



**CITY OF SANTA ANA  
EXECUTIVE MANAGEMENT  
CURRENT SALARY AND BENEFITS**

	SALARY		BENEFITS								
	MONTHLY SALARY	ANNUAL SALARY	ANNUAL DEF. COMP.	ER PERS NORMAL COST	ER PAID MEMBER CONTRIBUTION (EPMC)	TOTAL ER NORMAL COST <sup>2</sup>	ANNUAL AUTO ALLOWANCE	ANNUAL MEDICAL INS.	ANNUAL DENTAL INS.	ANNUAL LTD	ANNUAL LIFE INS.
<b>City Manager (contract)</b>	24,167	290,004	19,500**	12.072%	8.000%	20.072%	\$6,000	\$16,884	\$1,500	\$664	\$732
<b>Assistant City Manager</b>	20,000	240,000	N/A	12.072%	8.000%	20.072%	\$600	\$16,075	\$1,500	\$664	\$439
<b>City Attorney (On contract with BB&amp;K LLP) <sup>1</sup></b>	\$22,500	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Clerk of the Council (contract)</b>	\$14,075	\$168,900	\$5,000	12.072%	8.000%	20.072%	\$6,000	\$8,037	\$736	\$422	\$439
<b>Executive Director, Community Development (Vacant)</b>	\$17,152	\$205,824	N/A	12.072%	8.000%	20.072%	\$6,000	\$9,048*	\$1,500*	\$422	\$439
<b>Executive Director, Finance &amp; Management Services</b>	\$16,722	\$200,664	N/A	12.072%	8.000%	20.072%	\$6,000	\$16,884	\$1,500	\$422	\$439

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	MONTHLY SALARY	ANNUAL SALARY	ANNUAL DEF. COMP.	ER PERS NORMAL COST	ER PAID MEMBER CONTRIBUTION (EPMC)	TOTAL ER NORMAL COST <sup>2</sup>	ANNUAL AUTO ALLOWANCE	ANNUAL MEDICAL INS.	ANNUAL DENTAL INS.	ANNUAL LTD	ANNUAL LIFE INS.
<b>Executive Director, Human Resources (vacant)</b>	\$15,926	\$191,112	N/A	12.072%	8.000%	20.072%	\$6,000	\$9,048*	\$1,500*	\$422	\$439
<b>Executive Director, Planning &amp; Building Safety</b>	\$17,581	\$210,972	N/A	12.072%	8.000%	20.072%	N/A	\$21,574	\$1,500	\$664	\$439
<b>Executive Director, Public Works</b>	\$17,581	\$210,972	N/A	12.072%	8.000%	20.072%	N/A	\$20,899	\$1,500	\$664	\$439
<b>Executive Director, Technology Innovations</b>	\$15,158	\$181,896	N/A	12.072%	8.000%	20.072%	\$6,000	\$21,050	\$1,500	\$422	\$439
<b>Executive Director, Recreation &amp; Community Services</b>	\$16,882	\$202,584	N/A	12.072%	8.000%	20.072%	\$6,000	\$16,074	\$1,500	\$664	\$439
<b>Library Director</b>	\$12,444	\$149,328	N/A	12.072%	8.000%	20.072%	\$6,000	\$20,899	\$1,500	\$551	\$439

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	MONTHLY SALARY	ANNUAL SALARY	ANNUAL DEF. COMP.	ER PERS NORMAL COST	ER PAID MEMBER CONTRIBUTION (EPMC)	TOTAL ER NORMAL COST <sup>2</sup>	ANNUAL AUTO ALLOWANCE	ANNUAL MEDICAL INS.	ANNUAL DENTAL INS.	ANNUAL LTD	ANNUAL LIFE INS.
<b>Police Chief</b>	\$20,388***	\$281,354	N/A	23.581%	9.000%	32.581%	Vehicle Provided	\$21,600	\$1,500	\$664	\$439

1. City contracts with BB&K LLP for a flat monthly rate of \$25,000 for City Attorney services.
2. Total ER Normal cost does not include City's Unfunded Accrued Liability payment obligation.
3. In addition, Bilingual Pay \$175/mo is available to those Executive Management that qualify.
4. \*Receives cash-back in lieu of coverage with proof of Group Coverage elsewhere.
5. \*\*ER contribution is based on calendar year IRS limit for 457 Deferred Compensation Plans.
6. \*\*\*Amount does not include Education Incentive Pay provided to this classification;  
Incumbent receives additional 15% on top of base pay. Education pay has been added to Annual Salary amount.