2.2%

-3.0%

**Beaumont
Wastewater Plant Operator III**

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	No Comparable Class														
Cathedral City	No Comparable Class														
Colton	Senior Wastewater Treatment Plant Op	\$6,987		\$42	\$349			\$7,378	\$1,100	inc	inc	\$13	\$31	\$8,522	
Corona	Water Reclamation Operator III	\$7,438	\$83					\$7,521	\$1,564	inc	inc	\$0	\$51	\$9,136	
Menifee	No Comparable Class														
Murrieta	No Comparable Class														
Palm Springs	No Comparable Class														
Redlands	Wastewater Facilities Operator III	\$6,303	\$315					\$6,618	\$900	\$127	\$19			\$7,664	
Rialto	No Comparable Class														
Riverside	Wastewater Plant Operator III	\$7,838		\$8				\$7,846	\$1,411	\$45	inc	\$3		\$9,304	
San Bernardino	No Comparable Class														
Temecula	No Comparable Class														
Upland	No Comparable Class														
Beaumont	Wastewater Plant Operator III	\$7,316			\$732			\$8,048	\$1,675	inc	inc	\$7		\$9,730	
	Average	\$7,141						\$7,341						\$8,656	
	% +/-	2.4%						8.8%						11.0%	
	Median	\$7,212						\$7,449						\$8,829	
	% +/-	1.4%						7.4%						9.3%	
	75th Percenile	\$7,538						\$7,602						\$9,178	
	% +/-	-3.0%						5.5%						5.7%	

Median Gain/Loss 6.0%

1.8%

Beaumont Wastewater Plant Operator III		Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Cathedral City	No Comparable Class									
Colton	Senior Wastewater Treatment Plant Op	\$2,312		2.5@55	\$10,834	12	8		13	33
Corona	Water Reclamation Operator III	\$4,211		2.7@55	\$13,347	8			21	29
Menifee	No Comparable Class									
Murrieta	No Comparable Class									
Palm Springs	No Comparable Class									
Redlands	Wastewater Facilities Operator III	\$1,643		2@55	\$9,307	11	8		17	35
Rialto	No Comparable Class									
Riverside	Wastewater Plant Operator III	\$2,490		2.7@55	\$11,795	8	8		13	29
San Bernardino	No Comparable Class									
Temecula	No Comparable Class									
Upland	No Comparable Class									
Beaumont	Wastewater Plant Operator III	\$1,889		3@60	\$11,619	9	8		17	34
	Average				\$11,321					31.6
	% +/-				2.6%					7.1%
	Median				\$11,314					31.2
	% +/-				2.6%					8.3%
	75th Percenile				\$12,183					33.6
	% +/-				-4.9%					1.2%

-6.6%

**Beaumont
Chief of Police**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	POST	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Police Chief	\$16,350		\$150	\$450					\$16,950	\$1,667	inc	\$21	\$39		\$18,677
Cathedral City	Police Chief	\$18,502	\$2,775	\$135	\$925	\$925	\$100	\$1,295	\$24,658	\$2,300	inc	inc	\$80	\$44		\$27,082
Colton	Police Chief	\$15,091		\$70		\$1,000			\$16,161	\$1,183	inc	inc	\$17	\$68		\$17,429
Corona	Chief of Police	\$17,805	\$167	\$287		\$873			\$19,131	\$1,564	inc	inc	\$0	\$121		\$20,816
Menifee	Chief of Police	\$19,260		\$83	\$963		\$417		\$20,723	\$1,800	inc	inc	\$17			\$22,540
Murrieta	Police Chief	\$19,607		\$150			\$250	\$655	\$20,662	\$1,563	\$98	\$40	\$39	\$133		\$22,534
Palm Springs	Police Chief	\$19,818		\$135	\$991				\$20,944	\$2,094	inc	inc	\$11	\$246		\$23,295
Redlands	Police Chief	\$21,693		\$142			\$434		\$22,269	\$2,706	\$127	\$19				\$25,121
Rialto	Chief of Police	\$20,710			\$1,553		\$750	\$1,864	\$24,877	\$1,300	\$137	\$25				\$26,339
Riverside	Chief of Police	\$30,900		\$26			\$75		\$31,001	\$1,482	\$45	inc	\$178			\$32,706
San Bernardino	Chief of Police	\$23,260		\$79					\$23,339	\$1,250	inc	inc	\$25	\$41		\$24,655
Temecula	No Comparable Class															
Upland	Chief of Police	\$22,119	\$553	\$74			\$1,991		\$24,736	\$1,184	inc	inc				\$25,920
Beaumont	Chief of Police	\$19,167		\$100		\$479			\$19,746	\$1,675	inc	inc	\$7			\$21,428
	Average	\$20,426							\$22,121							\$23,926
	% +/-	-6.6%							-12.0%							-11.7%
	Median	\$19,713							\$21,606							\$23,975
	% +/-	-2.8%							-9.4%							-11.9%
	75th Percenile	\$21,800							\$24,677							\$26,025
	% +/-	-13.7%							-25.0%							-21.5%

Median Gain/Loss -6.6%

-2.5%

**Beaumont
Chief of Police**

Retirement Benefits

Leave Benefits

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Police Chief	\$3,546		2@50	\$22,223	11	8	8	13	40
Cathedral City	Police Chief	\$8,119	(\$2,220)	3@55	\$32,981	12	8		22	42
Colton	Police Chief	\$3,632		3@55	\$21,062	12	8	7	13	40
Corona	Chief of Police	\$10,088	(\$267)	3@50	\$30,636	8		9	25	42
Menifee	Chief of Police	\$2,674	(\$915)		\$24,299	10	9	5	13	37
Murrieta	Police Chief	\$4,410	(\$1,110)	3@55	\$25,834	9		10	23	42
Palm Springs	Police Chief	\$12,379	(\$595)	3@55	\$35,079	10	4		21	35
Redlands	Police Chief	\$13,268		3@50	\$38,389	9			33	42
Rialto	Chief of Police	\$14,554	(\$2,485)	3@50	\$38,408	10	10	12	20	52
Riverside	Chief of Police	\$16,076		3@50	\$48,781	8	8	4	17	37
San Bernardino	Chief of Police	\$21,117	(\$698)	3@55	\$45,074	11	8	7	17	42
Temecula	No Comparable Class									
Upland	Chief of Police	\$20,709		3@55	\$46,630	11	8	7	15	40
Beaumont	Chief of Police	\$7,859		3@50	\$29,288	9	8	3	17	37
	Average				\$34,116					40.8
	% +/-				-16.5%					-9.2%
	Median				\$34,030					41.0
	% +/-				-16.2%					-9.8%
	75th Percenile				\$40,074					41.9
	% +/-				-36.8%					-12.2%

-4.3%

**Beaumont
Police Lieutenant**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits					
			Long.	Uniform	Educ. Inc.	POST	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Banning	Police Lieutenant	\$12,828	\$257	\$150	\$225	\$300		\$513	\$14,273	\$1,400	inc	\$10	\$39		\$15,722
Cathedral City	Police Commander	\$14,324		\$140				\$100	\$1,003	\$2,300	inc	inc	\$62	\$34	\$17,963
Colton	Police Lieutenant	\$11,047		\$75	\$829	\$1,105			\$13,056	\$1,100	inc	inc	\$8		\$14,164
Corona	Police Lieutenant	\$13,533	\$698	\$287		\$1,083			\$15,600	\$1,564	inc	inc	\$0	\$92	\$17,256
Menifee	Police Lieutenant	\$12,809		\$83	\$640		\$333		\$13,866	\$1,800	inc	inc			\$15,666
Murrieta	Police Lieutenant	\$13,591		\$150	\$680	\$680	\$200	\$454	\$15,754	\$1,663	\$98	\$40	\$27	\$92	\$17,674
Palm Springs	Police Lieutenant	\$13,258		\$135	\$265	\$663			\$14,321	\$2,006	\$80	\$13	\$11	\$164	\$16,595
Redlands	No Comparable Class														
Rialto	Police Lieutenant	\$11,710	\$703	\$133	\$878	\$1,874	\$750	\$1,054	\$17,102	\$1,400	inc	inc			\$18,502
Riverside	Police Lieutenant	\$15,501		\$26		\$2,325	\$200		\$18,052	\$1,543	inc	inc	\$89	\$15	\$19,699
San Bernardino	Lieutenant	\$14,743		\$79		\$450			\$15,272	\$1,318	inc	inc	\$5		\$16,594
Temecula	No Comparable Class														
Upland	Lieutenant	\$11,919	\$596	\$74	\$596	\$596	\$596		\$14,376	\$1,300	inc	inc			\$15,676
Beaumont	Police Lieutenant	\$14,609		\$100		\$365			\$15,074	\$1,675	inc	inc	\$7		\$16,756
	Average	\$13,206							\$15,203						\$16,865
	% +/-	9.6%							-0.9%						-0.6%
	Median	\$13,258							\$15,272						\$16,595
	% +/-	9.2%							-1.3%						1.0%
	75th Percenile	\$13,958							\$15,677						\$17,818
	% +/-	4.5%							-4.0%						-6.3%

Median Gain/Loss -10.6%

2.3%

**Beaumont
Police Lieutenant**

Retirement Benefits

Leave Benefits

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Police Lieutenant	\$2,782		2@50	\$18,505	8	8		13	29
Cathedral City	Police Commander	\$6,286	(\$1,719)	3@55	\$22,530		8		18	26
Colton	Police Lieutenant	\$2,659	(\$331)	3@55	\$16,492	10	8	8	13	40
Corona	Police Lieutenant	\$7,667	(\$203)	3@50	\$24,720	10			24	34
Menifee	Police Lieutenant	\$1,778	(\$608)		\$16,836	1	9	5	20	35
Murrieta	Police Lieutenant	\$3,057	(\$769)	3@55	\$19,961	10		5	23	38
Palm Springs	Police Lieutenant	\$8,282	(\$398)	3@55	\$24,479		4		17	21
Redlands	No Comparable Class									
Rialto	Police Lieutenant	\$8,229	(\$1,405)	3@50	\$25,326	2	10	12	32	55
Riverside	Police Lieutenant	\$8,064		3@50	\$27,764	11	8		17	36
San Bernardino	Lieutenant	\$13,385	(\$442)	3@55	\$29,537	11	8	7	17	42
Temecula	No Comparable Class									
Upland	Lieutenant	\$11,159	(\$358)	3@55	\$26,478		8	3	15	25
Beaumont	Police Lieutenant	\$5,990		3@50	\$22,746	9	8		17	34
	Average				\$22,966					34.6
	% +/-				-1.0%					-1.7%
	Median				\$24,479					35.1
	% +/-				-7.6%					-3.2%
	75th Percenile				\$25,902					38.7
	% +/-				-13.9%					-13.7%

-8.6%

**Beaumont
Police Sergeant**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	POST	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD		
Banning	Police Sergeant	\$10,473	\$209	\$150	\$225	\$300		\$419	\$11,777	\$1,400	inc	inc	\$13		\$13,190	
Cathedral City	Police Sergeant	\$12,385		\$140				\$100	\$867	\$13,492	\$2,300	inc	inc	\$54	\$30	\$15,875
Colton	Police Sergeant	\$9,206		\$75	\$552	\$921				\$10,754	\$1,100	inc	inc	\$8		\$11,863
Corona	Police Sergeant	\$11,086	\$698	\$287		\$887				\$12,957	\$1,564	inc	inc	\$0	\$75	\$14,596
Menifee	Police Sergeant	\$10,544		\$83	\$527			\$250		\$11,405	\$1,800	inc	inc			\$13,205
Murrieta	Police Sergeant	\$10,646		\$150	\$260	\$520	\$150	\$356	\$12,082	\$1,663	\$98	\$40	\$3	\$20	\$13,904	
Palm Springs	Police Sergeant	\$10,426		\$135		\$1,043			\$11,604	\$2,006	\$80	\$13	\$11	\$129	\$13,842	
Redlands	Police Sergeant	\$9,976	\$499	\$267		\$1,746			\$12,487	\$1,100	\$127	\$19			\$13,733	
Rialto	Police Sergeant	\$9,611	\$577	\$133	\$721	\$1,538	\$750	\$865	\$14,195	\$1,400	inc	inc			\$15,595	
Riverside	Police Sergeant	\$10,589		\$26		\$1,588	\$200		\$12,403	\$1,543	inc	inc	\$61	\$15	\$14,022	
San Bernardino	Police Sergeant	\$11,967		\$79		\$275			\$12,321	\$1,211	inc	inc	\$2		\$13,534	
Temecula	No Comparable Class															
Upland	Police Sergeant	\$9,873	\$494	\$74	\$494	\$494	\$494		\$11,921	\$1,300	inc	inc			\$13,221	
Beaumont	Police Sergeant	\$10,339		\$100		\$1,034			\$11,473	\$1,500	inc	inc	\$7		\$12,980	
	Average	\$10,565							\$12,283						\$13,882	
	% +/-	-2.2%							-7.1%						-6.9%	
	Median	\$10,509							\$12,201						\$13,788	
	% +/-	-1.6%							-6.3%						-6.2%	
	75th Percenile	\$10,756							\$12,605						\$14,166	
	% +/-	-4.0%							-9.9%						-9.1%	

Median Gain/Loss -4.7%

0.1%

**Beaumont
Police Sergeant**

Retirement Benefits

Leave Benefits

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Police Sergeant	\$2,272		2@50	\$15,461	7	8		13	29
Cathedral City	Police Sergeant	\$5,435	(\$1,486)	3@55	\$19,824		8		18	26
Colton	Police Sergeant	\$2,216	(\$276)	3@55	\$13,802	10	8		13	31
Corona	Police Sergeant	\$6,281	(\$166)	3@50	\$20,711	10			24	34
Menifee	Police Sergeant	\$1,464	(\$501)		\$14,168	1	9		20	30
Murrieta	Police Sergeant	\$2,394	(\$603)	3@55	\$15,696	12			23	35
Palm Springs	Police Sergeant	\$6,513	(\$313)	3@55	\$20,042		10		17	27
Redlands	Police Sergeant	\$6,102		3@50	\$19,835	2	8		15	24
Rialto	Police Sergeant	\$6,754	(\$1,153)	3@50	\$21,195	2	10	12	32	55
Riverside	Police Sergeant	\$5,509		3@50	\$19,531	11	8		17	36
San Bernardino	Police Sergeant	\$10,864	(\$359)	3@55	\$24,039	9	8		17	34
Temecula	No Comparable Class									
Upland	Police Sergeant	\$9,244	(\$296)	3@55	\$22,169		8	2	15	24
Beaumont	Police Sergeant	\$4,239		3@50	\$17,220	9	8		17	34
	Average				\$18,873					32.1
	% +/-				-9.6%					5.7%
	Median				\$19,829					30.7
	% +/-				-15.2%					9.7%
	75th Percenile				\$20,832					34.3
	% +/-				-21.0%					-0.9%

-8.9%

**Beaumont
Police Officer**

Survey Agency	Comparable Class	Range Max.	Cash Supplements							Insurance Benefits					Base + Cash + Ins.
			Long.	Uniform	Educ. Inc.	POST	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	
Banning	Police Officer	\$7,982	\$160	\$150	\$225	\$300		\$319	\$9,136	\$1,400	inc	inc	\$13		\$10,549
Cathedral City	Police Officer	\$8,945		\$140		\$447	\$100		\$9,632	\$2,400	inc	inc	\$27	\$21	\$12,081
Colton	Police Officer	\$6,958		\$75	\$417	\$696			\$8,146	\$1,100	inc	inc	\$8		\$9,254
Corona	Police Officer II	\$8,178	\$552	\$287		\$654			\$9,671	\$1,564	inc	inc	\$0	\$56	\$11,290
Menifee	Police Officer	\$8,176		\$83	\$409		\$250		\$8,918	\$1,800	inc	inc			\$10,718
Murrieta	Police Officer	\$8,228		\$150	\$260	\$520	\$150	\$275	\$9,583	\$1,663	\$98	\$40	\$3	\$20	\$11,406
Palm Springs	Police Officer	\$8,032		\$135		\$803			\$8,970	\$2,006	\$80	\$13	\$11	\$100	\$11,179
Redlands	Police Officer	\$7,409	\$370	\$267		\$1,297			\$9,343	\$1,100	\$127	\$19			\$10,589
Rialto	Police Officer	\$7,361	\$442	\$133	\$552	\$368	\$600	\$662	\$10,119	\$1,400	inc	inc			\$11,519
Riverside	Police Officer	\$8,298		\$26		\$1,245			\$9,569	\$1,543	inc	inc	\$1	\$10	\$11,123
San Bernardino	Police Officer	\$9,287		\$79		\$275			\$9,641	\$1,211	inc	inc	\$2		\$10,854
Temecula	No Comparable Class														
Upland	Police Officer	\$7,203	\$360	\$74	\$360	\$360	\$300		\$8,657	\$1,300	inc	inc			\$9,957
Beaumont	Police Officer	\$7,687		\$100		\$769			\$8,556	\$1,500	inc	inc	\$7		\$10,063
	Average	\$8,005							\$9,282						\$10,877
	% +/-	-4.1%							-8.5%						-8.1%
	Median	\$8,104							\$9,456						\$10,988
	% +/-	-5.4%							-10.5%						-9.2%
	75th Percenile	\$8,246							\$9,634						\$11,319
	% +/-	-7.3%							-12.6%						-12.5%

Median Gain/Loss -5.1%

1.3%

**Beaumont
Police Officer**

Retirement Benefits

Leave Benefits

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Police Officer	\$1,731		2@50	\$12,280	7	8		13	29
Cathedral City	Police Officer	\$3,925		3@55	\$16,006		8		16	24
Colton	Police Officer	\$1,675	(\$209)	3@55	\$10,720	10	8		13	31
Corona	Police Officer II	\$4,633	(\$123)	3@50	\$15,801	10			24	34
Menifee	Police Officer	\$1,135	(\$388)		\$11,465	1	9		20	30
Murrieta	Police Officer	\$1,851	(\$466)	3@55	\$12,791	12			23	35
Palm Springs	Police Officer	\$5,017	(\$241)	3@55	\$15,956		10		17	27
Redlands	Police Officer	\$4,532		3@50	\$15,121	2	8		15	24
Rialto	Police Officer	\$5,173	(\$883)	3@50	\$15,808		10		32	42
Riverside	Police Officer	\$4,317		3@50	\$15,440	11	8		13	32
San Bernardino	Police Officer	\$8,431	(\$279)	3@55	\$19,007	9	8		17	34
Temecula	No Comparable Class									
Upland	Police Officer	\$6,744	(\$216)	3@55	\$16,485		8		15	23
Beaumont	Police Officer	\$3,152		3@50	\$13,215	9	8		17	34
	Average				\$14,740					30.4
	% +/-				-11.5%					10.6%
	Median				\$15,621					30.7
	% +/-				-18.2%					9.7%
	75th Percenile				\$15,968					33.9
	% +/-				-20.8%					0.2%

-9.0%

**Beaumont
Transit Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits					Base + Cash + Ins.		
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life		LTD	
Banning	No Comparable Class														
Omnitrans	Transportation Manager	\$11,053							\$11,053	\$1,876	inc	inc	\$29	\$101	\$13,058
Riverside	No Comparable Class														
RTA	Operations Manager	\$11,035				\$25			\$11,060	\$1,217					\$12,277
Sunline	Deputy Operations/Chief Transportation Officer	\$8,635		\$25					\$8,660	\$1,432					\$10,092
Beaumont	Transit Manager	\$9,601							\$9,601	\$1,675	inc	inc	\$7		\$11,283
	Average	\$10,241							\$10,258						\$11,809
	% +/-	-6.7%							-6.8%						-4.7%
	Median	\$11,035							\$11,053						\$12,277
	% +/-	-14.9%							-15.1%						-8.8%
	75th Percenile	\$11,044							\$11,056						\$12,668
	% +/-	-15.0%							-15.2%						-12.3%

Median Gain/Loss -0.2%

6.3%

**Beaumont
Transit Manager**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Omnitrans	Transportation Manager	\$1,816		2%@55	\$14,874	7	8		17	32
Riverside	No Comparable Class									
RTA	Operations Manager	\$1,102		2%@55	\$13,379	9	8		20	37
Sunline	Deputy Operations/Chief Transportation Officer			2%@60	\$10,092	4	7		25	36
Beaumont	Transit Manager	\$2,478		3@60	\$13,761	9	8	3	17	37
	Average				\$12,782					35.1
	% +/-				7.1%					5.9%
	Median				\$13,379					36.0
	% +/-				2.8%					3.6%
	75th Percenile				\$14,127					36.7
	% +/-				-2.7%					1.8%

11.6%

**Beaumont
Transit Assistant**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits					Base + Cash + Ins.		
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life		LTD	
Banning	No Comparable Class														
Omnitrans	Dispatcher	\$6,544							\$6,544	\$1,876	inc	inc	\$14	\$60	\$8,494
Riverside	No Comparable Class														
RTA	Transit Clerk	\$4,495							\$4,495	\$1,217					\$5,712
Sunline	Senior Administrative Assistant	\$3,735		\$25					\$3,760	\$1,432					\$5,192
Beaumont	Transit Assistant - Drift														
	Average	\$4,925							\$4,933						\$6,466
	% +/-														
	Median	\$4,495							\$4,495						\$5,712
	% +/-														
	75th Percenile	\$5,519							\$5,519						\$7,103
	% +/-														

Median Gain/Loss

**Beaumont
Transit Assistant**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	No Comparable Class									
Omnitrans	Dispatcher	\$1,075		2%@55	\$9,569	7	8		17	32
Riverside	No Comparable Class									
RTA	Transit Clerk	\$449		2%@55	\$6,161	9	8		20	37
Sunline	Senior Administrative Assistant			2%@60	\$5,192	4	7		25	36
Beaumont	Transit Assistant - Drift									
	Average				\$6,974					35.1
	Median				\$6,161					36.0
	75th Percenile				\$7,865					36.7

**Beaumont
Bus Driver I**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits					Base + Cash + Ins.	
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life		LTD
Banning	Bus Driver	\$4,233						\$4,233	\$1,400	inc	\$21	inc		\$5,654
Omnitrans	Coach Operator	\$4,585						\$4,585	\$1,355	inc	inc	\$14	\$42	\$5,996
Riverside	Mini-Bus Driver	\$3,077		\$7				\$3,084	\$1,411	\$45	inc	\$3		\$4,543
RTA	Coach Operator	\$4,992						\$4,992	\$1,217					\$6,209
Sunline	Motor Coach Operator	\$4,146		\$25				\$4,171	\$1,432					\$5,603
Beaumont	Bus Driver I	\$4,146			\$415			\$4,561	\$1,675	inc	inc	\$7		\$6,243
	Average	\$4,207						\$4,213						\$5,601
	% +/-	-1.5%						7.6%						10.3%
	Median	\$4,233						\$4,233						\$5,654
	% +/-	-2.1%						7.2%						9.4%
	75th Percenile	\$4,585						\$4,585						\$5,996
	% +/-	-10.6%						-0.5%						4.0%

Median Gain/Loss 9.3%

2.2%

**Beaumont
Bus Driver I**

Survey Agency	Comparable Class	Retirement Benefits				Leave Benefits				
		Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Banning	Bus Driver	\$1,304		2@60	\$6,958	11	8		13	32
Omnitrans	Coach Operator	\$753		2%@55	\$6,749	7	8		17	32
Riverside	Mini-Bus Driver	\$978		2.7@55	\$5,520	8	8		13	29
RTA	Coach Operator	\$499		2%@55	\$6,708	9	8		20	37
Sunline	Motor Coach Operator			2%@60	\$5,603	4	7		25	36
Beaumont	Bus Driver I	\$1,070		3@60	\$7,313	9	8		17	34
	Average				\$6,308					33.4
	% +/-				13.7%					1.9%
	Median				\$6,708					32.2
	% +/-				8.3%					5.4%
	75th Percenile				\$6,749					36.0
	% +/-				7.7%					-5.9%

-1.2%