

February 28, 2024

TOTAL COMPENSATION STUDY FINAL REPORT

City of Menifee



Gallagher

Insurance | Risk Management | Consulting

Formerly Koff & Associates

February 28, 2024

Jonathan Nicks
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Menifee, CA 92586

Dear Mr. Nicks:

Gallagher is pleased to present the Total Compensation Study Final Report to the City of Menifee. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with the City and we look forward to future opportunities to provide you with professional assistance.

Sincerely,



Kari Mercer
Project Manager

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Executive Summary

Background

The City of Menifee (City) contracted with Gallagher (formerly Koff & Associates) to conduct a comprehensive Total Compensation Study for all City classifications. All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the City Council and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the City to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the City; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the City.

The goals of the compensation study are to assist the City in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of the City with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- The City's base salaries, overall, in comparison to the market median are 5.7% above the market.
- The City's total compensation, overall, in comparison to the market median is 6.2% above the market.
- The City's benefits package puts the City in a more competitive position compared to the market and, therefore, salary decisions should be based on total compensation versus base salary market.
- Gallagher considers a classification falling within 5% of the median to be competitive.

Study Process

Benchmark Classifications

The study included 133 classifications, and of those 81 classifications were selected in order to collect salary and benefits data within the defined labor market. The classifications represent 248 of the 302 full-time positions included in the City's FY 23-24 authorized positions, which is about 82% of the City's full-time workforce. Classifications that we would expect to provide a sufficient sample for analysis were selected as "benchmarks" to use as the basis to build the compensation plan. Benchmark classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring the City's overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

Table 1. Benchmark Classifications

Classifications
1. Accountant II
2. Accounting Assistant
3. Accounting Technician II
4. Administrative Assistant
5. Assistant to the City Manager
6. Associate Engineer
7. Associate Planner
8. Budget Analyst
9. Building Inspector II
10. Building Official
11. Chief Financial Officer
12. Chief of Police
13. City Clerk
14. City Manager
15. Civil Engineer
16. Code Enforcement Officer II
17. Code Enforcement Supervisor
18. Code Enforcement Technician
19. Community Development Director
20. Community Services Coordinator
21. Community Services Director
22. Community Services Leader II
23. Community Services Manager
24. Community Services Manager-Maintenance and Projects
25. Community Services Officer II
26. Community Services Supervisor
27. Construction Manager
28. Contracts/Purchasing Specialist
29. Crime Analyst
30. Deputy City Clerk II
31. Deputy City Manager
32. Deputy Director - Community Development
33. Deputy Public Works Director/City Engineer
34. Digital Media Production Technician
35. Director of Public Works and Engineering

Classifications
36. Economic Development Director
37. Economic Development Management Analyst II
38. Engineering Manager
39. Engineering Technician II
40. Executive Assistant
41. Finance Manager
42. Financial Analyst
43. Fleet and Equipment Supervisor
44. Fleet Technician II
45. GIS Program Manager
46. GIS Technician
47. Human Resources Analyst II
48. Human Resources Assistant
49. Human Resources Manager
50. Human Resources Technician II
51. Investigative Technician II
52. IT Analyst II
53. IT Director
54. IT Manager
55. IT Technician II
56. Maintenance Supervisor
57. Maintenance Worker II
58. Management Aide
59. Management Analyst II
60. Media and Public Information Specialist
61. Media Production Coordinator
62. Office Assistant II
63. Park Ranger
64. Permit Center Coordinator
65. Permit Technician II
66. Planning Technician
67. Plans Examiner II
68. Police Corporal
69. Police Lieutenant
70. Police Officer
71. Police Records Supervisor
72. Police Records Technician II

Classifications
73. Police Sergeant
74. Police Support Services Manager
75. Principal Civil Engineer
76. Property and Evidence Technician II
77. Public Information and Legislative Affairs Officer
78. Public Works Inspector II
79. Public Works Manager
80. Records Technician
81. Systems Administrator

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, Gallagher first started with agencies that the City has used historically for comparison purposes. Other agencies were then added to the potential list of comparator agencies based on input from City stakeholders including employee representatives and City management as well as input from Gallagher. Each agency was evaluated based on the following factors:

- 1. Organizational type and structure** – It is generally recommended that agencies of a similar size and providing similar services to that of the City be used as comparators.

When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.

- 2. Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
- 3. Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Specifically, we looked at whether or not organizations are using internal staff to deliver services which are often provided by contract since we are unable to match benchmarks in service areas that are provided through an external source. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the City.
- 4. Labor market and geographic location** – Today's labor market reality is that many agencies are in competition for the same pool of qualified employees because large portions of the workforce don't live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Furthermore, by selecting employers within a geographic proximity to the City, the resulting labor market data generally reflects the region's cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the City. Therefore,

the geographic labor market area where the City may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations.

All factors mentioned should be considered in selecting the group of comparator agencies. The City agreed to a list of twelve (12) agencies.

Table 2. Comparator Agencies

Agency
1. City of Beaumont
2. City of Chino
3. City of Corona
4. City of Escondido
5. City of Indio
6. City of Moreno Valley
7. City of Murrieta
8. City of Palm Springs
9. City of Redlands
10. City of Riverside
11. City of Temecula
12. City of Upland

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- **PERS Formula:** The service retirement formula for each agency's PEPRA plan.
- **Employee Pick Up of Employer's Share:** The amount of the employer's contribution to PERS that is paid by the employee. This is expressed as a negative number in the datasheets.
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$828 per month was reported.
- **Other:** Any other retirement contributions made by the employer.

3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.

4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision
- Other

5. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation:** The number of paid time off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays:** The number of holiday hours (including floating hours) available to employees.
- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act ("FLSA") Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

6. Auto Allowance

This category includes either the provision of an auto allowance or the provision of an auto for personal use only. If a vehicle is provided to any classification for commuting and other personal use, the average monthly rate is estimated at \$450. Mileage reimbursement is not included.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

Data Collection

Data was collected during the months of September through November 2023 with some follow up performed in January 2024, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

Gallagher believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on the City's classification descriptions as the foundation for comparison.

When Gallagher researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the City. Therefore, Gallagher does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

Gallagher's methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, Gallagher requires that a classification's "likeness" be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, Gallagher often uses "hybrids" which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at the City is performed by two or more classifications at a comparator agency. In this case, the salary reported is the higher salary of the classifications matched in the comparator. A "hybrid" representing a span in scope means that the comparator agency has one class that is "bigger" in scope and responsibility and one class that is "smaller," where the City's class falls in the middle. For span of responsibility hybrid matches, the salary reported is the average of the salaries of the matched classifications.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Data Spreadsheets

For each benchmark classification, there are two information pages:

- Top Monthly Base Salary and Total Compensation Data
- Benefit Detail (Monthly Equivalent Values)

The average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The percent above or below that the City is compared to the average and median is also reported.

The mean is the sum of the comparator agencies' salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

In order to calculate the mean and median, Gallagher requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is

so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 77 of the 81 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, Gallagher recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

Market Compensation Findings

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement, insurance, leaves, and allowances]) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by total compensation value in descending order from the most positive percentile (above market) to the most negative (below market).

Table 3. Market Compensation Results Summary

Classification Title	Top Monthly % Above or Below	Total Compensation % Above or Below	# of Matches
Police Records Technician II	27.4%	23.4%	10
Crime Analyst	18.5%	18.8%	9
Financial Analyst	19.0%	18.5%	7
Community Services Officer II	20.4%	18.1%	10
Budget Analyst	16.0%	17.7%	11
Management Aide	20.3%	17.4%	5
Public Information and Legislative Affairs Officer	17.3%	14.8%	7
Deputy Director - Community Development	12.1%	14.7%	11
Accountant II	17.6%	14.5%	12
Police Support Services Manager	16.7%	14.1%	6
Community Services Supervisor	15.3%	13.2%	11
Park Ranger	12.6%	13.0%	8
City Clerk	9.1%	13.0%	9
Community Services Manager-Maintenance and Projects	12.5%	12.8%	5
IT Director	10.7%	12.4%	7
Civil Engineer	15.0%	12.4%	9
Engineering Technician II	10.3%	11.2%	9
Fleet Technician II	9.0%	10.5%	10
Deputy City Manager	5.3%	10.4%	8
Management Analyst II	11.3%	10.0%	12
Code Enforcement Technician	13.6%	10.0%	4
Assistant to the City Manager	15.9%	9.7%	5



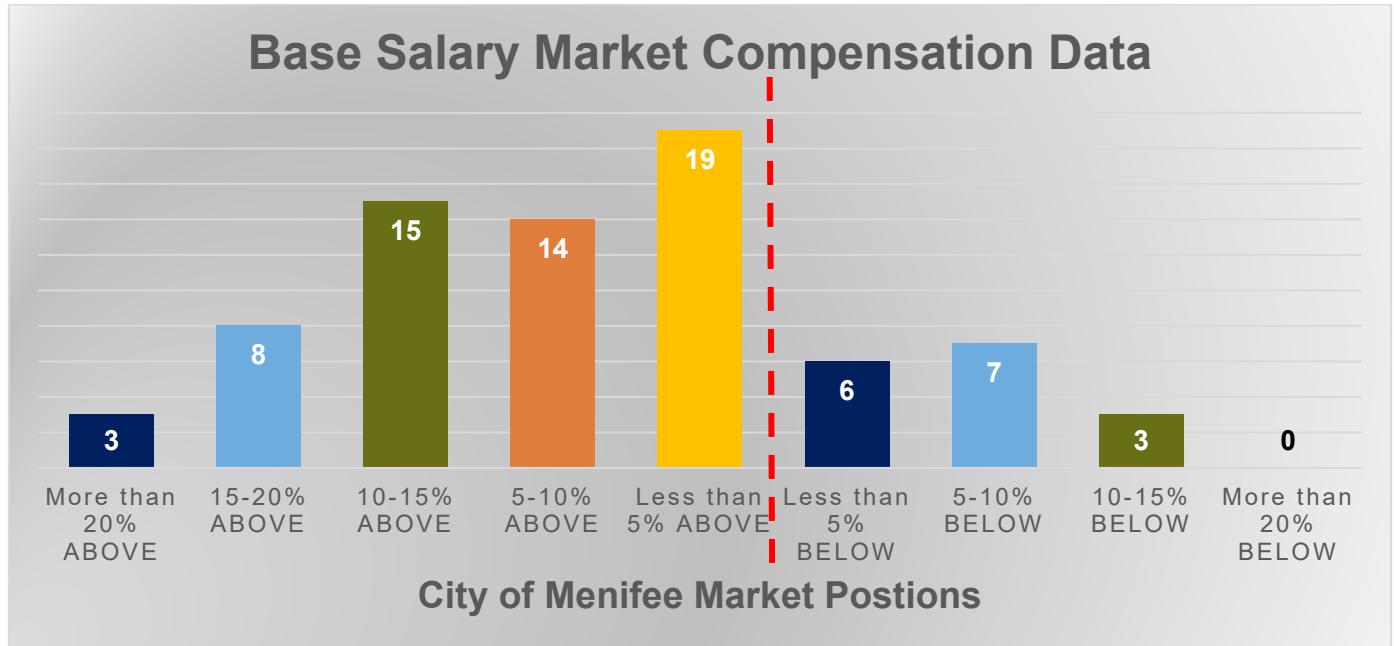
Classification Title	Top Monthly % Above or Below	Total Compensation % Above or Below	# of Matches
Police Records Supervisor	13.8%	9.4%	9
Property and Evidence Technician II	10.3%	9.4%	8
Economic Development Management Analyst II	10.9%	9.3%	7
IT Analyst II	9.5%	9.1%	12
Accounting Technician II	5.6%	8.4%	12
Human Resources Analyst II	10.9%	8.3%	12
Construction Manager	10.3%	7.9%	7
Finance Manager	12.0%	7.4%	10
Community Services Coordinator	7.8%	7.2%	11
Public Works Manager	9.7%	7.2%	11
Contracts/Purchasing Specialist	2.9%	7.0%	9
Planning Technician	2.8%	7.0%	9
Permit Technician II	8.1%	6.8%	12
Human Resources Manager	8.8%	6.7%	8
Public Works Inspector II	5.2%	6.3%	12
Community Services Manager	9.7%	6.1%	10
Principal Civil Engineer	8.3%	5.8%	10
Economic Development Director	10.3%	5.7%	7
Office Assistant II	3.3%	5.3%	10
Building Official	7.1%	5.2%	12
Code Enforcement Officer II	4.5%	5.1%	12
Media and Public Information Specialist	-1.7%	4.8%	6
Maintenance Worker II	4.5%	4.5%	12
Administrative Assistant	1.0%	4.4%	11
Deputy Public Works Director/City Engineer	5.2%	4.4%	9
Police Officer	-1.5%	3.6%	10
IT Technician II	0.9%	3.4%	11
Building Inspector II	4.0%	3.4%	12
Deputy City Clerk II	1.7%	2.6%	10
GIS Technician	2.3%	2.2%	7
Maintenance Supervisor	0.7%	2.0%	12
Plans Examiner II	2.0%	1.5%	9
Community Development Director	1.3%	1.1%	11
Community Services Director	0.3%	1.1%	9
Systems Administrator	2.2%	1.1%	10



Classification Title	Top Monthly % Above or Below	Total Compensation % Above or Below	# of Matches
Fleet and Equipment Supervisor	-4.1%	0.9%	9
Code Enforcement Supervisor	-0.4%	0.6%	8
Engineering Manager	4.3%	0.2%	7
Associate Planner	2.0%	0.0%	11
Chief Financial Officer	0.8%	-0.5%	10
Director of Public Works and Engineering	0.8%	-0.8%	10
Human Resources Technician II	-5.4%	-1.1%	11
Records Technician	-6.8%	-1.2%	5
GIS Program Manager	-2.8%	-1.9%	6
Police Sergeant	-8.5%	-2.9%	10
IT Manager	-2.4%	-3.3%	8
Accounting Assistant	-8.9%	-3.4%	10
Chief of Police	-7.3%	-3.7%	10
Executive Assistant	-9.6%	-5.4%	12
Human Resources Assistant	-13.3%	-5.9%	7
Police Lieutenant	-11.2%	-6.0%	9
City Manager	-11.7%	-10.8%	12
Associate Engineer	proposed	proposed	8
Police Corporal	proposed	proposed	8
Community Services Leader II (part-time)	-5.3%	N/A	11
Investigative Technician II	Insuff. Data	Insuff. Data	2
Media Production Coordinator	Insuff. Data	Insuff. Data	1
Digital Media Production Technician	Insuff. Data	Insuff. Data	3
Permit Center Coordinator	Insuff. Data	Insuff. Data	3

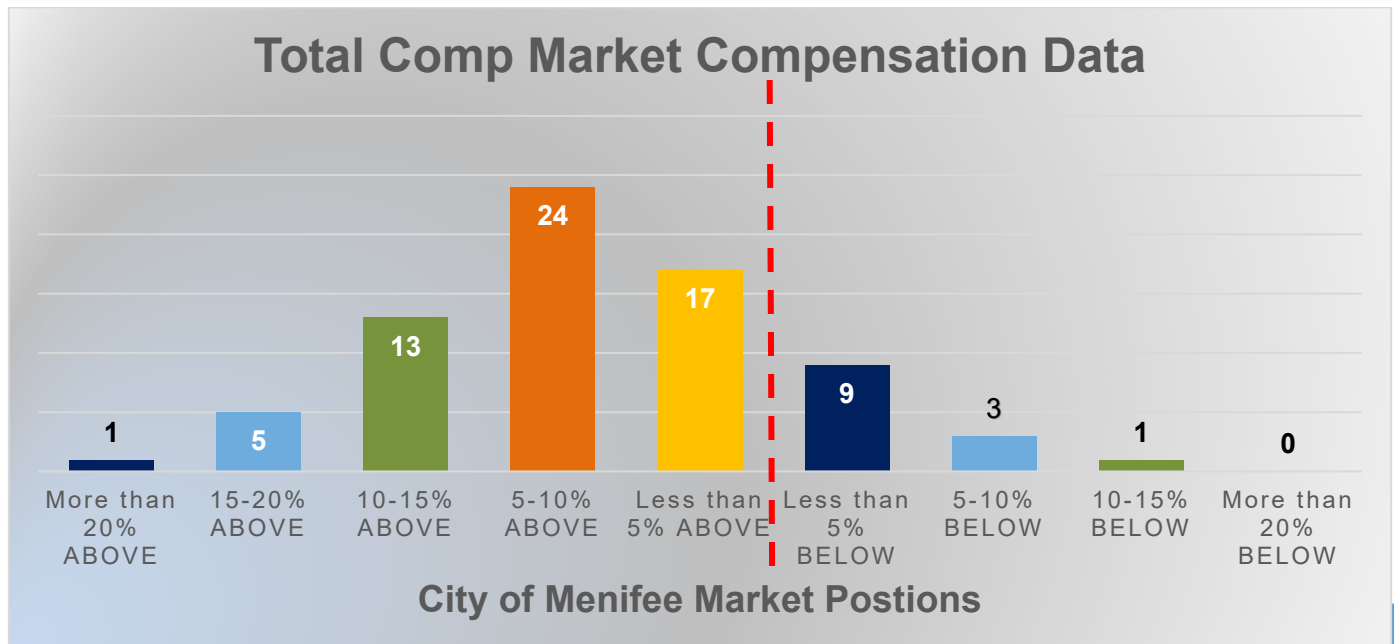
Base Salary

Base salary market results show that 16 classifications are paid below the market median and 59 classifications are paid above the market median.



Total Compensation

Total compensation market results show that 13 classifications are paid below the market median, 60 classifications are paid above the market median, and one class is paid equal to the market median.



Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, the City can adopt a different standard.

Overall, the differences between market base salaries and total compensation indicate that the City's benefits package puts the City at a slightly more competitive advantage. Further analysis indicates that, on average, classifications are 5.7% above the market median for base salaries, while that figure changes to 6.2% above the market median for total compensation, which is a 0.5% difference (i.e., the City "gains" a 0.5% competitive advantage when taking benefits into consideration).

Benefits

The market benefits data reveals the major contributing factors that give the City a competitive advantage is the City-paid health premiums. On average, the City's contribution to health benefits is approximately 8-10% above the average value of this benefit in the market. For staff and professional level classes, this benefit is approximately 8% above market; mid-managers are approximately 15% above market; and executives are approximately 6% above market.

In addition, executive level classifications receive a considerably higher-level benefit for City-paid deferred compensation contribution at approximately 50% above the average of the market with the exception of the City Manager which is below the average for this benefit in the market.

Internal Salary Relationships

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied in order to develop specific salary recommendations for all non-benchmarked classifications.

In the future, the City may need to utilize internal alignment practices if the number of staff grows and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing the City's classifications to the labor market are used when making internal salary alignment recommendations.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- A salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, the City can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
 - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%.
 - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
 - A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.

- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, Gallagher utilized market data to develop the salary recommendations for all of the benchmarked classifications and used internal equity principles to make the salary recommendations for the classifications that were not benchmarked. For the non-benchmarked classifications and those for which the market yielded insufficient data for statistical analysis, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and “worth” to the City. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for City management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary, based on the needs of the organization.

The City may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by the City to determine market indexing and salary determination.

Recommendations

Pay Philosophy

The City has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the City’s pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly-qualified workforce.

Proposed Salary Structure

Currently, the City has a salary structure with ranges that are approximately 2.5% apart from one another. Each salary range has six steps with 5% between each step. For purposes of developing range placement recommendations, we maintained a similar salary structure. Appendix III contains the current salary range structure.

It is important to note that the salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on total compensation market results. The following calculation was used:

1. Multiplied the City's current top monthly salary by the percentage difference between the City's total compensation or base salary and the total compensation or base salary market median to calculate the Market Placement Salary.
2. The classification was then placed within the proposed salary range with a Step 6 salary closest to the Market Placement Salary.

Gallagher also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if the City decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved, and the salary schedule remains structured and easily administered.

Options for Implementation

While the City may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

Another option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost-of-living increase). If a class falls within 5% above or below the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% below the market median, a higher percentage change may be initially warranted to reduce the disparity.

For example, if the City decided to implement the recommendations over a three-year period, then the following guidelines could be applied for the initial increase of the three-year implementation plan:

Table 4. Three-Year Implementation Option

Below Market Median	% Increase
0 to 4.99%	0%
5.0% to 9.99%	2% to 4%
10.0% to 14.99%	4% to 6%

The initial first year adjustment would provide a portion of the equity increase and place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon the City's financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third year. The City may also consider a similar implementation plan over a longer period of time, like a five-year implementation plan.

The City may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, the City may want to consider adjusting those classifications' salaries that are currently below the market median as soon as possible, assuming that incumbents' performance meets the City's level of expectation.

When classifications are over market, Gallagher typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers "catch up" with their current salary. To Y-rate an employee means to keep the employee's salary frozen and to provide no salary increases (including no cost-of-living adjustments) until the employee's current salary is within the recommended salary range. This will result in no immediate loss of income but will delay any future increases until the incumbent's salary is within the salary range.

Other options to "freezing" a classification's salary in place until the market catches up are:

- **"Grandfathering" of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with City. Any new-hires would be paid within the newly established salary range.
- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with City and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.
- **Reduce Salaries down to market:** From an employee relations perspective this may not be a viable option.
- **Keep compensation above market:** The City may elect to keep classifications that are currently above market at the same compensation level and consider conservative or no cost of living increases until such time as compensations levels are within 5% of the market median.

Using the Market Data as a Tool

Gallagher would like to reiterate that this report and the findings are meant to be a tool for the City to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the City's expectations may also come into play when determining appropriate

compensation philosophies and strategies. The collected data presented herein represents a market survey that will give the City an instrument to make future compensation decisions.

It has been a pleasure working with City on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,

Gallagher, Formerly Koff & Associates



Kari Mercer
Project Manager



Insurance | Risk Management | Consulting

Appendix I

Results Summary

City of Menifee
Results Summary
December 2023

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches	Bargaining Unit
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below		
Accountant II	\$ 9,423	\$ 8,104	14.0%	\$ 7,768	17.6%	\$ 12,801	\$ 11,359	11.3%	\$ 10,940	14.5%	12	MCEA General
Accounting Assistant	\$ 4,595	\$ 4,978	-8.3%	\$ 5,005	-8.9%	\$ 7,267	\$ 7,498	-3.2%	\$ 7,515	-3.4%	10	MCEA General
Accounting Technician II	\$ 6,167	\$ 5,805	5.9%	\$ 5,824	5.6%	\$ 9,069	\$ 8,499	6.3%	\$ 8,308	8.4%	12	MCEA General
Administrative Assistant	\$ 5,867	\$ 5,758	1.9%	\$ 5,809	1.0%	\$ 8,725	\$ 8,450	3.2%	\$ 8,340	4.4%	11	MCEA General
Assistant to the City Manager	\$ 12,901	\$ 12,058	6.5%	\$ 10,844	15.9%	\$ 17,160	\$ 16,273	5.2%	\$ 15,500	9.7%	5	Non-Represented, Confidential
Associate Engineer	proposed	\$ 10,097	proposed	\$ 10,302	proposed	proposed	\$ 13,710	proposed	\$ 13,895	proposed	8	Proposed
Associate Planner	\$ 8,831	\$ 8,612	2.5%	\$ 8,657	2.0%	\$ 12,123	\$ 11,942	1.5%	\$ 12,118	0.0%	11	MCEA General
Budget Analyst	\$ 10,359	\$ 8,652	16.5%	\$ 8,698	16.0%	\$ 14,173	\$ 12,061	14.9%	\$ 11,663	17.7%	11	MCEA Professional
Building Inspector II	\$ 7,642	\$ 7,602	0.5%	\$ 7,336	4.0%	\$ 10,760	\$ 10,532	2.1%	\$ 10,399	3.4%	12	MCEA General
Building Official	\$ 14,398	\$ 13,663	5.1%	\$ 13,380	7.1%	\$ 18,832	\$ 18,142	3.7%	\$ 17,846	5.2%	12	MCEA Mid-Management
Chief Financial Officer	\$ 19,227	\$ 19,584	-1.9%	\$ 19,075	0.8%	\$ 26,384	\$ 26,040	1.3%	\$ 26,505	-0.5%	10	Non-Represented, Executive
Chief of Police	\$ 21,457	\$ 23,984	-11.8%	\$ 23,032	-7.3%	\$ 29,165	\$ 31,498	-8.0%	\$ 30,234	-3.7%	10	Non-Represented, Executive
City Clerk	\$ 16,889	\$ 15,284	9.5%	\$ 15,354	9.1%	\$ 23,468	\$ 20,588	12.3%	\$ 20,422	13.0%	9	Non-Represented, Executive
City Manager	\$ 24,600	\$ 27,232	-10.7%	\$ 27,468	-11.7%	\$ 32,873	\$ 36,690	-10.9%	\$ 36,668	-10.8%	12	Non-Represented, Executive
Civil Engineer	\$ 11,619	\$ 10,343	11.0%	\$ 9,861	15.0%	\$ 15,653	\$ 14,139	9.7%	\$ 13,714	12.4%	9	MCEA Professional
Code Enforcement Officer II	\$ 7,234	\$ 6,848	5.3%	\$ 6,911	4.5%	\$ 10,292	\$ 9,661	6.1%	\$ 9,765	5.1%	12	MCEA General
Code Enforcement Supervisor	\$ 8,831	\$ 8,810	0.2%	\$ 8,870	-0.4%	\$ 12,378	\$ 12,287	0.7%	\$ 12,301	0.6%	8	MCEA Professional
Code Enforcement Technician	\$ 5,867	\$ 5,029	14.3%	\$ 5,070	13.6%	\$ 8,725	\$ 7,533	13.7%	\$ 7,854	10.0%	4	MCEA General
Community Development Director	\$ 19,227	\$ 19,462	-1.2%	\$ 18,980	1.3%	\$ 26,384	\$ 26,090	1.1%	\$ 26,087	1.1%	11	Non-Represented, Executive
Community Services Coordinator	\$ 6,354	\$ 5,945	6.4%	\$ 5,858	7.8%	\$ 9,284	\$ 8,620	7.1%	\$ 8,613	7.2%	11	MCEA General
Community Services Director	\$ 19,227	\$ 18,427	4.2%	\$ 19,170	0.3%	\$ 26,384	\$ 24,344	7.7%	\$ 26,087	1.1%	9	Non-Represented, Executive
Community Services Leader II (part-time)	\$ 3,396	\$ 3,849	-13.4%	\$ 3,575	-5.3%	N/A	N/A	N/A	N/A	N/A	11	Part-Time
Community Services Manager	\$ 12,901	\$ 11,776	8.7%	\$ 11,654	9.7%	\$ 17,083	\$ 15,904	6.9%	\$ 16,047	6.1%	10	MCEA Mid-Management
Community Services Manager-Maintenance and Projects	\$ 12,901	\$ 11,618	9.9%	\$ 11,285	12.5%	\$ 17,082	\$ 15,636	8.5%	\$ 14,900	12.8%	5	MCEA Mid-Management
Community Services Officer II	\$ 7,164	\$ 5,664	20.9%	\$ 5,705	20.4%	\$ 10,212	\$ 8,325	18.5%	\$ 8,362	18.1%	10	MCPEA
Community Services Supervisor	\$ 8,831	\$ 7,524	14.8%	\$ 7,481	15.3%	\$ 12,378	\$ 10,711	13.5%	\$ 10,742	13.2%	11	MCEA Professional
Construction Manager	\$ 12,335	\$ 11,200	9.2%	\$ 11,062	10.3%	\$ 16,421	\$ 15,105	8.0%	\$ 15,117	7.9%	7	MCEA Mid-Management
Contracts/Purchasing Specialist	\$ 7,091	\$ 6,746	4.9%	\$ 6,888	2.9%	\$ 10,128	\$ 9,517	6.0%	\$ 9,416	7.0%	9	MCEA General
Crime Analyst	\$ 9,423	\$ 7,363	21.9%	\$ 7,678	18.5%	\$ 13,073	\$ 10,447	20.1%	\$ 10,615	18.8%	9	MCEA Professional
Deputy City Clerk II	\$ 7,234	\$ 7,454	-3.0%	\$ 7,108	1.7%	\$ 10,292	\$ 10,478	-1.8%	\$ 10,023	2.6%	10	MCEA General
Deputy City Manager	\$ 20,211	\$ 19,558	3.2%	\$ 19,142	5.3%	\$ 27,611	\$ 25,514	7.8%	\$ 24,737	10.4%	8	Non-Represented, Executive
Deputy Director - Community Development	\$ 15,672	\$ 14,260	9.0%	\$ 13,772	12.1%	\$ 21,282	\$ 19,051	10.5%	\$ 18,151	14.7%	11	Non-Represented, Executive
Deputy Public Works Director/City Engineer	\$ 16,148	\$ 15,830	2.0%	\$ 15,312	5.2%	\$ 21,862	\$ 20,770	5.0%	\$ 20,902	4.4%	9	Non-Represented, Executive
Digital Media Production Technician	\$ 6,780	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,772	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3	Non-Represented, Confidential
Director of Public Works and Engineering	\$ 19,227	\$ 19,711	-2.5%	\$ 19,075	0.8%	\$ 26,301	\$ 26,354	-0.2%	\$ 26,505	-0.8%	10	Non-Represented, Executive
Economic Development Director	\$ 18,292	\$ 16,989	7.1%	\$ 16,405	10.3%	\$ 25,218	\$ 23,185	8.1%	\$ 23,774	5.7%	7	Non-Represented, Executive
Economic Development Management Analyst II	\$ 10,359	\$ 9,194	11.2%	\$ 9,232	10.9%	\$ 14,173	\$ 12,697	10.4%	\$ 12,862	9.3%	7	MCEA Professional
Engineering Manager	\$ 15,672	\$ 15,542	0.8%	\$ 15,005	4.3%	\$ 20,321	\$ 20,302	0.1%	\$ 20,283	0.2%	7	MCEA Mid-Management
Engineering Technician II	\$ 7,446	\$ 6,791	8.8%	\$ 6,680	10.3%	\$ 10,535	\$ 9,460	10.2%	\$ 9,351	11.2%	9	MCEA General
Executive Assistant	\$ 6,482	\$ 7,064	-9.0%	\$ 7,108	-9.6%	\$ 9,430	\$ 10,118	-7.3%	\$ 9,937	-5.4%	12	Non-Represented, Confidential
Finance Manager	\$ 13,494	\$ 12,372	8.3%	\$ 11,877	12.0%	\$ 17,775	\$ 16,732	5.9%	\$ 16,462	7.4%	10	MCEA Mid-Management
Financial Analyst	\$ 10,359	\$ 8,576	17.2%	\$ 8,395	19.0%	\$ 14,173	\$ 12,008	15.3%	\$ 11,555	18.5%	7	MCEA Professional
Fleet and Equipment Supervisor	\$ 8,831	\$ 9,000	-1.9%	\$ 9,196	-4.1%	\$ 12,378	\$ 12,523	-1.2%	\$ 12,267	0.9%	9	MCEA Professional
Fleet Technician II	\$ 6,746	\$ 6,133	9.1%	\$ 6,139	9.0%	\$ 9,733	\$ 8,823	9.4%	\$ 8,707	10.5%	10	MCEA General
GIS Program Manager	\$ 10,359	\$ 10,299	0.6%	\$ 10,654	-2.8%	\$ 14,173	\$ 14,023	1.1%	\$ 14,439	-1.9%	6	Non-Represented, Confidential
GIS Technician	\$ 6,780	\$ 6,923	-2.1%	\$ 6,626	2.3%	\$ 9,772	\$ 9,901	-1.3%	\$ 9,557	2.2%	7	Non-Represented, Confidential
Human Resources Analyst II	\$ 9,423	\$ 8,468	10.1%	\$ 8,399	10.9%	\$ 13,073	\$ 11,916	8.9%	\$ 11,992	8.3%	12	Non-Represented, Confidential
Human Resources Assistant	\$ 5,128	\$ 5,720	-11.5%	\$ 5,809	-13.3%	\$ 7,878	\$ 8,479	-7.6%	\$ 8,340	-5.9%	7	MCEA General
Human Resources Manager	\$ 13,494	\$ 12,744	5.6%	\$ 12,300	8.8%	\$ 17,921	\$ 17,254	3.7%	\$ 16,728	6.7%	8	Non-Represented, Confidential
Human Resources Technician II	\$ 6,167	\$ 6,459	-4.7%	\$ 6,500	-5.4%	\$ 9,069	\$ 9,329	-2.9%	\$ 9,168	-1.1%	11	Non-Represented, Confidential
Investigative Technician II	\$ 7,164	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 10,212	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2	MCPEA
IT Analyst II	\$ 9,423	\$ 8,535	9.4%	\$ 8,532	9.5%	\$ 13,073	\$ 11,805	9.7%	\$ 11,878	9.1%	12	Non-Represented, Confidential
IT Director	\$ 19,277	\$ 17,841	7.4%	\$ 17,214	10.7%	\$ 26,446	\$ 23,577	10.8%	\$ 23,169	12.4%	7	Non-Represented, Executive

City of Menifee
Results Summary
December 2023

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches	Bargaining Unit
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below		
IT Manager	\$ 12,901	\$ 13,505	-4.7%	\$ 13,212	-2.4%	\$ 17,222	\$ 18,021	-4.6%	\$ 17,787	-3.3%	8	Non-Represented, Confidential
IT Technician II	\$ 6,780	\$ 6,712	1.0%	\$ 6,717	0.9%	\$ 9,772	\$ 9,593	1.8%	\$ 9,439	3.4%	11	Non-Represented, Confidential
Maintenance Supervisor	\$ 8,831	\$ 8,811	0.2%	\$ 8,766	0.7%	\$ 12,377	\$ 12,247	1.1%	\$ 12,129	2.0%	12	MCEA Professional
Maintenance Worker II	\$ 5,666	\$ 5,490	3.1%	\$ 5,408	4.5%	\$ 8,495	\$ 8,097	4.7%	\$ 8,111	4.5%	12	MCEA General
Management Aide	\$ 7,091	\$ 5,778	18.5%	\$ 5,654	20.3%	\$ 10,128	\$ 8,370	17.4%	\$ 8,370	17.4%	5	MCEA General
Management Analyst II	\$ 9,423	\$ 8,427	10.6%	\$ 8,359	11.3%	\$ 13,073	\$ 11,843	9.4%	\$ 11,759	10.0%	12	MCEA Professional
Media and Public Information Specialist	\$ 7,091	\$ 6,986	1.5%	\$ 7,210	-1.7%	\$ 10,128	\$ 9,447	6.7%	\$ 9,642	4.8%	6	MCEA General
Media Production Coordinator	\$ 8,113	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 11,300	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1	MCEA General
Office Assistant II	\$ 4,595	\$ 4,585	0.2%	\$ 4,444	3.3%	\$ 7,267	\$ 7,050	3.0%	\$ 6,882	5.3%	10	MCEA General
Park Ranger	\$ 6,354	\$ 5,555	12.6%	\$ 5,552	12.6%	\$ 9,284	\$ 8,152	12.2%	\$ 8,073	13.0%	8	MCEA General
Permit Center Coordinator	\$ 8,113	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 11,534	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3	MCEA Professional
Permit Technician II	\$ 6,746	\$ 6,316	6.4%	\$ 6,202	8.1%	\$ 9,733	\$ 9,057	6.9%	\$ 9,067	6.8%	12	MCEA General
Planning Technician	\$ 6,746	\$ 6,303	6.6%	\$ 6,558	2.8%	\$ 9,733	\$ 9,011	7.4%	\$ 9,050	7.0%	9	MCEA General
Plans Examiner II	\$ 8,571	\$ 8,369	2.4%	\$ 8,400	2.0%	\$ 11,824	\$ 11,505	2.7%	\$ 11,651	1.5%	9	MCEA General
Police Corporal	proposed	\$ 10,099	proposed	\$ 10,011	proposed	proposed	\$ 13,697	proposed	\$ 13,649	proposed	8	New
Police Lieutenant	\$ 14,132	\$ 15,735	-11.3%	\$ 15,713	-11.2%	\$ 19,265	\$ 20,427	-6.0%	\$ 20,313	-5.4%	9	MPMA
Police Officer	\$ 9,021	\$ 9,264	-2.7%	\$ 9,157	-1.5%	\$ 12,949	\$ 12,567	3.0%	\$ 12,477	3.6%	10	MPOA-S
Police Records Supervisor	\$ 8,033	\$ 6,995	12.9%	\$ 6,922	13.8%	\$ 11,439	\$ 10,027	12.3%	\$ 10,363	9.4%	9	MCEA Professional
Police Records Technician II	\$ 6,748	\$ 4,971	26.3%	\$ 4,901	27.4%	\$ 9,735	\$ 7,514	22.8%	\$ 7,459	23.4%	10	MCPEA
Police Sergeant	\$ 11,634	\$ 12,424	-6.8%	\$ 12,618	-8.5%	\$ 15,927	\$ 16,389	-2.9%	\$ 16,128	-1.3%	10	MPMA
Police Support Services Manager	\$ 12,901	\$ 10,875	15.7%	\$ 10,749	16.7%	\$ 17,083	\$ 14,835	13.2%	\$ 14,682	14.1%	6	MCEA Mid-Management
Principal Civil Engineer	\$ 13,494	\$ 12,668	6.1%	\$ 12,375	8.3%	\$ 17,775	\$ 16,846	5.2%	\$ 16,742	5.8%	10	MCEA Mid-Management
Property and Evidence Technician II	\$ 7,568	\$ 6,528	13.7%	\$ 6,788	10.3%	\$ 10,676	\$ 9,344	12.5%	\$ 9,676	9.4%	8	MCPEA
Public Information and Legislative Affairs Officer	\$ 13,569	\$ 11,408	15.9%	\$ 11,216	17.3%	\$ 18,010	\$ 15,441	14.3%	\$ 15,350	14.8%	7	Non-Represented, Confidential
Public Works Inspector II	\$ 8,033	\$ 7,699	4.2%	\$ 7,613	5.2%	\$ 11,208	\$ 10,640	5.1%	\$ 10,498	6.3%	12	MCEA General
Public Works Manager	\$ 12,901	\$ 11,831	8.3%	\$ 11,654	9.7%	\$ 17,083	\$ 16,050	6.0%	\$ 15,856	7.2%	11	MCEA Mid-Management
Records Technician	\$ 5,310	\$ 5,512	-3.8%	\$ 5,670	-6.8%	\$ 8,087	\$ 8,207	-1.5%	\$ 8,187	-1.2%	5	MCEA General
Systems Administrator	\$ 9,423	\$ 9,461	-0.4%	\$ 9,216	2.2%	\$ 13,073	\$ 12,987	0.7%	\$ 12,963	1.1%	10	Non-Represented, Confidential

AVERAGE: 4.8% AVERAGE: 5.7% AVERAGE: 5.6% AVERAGE: 6.2%



Insurance | Risk Management | Consulting

Appendix II

Market Compensation Findings

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Accountant II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Temecula	Accountant II	\$ 9,977	\$ 3,416	\$ 13,393	7/1/2023	7/1/2024	Based on CPI-W
2	City of Palm Springs	Accountant	\$ 9,275	\$ 3,815	\$ 13,090	7/1/2023	7/1/2024	5.00%
3	City of Menifee	Accountant II	\$ 9,423	\$ 3,378	\$ 12,801	7/1/2023	unknown	unknown
4	City of Moreno Valley	Accountant II	\$ 9,232	\$ 3,362	\$ 12,594	7/1/2023	7/1/2024	6.00%
5	City of Indio	Accountant	\$ 8,749	\$ 3,621	\$ 12,370	7/1/2023	unknown	unknown
6	City of Riverside	Accountant II	\$ 8,452	\$ 3,053	\$ 11,505	7/1/2023	7/1/2024	3.00%
7	City of Murrieta	Accountant	\$ 7,600	\$ 3,513	\$ 11,113	7/2/2023	unknown	unknown
8	City of Redlands	Accountant	\$ 6,897	\$ 3,870	\$ 10,767	7/1/2023	7/1/2024	2.00%
9	City of Chino ¹	[Accountant/ Senior Accountant]	\$ 7,848	\$ 2,859	\$ 10,707	7/1/2023	7/1/2024	4.00%
10	City of Escondido	Accountant II	\$ 7,579	\$ 2,955	\$ 10,534	9/1/2023	unknown	unknown
11	City of Corona	Financial Analyst I	\$ 6,819	\$ 3,688	\$ 10,507	6/21/2023	1/1/2024	2.50%
12	City of Beaumont	Accountant	\$ 7,687	\$ 2,532	\$ 10,220	7/1/2023	7/1/2025	2.00% - 5.00%
13	City of Upland	Accountant II	\$ 7,130	\$ 2,378	\$ 9,508	6/25/2023	6/23/2024	2.00%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,104	\$ 11,359
% City of Menifee Above/Below	14.0%	11.3%
Median of Comparators	\$ 7,768	\$ 10,940
% City of Menifee Above/Below	17.6%	14.5%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Chino: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Accounting Assistant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Temecula	Accounting Assistant	\$ 6,720	\$ 2,889	\$ 9,609	7/1/2023	7/1/2024	Based on CPI-W
2	City of Palm Springs	Account Clerk I	\$ 5,204	\$ 3,152	\$ 8,356	7/1/2023	7/1/2024	5.00%
3	City of Moreno Valley	Accounting Assistant	\$ 5,666	\$ 2,618	\$ 8,284	7/1/2023	7/1/2024	6.00%
4	City of Beaumont	Accounting Technician I	\$ 5,859	\$ 2,329	\$ 8,188	7/1/2023	7/1/2025	2.00% - 5.00%
5	City of Murrieta	Accounting Assistant	\$ 5,041	\$ 2,624	\$ 7,665	7/2/2023	unknown	unknown
6	City of Chino	Account Clerk II	\$ 4,969	\$ 2,395	\$ 7,364	7/1/2023	7/1/2024	4.00%
7	City of Menifee	Accounting Assistant	\$ 4,595	\$ 2,673	\$ 7,267	7/1/2023	unknown	unknown
8	City of Riverside	Account Clerk II	\$ 4,710	\$ 2,293	\$ 7,003	7/1/2023	7/1/2024	3.00%
9	City of Upland	Customer Service Specialist I	\$ 4,224	\$ 2,029	\$ 6,253	6/25/2023	6/23/2024	2.00%
10	City of Corona	Accounting Assistant	\$ 3,602	\$ 2,644	\$ 6,246	6/21/2023	1/13/2024	2.50%
11	City of Escondido	Accounting Assistant II	\$ 3,782	\$ 2,227	\$ 6,009	9/1/2023	unknown	unknown
12	City of Redlands	N/C						
13	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,978	\$ 7,498
% City of Menifee Above/Below	-8.3%	-3.2%
Median of Comparators	\$ 5,005	\$ 7,515
% City of Menifee Above/Below	-8.9%	-3.4%
Number of Matches	10	10

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Accounting Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Account Specialist II	\$ 6,830	\$ 3,392	\$ 10,222	7/1/2023	7/1/2024	5.00%
2	City of Temecula	Accounting Technician II	\$ 7,062	\$ 2,890	\$ 9,952	7/1/2023	7/1/2024	Based on CPI-W
3	City of Moreno Valley	Accounting Technician	\$ 6,559	\$ 2,798	\$ 9,357	7/1/2023	7/1/2024	6.00%
4	City of Menifee	Accounting Technician II	\$ 6,167	\$ 2,902	\$ 9,069	7/1/2023	unknown	unknown
5	City of Indio	Accounting Technician II	\$ 6,170	\$ 2,871	\$ 9,041	7/1/2023	unknown	unknown
6	City of Beaumont	Accounting Technician II	\$ 6,467	\$ 2,396	\$ 8,863	7/1/2023	7/1/2025	2.00% - 5.00%
7	City of Riverside	Accounting Technician	\$ 5,925	\$ 2,424	\$ 8,349	7/1/2023	7/1/2024	3.00%
8	City of Murrieta	Accounting Specialist	\$ 5,570	\$ 2,697	\$ 8,267	7/2/2023	unknown	unknown
9	City of Chino	Accounting Technician	\$ 5,723	\$ 2,517	\$ 8,240	7/1/2023	7/1/2024	4.00%
10	City of Redlands	Accounting Technician II	\$ 4,856	\$ 3,023	\$ 7,879	7/1/2023	7/1/2024	2.00%
11	City of Upland	Accounting Technician	\$ 5,493	\$ 2,181	\$ 7,674	6/25/2023	6/22/2025	2.00%
12	City of Corona	Accounting Technician II	\$ 4,622	\$ 2,813	\$ 7,435	6/21/2023	1/13/2024	2.50%
13	City of Escondido	Senior Accounting Assistant	\$ 4,386	\$ 2,322	\$ 6,708	9/1/2023	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,805	\$ 8,499
% City of Menifee Above/Below	5.9%	6.3%
Median of Comparators	\$ 5,824	\$ 8,308
% City of Menifee Above/Below	5.6%	8.4%
Number of Matches	12	12

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Administrative Assistant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Administrative Secretary	\$ 6,900	\$ 3,440	\$ 10,340	7/1/2023	7/1/2024	5.00%
2	City of Murrieta	Administrative Assistant	\$ 6,626	\$ 2,844	\$ 9,470	7/2/2023	unknown	unknown
3	City of Moreno Valley	Senior Administrative Assistant	\$ 6,559	\$ 2,798	\$ 9,357	7/1/2023	7/1/2024	6.00%
4	City of Temecula	Administrative Assistant	\$ 6,396	\$ 2,787	\$ 9,183	7/1/2023	7/1/2024	Based on CPI-W
5	City of Indio	Administrative Assistant	\$ 6,170	\$ 2,871	\$ 9,041	7/1/2023	unknown	unknown
6	City of Menifee	Administrative Assistant	\$ 5,867	\$ 2,858	\$ 8,725	7/1/2023	unknown	unknown
7	City of Chino	Administrative Secretary	\$ 5,809	\$ 2,531	\$ 8,340	7/1/2023	7/1/2024	4.00%
8	City of Riverside	Senior Administrative Assistant	\$ 5,766	\$ 2,428	\$ 8,194	7/1/2023	7/1/2024	3.00%
9	City of Upland	Senior Administrative Assistant	\$ 5,709	\$ 2,207	\$ 7,916	6/25/2023	6/23/2024	2.00%
10	City of Corona	Administrative Assistant	\$ 4,907	\$ 2,860	\$ 7,767	6/21/2023	1/13/2024	2.50%
11	City of Redlands	Administrative Assistant II	\$ 4,713	\$ 2,996	\$ 7,709	7/1/2023	7/1/2024	2.00%
12	City of Escondido	Administrative Assistant	\$ 3,782	\$ 1,854	\$ 5,636	9/1/2023	unknown	unknown
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,758	\$ 8,450
% City of Menifee Above/Below	1.9%	3.2%
Median of Comparators	\$ 5,809	\$ 8,340
% City of Menifee Above/Below	1.0%	4.4%
Number of Matches	11	11

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Assistant to the City Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Murrieta	Assistant to the City Manager	\$ 16,684	\$ 5,192	\$ 21,876	7/2/2023	unknown	unknown
2	City of Temecula	Assistant to the City Manager	\$ 14,097	\$ 4,084	\$ 18,181	7/1/2023	7/1/2024	Based on CPI-W
3	City of Menifee	Assistant to the City Manager	\$ 12,901	\$ 4,259	\$ 17,160	7/1/2023	unknown	unknown
4	City of Corona	Assistant to the City Manager	\$ 10,844	\$ 4,656	\$ 15,500	6/21/2023	1/1/2024	2.50%
5	City of Chino	Assistant to the City Manager	\$ 9,435	\$ 3,781	\$ 13,216	7/1/2023	7/1/2024	4.00%
6	City of Moreno Valley	Assistant to City Manager	\$ 9,232	\$ 3,362	\$ 12,594	7/1/2023	7/1/2024	6.00%
7	City of Palm Springs	Data Not Available	DNA	DNA	DNA	DNA	DNA	DNA
8	City of Escondido	N/C						
9	City of Upland	N/C						
10	City of Redlands	N/C						
11	City of Riverside	N/C						
12	City of Indio	N/C						
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,058	\$ 16,273
% City of Menifee Above/Below	6.5%	5.2%
Median of Comparators	\$ 10,844	\$ 15,500
% City of Menifee Above/Below	15.9%	9.7%
Number of Matches	5	5

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Associate Engineer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Menifee	Associate Engineer	proposed					
2	City of Palm Springs	Engineering Associate	\$ 11,302	\$ 4,134	\$ 15,436	7/1/2023	7/1/2024	5.00%
3	City of Moreno Valley	Associate Engineer I	\$ 11,216	\$ 3,767	\$ 14,983	7/1/2023	7/1/2024	6.00%
4	City of Chino	Associate Engineer	\$ 10,627	\$ 4,007	\$ 14,634	7/1/2023	7/1/2024	4.00%
5	City of Riverside	Associate Engineer	\$ 11,211	\$ 2,993	\$ 14,204	7/1/2023	7/1/2024	3.00%
6	City of Temecula	Associate Engineer I	\$ 9,977	\$ 3,608	\$ 13,585	7/1/2023	7/1/2024	Based on CPI-W
7	City of Corona	Associate Engineer	\$ 8,927	\$ 3,525	\$ 12,452	6/21/2023	1/13/2024	2.50%
8	City of Redlands	Associate Engineer	\$ 8,088	\$ 4,157	\$ 12,245	7/1/2023	7/1/2024	2.00%
9	City of Escondido	Associate Engineer	\$ 9,430	\$ 2,710	\$ 12,140	9/1/2023	unknown	unknown
10	City of Murrieta	N/C						
11	City of Upland	N/C						
12	City of Indio	N/C						
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,097	\$ 13,710
% City of Menifee Above/Below		
Median of Comparators	\$ 10,302	\$ 13,895
% City of Menifee Above/Below		
Number of Matches	8	8

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Associate Planner								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Associate Planner	\$ 9,512	\$ 3,852	\$ 13,364	7/1/2023	7/1/2024	5.00%
2	City of Moreno Valley	Associate Planner	\$ 9,691	\$ 3,456	\$ 13,147	7/1/2023	7/1/2024	6.00%
3	City of Temecula ¹	[Associate Planner I/ Associate Planner II]	\$ 9,508	\$ 3,267	\$ 12,775	7/1/2023	7/1/2024	Based on CPI-W
4	City of Chino	Associate Planner	\$ 8,878	\$ 3,675	\$ 12,553	7/1/2023	7/1/2024	4.00%
5	City of Indio	Associate Planner	\$ 8,662	\$ 3,603	\$ 12,265	7/1/2023	unknown	unknown
6	City of Menifee	Associate Planner	\$ 8,831	\$ 3,292	\$ 12,123	7/1/2023	unknown	unknown
7	City of Murrieta	Associate Planner	\$ 8,574	\$ 3,544	\$ 12,118	7/2/2023	unknown	unknown
8	City of Riverside	Associate Planner	\$ 8,657	\$ 2,718	\$ 11,375	7/1/2023	7/1/2024	3.00%
9	City of Redlands	Associate Planner	\$ 7,752	\$ 3,576	\$ 11,328	7/1/2023	7/1/2024	2.00%
10	City of Upland	Associate Planner	\$ 7,870	\$ 3,107	\$ 10,977	6/25/2023	6/23/2024	2.00%
11	City of Corona	Associate Planner	\$ 7,497	\$ 3,289	\$ 10,786	6/21/2023	1/13/2024	2.50%
12	City of Escondido	Associate Planner	\$ 8,132	\$ 2,546	\$ 10,678	9/1/2023	unknown	unknown
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,612	\$ 11,942
% City of Menifee Above/Below	2.5%	1.5%
Median of Comparators	\$ 8,657	\$ 12,118
% City of Menifee Above/Below	2.0%	0.0%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Temecula: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Budget Analyst								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Moreno Valley	Senior Management Analyst	\$ 10,683	\$ 3,658	\$ 14,341	7/1/2023	7/1/2024	6.00%
2	City of Menifee	Budget Analyst	\$ 10,359	\$ 3,814	\$ 14,173	7/1/2023	unknown	unknown
3	City of Palm Springs	Budget Analyst	\$ 9,997	\$ 3,928	\$ 13,925	7/1/2023	7/1/2024	5.00%
4	City of Chino	Senior Management Analyst	\$ 9,434	\$ 3,781	\$ 13,215	7/1/2023	7/1/2024	4.00%
5	City of Murrieta	Financial Analyst	\$ 9,076	\$ 3,786	\$ 12,862	7/2/2023	unknown	unknown
6	City of Riverside	Senior Management Analyst	\$ 9,023	\$ 3,138	\$ 12,161	7/1/2023	7/1/2024	3.00%
7	City of Redlands	Management Analyst	\$ 7,619	\$ 4,044	\$ 11,663	7/1/2023	7/1/2024	2.00%
8	City of Temecula	Management Analyst	\$ 8,395	\$ 3,160	\$ 11,555	7/1/2023	7/1/2024	Based on CPI-W
9	City of Beaumont	Budget Specialist	\$ 8,698	\$ 2,812	\$ 11,510	7/1/2023	7/1/2025	2.00% - 5.00%
10	City of Corona	Financial Analyst II	\$ 7,535	\$ 3,860	\$ 11,395	6/21/2023	1/1/2024	2.50%
11	City of Escondido	Management Analyst II	\$ 7,579	\$ 2,955	\$ 10,534	9/1/2023	unknown	unknown
12	City of Upland	Budget Coordinator	\$ 7,130	\$ 2,378	\$ 9,508	6/25/2023	6/23/2024	2.00%
13	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,652	\$ 12,061
% City of Menifee Above/Below	16.5%	14.9%
Median of Comparators	\$ 8,698	\$ 11,663
% City of Menifee Above/Below	16.0%	17.7%
Number of Matches	11	11

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Building Inspector II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Moreno Valley	Building Inspector II	\$ 9,232	\$ 3,336	\$ 12,568	7/1/2023	7/1/2024	6.00%
2	City of Temecula	Building Inspector II	\$ 8,817	\$ 3,161	\$ 11,978	7/1/2023	7/1/2024	Based on CPI-W
3	City of Palm Springs	Building Inspector	\$ 7,920	\$ 3,554	\$ 11,474	7/1/2023	7/1/2024	5.00%
4	City of Indio	Building Inspector II	\$ 8,118	\$ 3,178	\$ 11,296	7/1/2023	unknown	unknown
5	City of Riverside	Building Inspector II	\$ 8,331	\$ 2,683	\$ 11,014	7/1/2023	7/1/2024	3.00%
6	City of Menifee	Building Inspector II	\$ 7,642	\$ 3,118	\$ 10,760	7/1/2023	unknown	unknown
7	City of Redlands	Building Inspector II	\$ 7,018	\$ 3,436	\$ 10,454	7/1/2023	7/1/2024	2.00%
8	City of Chino	Building Inspector	\$ 7,535	\$ 2,809	\$ 10,344	7/1/2023	7/1/2024	4.00%
9	City of Murrieta	Building Inspector	\$ 7,082	\$ 2,907	\$ 9,989	7/2/2023	unknown	unknown
10	City of Beaumont	Building Inspector	\$ 7,138	\$ 2,471	\$ 9,609	7/1/2023	7/1/2025	2.00% - 5.00%
11	City of Upland	Building Inspector II	\$ 7,130	\$ 2,378	\$ 9,508	6/25/2023	6/23/2024	2.00%
12	City of Corona	Building Inspector II	\$ 6,391	\$ 3,106	\$ 9,497	6/21/2023	1/13/2024	2.50%
13	City of Escondido	Building Inspector II	\$ 6,511	\$ 2,142	\$ 8,653	9/1/2023	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,602	\$ 10,532
% City of Menifee Above/Below	0.5%	2.1%
Median of Comparators	\$ 7,336	\$ 10,399
% City of Menifee Above/Below	4.0%	3.4%
Number of Matches	12	12

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Building Official								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Moreno Valley	Building Official	\$ 16,132	\$ 4,771	\$ 20,903	7/1/2023	7/1/2024	6.00%
2	City of Temecula	Building Official	\$ 15,562	\$ 4,770	\$ 20,332	7/1/2023	7/1/2024	Based on CPI-W
3	City of Indio	Chief Building Official	\$ 15,311	\$ 4,865	\$ 20,176	7/1/2023	unknown	unknown
4	City of Menifee	Building Official	\$ 14,398	\$ 4,434	\$ 18,832	7/1/2023	unknown	unknown
5	City of Beaumont	Chief Building Official	\$ 14,974	\$ 3,633	\$ 18,607	7/1/2023	7/1/2025	2.00% - 5.00%
6	City of Murrieta	City Building Official	\$ 13,524	\$ 4,608	\$ 18,132	7/2/2023	unknown	unknown
7	City of Palm Springs	Building Official	\$ 13,236	\$ 4,694	\$ 17,930	6/25/2023	unknown	unknown
8	City of Redlands	Chief Building Official	\$ 12,243	\$ 5,519	\$ 17,762	7/1/2023	7/1/2024	2.00%
9	City of Riverside	Building Official	\$ 13,843	\$ 3,861	\$ 17,704	7/1/2023	7/1/2024	3.00%
10	City of Corona	Building Official	\$ 12,101	\$ 4,865	\$ 16,966	6/21/2023	1/13/2024	2.50%
11	City of Escondido	Building Official	\$ 12,962	\$ 3,895	\$ 16,857	9/1/2023	unknown	unknown
12	City of Chino	Building Official	\$ 12,088	\$ 4,285	\$ 16,373	7/1/2023	7/1/2024	4.00%
13	City of Upland	Building Official	\$ 11,976	\$ 3,986	\$ 15,962	6/25/2023	6/23/2024	2.00%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,663	\$ 18,142
% City of Menifee Above/Below	5.1%	3.7%
Median of Comparators	\$ 13,380	\$ 17,846
% City of Menifee Above/Below	7.1%	5.2%
Number of Matches	12	12

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Chief Financial Officer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Murrieta	Director of Finance	\$ 23,496	\$ 7,237	\$ 30,733	7/2/2023	unknown	unknown
2	City of Moreno Valley	Chief Financial Officer	\$ 21,934	\$ 7,850	\$ 29,784	7/8/2023	unknown	unknown
3	City of Redlands	Director of Management Services/Finance	\$ 18,980	\$ 9,367	\$ 28,347	7/1/2023	7/1/2024	2.00%
4	City of Riverside	Chief Financial Officer/City Treasurer	\$ 21,585	\$ 6,120	\$ 27,705	7/1/2023	7/1/2024	3.00%
5	City of Temecula	Director of Finance	\$ 20,927	\$ 5,995	\$ 26,922	7/1/2023	7/1/2024	Based on CPI-W
6	City of Menifee	Chief Financial Officer	\$ 19,227	\$ 7,157	\$ 26,384	7/1/2023	unknown	unknown
7	City of Chino	Director of Finance	\$ 19,170	\$ 6,917	\$ 26,087	7/1/2023	7/1/2024	4.00%
8	City of Palm Springs	Director of Finance & Treasurer	\$ 18,508	\$ 5,626	\$ 24,134	6/25/2023	unknown	unknown
9	City of Corona	Finance Director	\$ 17,244	\$ 6,278	\$ 23,522	6/21/2023	unknown	unknown
10	City of Beaumont	Finance Director	\$ 18,243	\$ 4,061	\$ 22,304	7/1/2023	unknown	unknown
11	City of Escondido	Director of Finance	\$ 15,756	\$ 5,106	\$ 20,862	9/1/2023	unknown	unknown
12	City of Upland	N/C						
13	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 19,584	\$ 26,040
% City of Menifee Above/Below	-1.9%	1.3%
Median of Comparators	\$ 19,075	\$ 26,505
% City of Menifee Above/Below	0.8%	-0.5%
Number of Matches	10	10

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Chief of Police								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Riverside	Police Chief	\$ 33,418	\$ 7,954	\$ 41,372	7/1/2023	7/1/2024	3.00%
2	City of Redlands	Police Chief	\$ 27,500	\$ 11,600	\$ 39,100	7/1/2023	7/1/2024	2.00%
3	City of Chino	Chief of Police	\$ 24,784	\$ 7,988	\$ 32,772	7/1/2023	7/1/2024	4.00%
4	City of Murrieta	Police Chief	\$ 24,670	\$ 7,176	\$ 31,846	7/2/2023	unknown	unknown
5	City of Upland	Chief of Police	\$ 23,326	\$ 8,030	\$ 31,356	6/25/2023	6/23/2024	4.00%
6	City of Menifee	Chief of Police	\$ 21,457	\$ 7,708	\$ 29,165	7/1/2023	unknown	unknown
7	City of Palm Springs	Police Chief	\$ 22,738	\$ 6,375	\$ 29,113	45102	unknown	unknown
8	City of Escondido	Chief of Police	\$ 22,170	\$ 6,337	\$ 28,507	9/1/2023	unknown	unknown
9	City of Corona	Chief of Police	\$ 20,430	\$ 6,904	\$ 27,334	6/21/2023	unknown	unknown
10	City of Beaumont	Chief of Police	\$ 21,155	\$ 5,949	\$ 27,104	7/1/2023	unknown	unknown
11	City of Indio	Chief of Police	\$ 19,648	\$ 6,831	\$ 26,479	7/1/2023	unknown	unknown
12	City of Temecula	N/C						
13	City of Moreno Valley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 23,984	\$ 31,498
% City of Menifee Above/Below	-11.8%	-8.0%
Median of Comparators	\$ 23,032	\$ 30,234
% City of Menifee Above/Below	-7.3%	-3.7%
Number of Matches	10	10

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

City Clerk								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Riverside	City Clerk	\$ 20,979	\$ 6,158	\$ 27,137	7/1/2023	7/1/2024	3.00%
2	City of Murrieta	City Clerk	\$ 19,962	\$ 6,515	\$ 26,477	7/2/2023	unknown	unknown
3	City of Menifee	City Clerk	\$ 16,889	\$ 6,579	\$ 23,468	7/1/2023	unknown	unknown
4	City of Moreno Valley	City Clerk	\$ 16,423	\$ 6,562	\$ 22,985	7/8/2023	unknown	unknown
5	City of Indio	City Clerk Administrator	\$ 16,918	\$ 5,665	\$ 22,583	7/1/2023	unknown	unknown
6	City of Palm Springs	City Clerk	\$ 15,354	\$ 5,068	\$ 20,422	6/25/2023	unknown	unknown
7	City of Corona	City Clerk	\$ 12,594	\$ 5,076	\$ 17,670	6/21/2023	1/1/2024	2.50%
8	City of Escondido	City Clerk	\$ 12,962	\$ 4,570	\$ 17,532	9/1/2023	unknown	unknown
9	City of Upland	City Clerk	\$ 11,976	\$ 4,164	\$ 16,140	6/25/2023	6/23/2024	2.00%
10	City of Chino	City Clerk	\$ 10,388	\$ 3,962	\$ 14,350	7/1/2023	7/1/2024	4.00%
11	City of Temecula	N/C						
12	City of Redlands	N/C						
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 15,284	\$ 20,588
% City of Menifee Above/Below	9.5%	12.3%
Median of Comparators	\$ 15,354	\$ 20,422
% City of Menifee Above/Below	9.1%	13.0%
Number of Matches	9	9

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

City Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Moreno Valley	City Manager	\$ 33,571	\$ 10,572	\$ 44,143	7/8/2023	unknown	unknown
2	City of Redlands	City Manager	\$ 29,166	\$ 12,772	\$ 41,938	7/24/2023	unknown	unknown
3	City of Corona	City Manager	\$ 28,679	\$ 12,164	\$ 40,843	6/21/2023	unknown	unknown
4	City of Temecula	City Manager	\$ 27,853	\$ 10,065	\$ 37,918	7/1/2023	unknown	unknown
5	City of Riverside	City Manager	\$ 29,183	\$ 7,798	\$ 36,981	7/1/2023	7/1/2024	3.00%
6	City of Murrieta	City Manager	\$ 28,494	\$ 8,395	\$ 36,889	7/2/2023	unknown	unknown
7	City of Upland	City Manager	\$ 26,391	\$ 10,056	\$ 36,447	6/25/2023	6/23/2024	4.00%
8	City of Palm Springs	City Manager	\$ 27,083	\$ 9,127	\$ 36,210	7/1/2023	unknown	unknown
9	City of Indio	City Manager	\$ 25,417	\$ 9,918	\$ 35,334	7/1/2023	unknown	unknown
10	City of Menifee	City Manager	\$ 24,600	\$ 8,486	\$ 33,086	7/1/2023	unknown	unknown
11	City of Chino	City Manager	\$ 24,259	\$ 7,933	\$ 32,192	7/1/2023	7/1/2024	4.00%
12	City of Escondido	City Manager	\$ 23,333	\$ 8,720	\$ 32,053	9/1/2023	unknown	unknown
13	City of Beaumont	City Manager	\$ 23,353	\$ 5,977	\$ 29,330	4/18/2023	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 27,232	\$ 36,690
% City of Menifee Above/Below	-10.7%	-10.9%
Median of Comparators	\$ 27,468	\$ 36,668
% City of Menifee Above/Below	-11.7%	-10.8%
Number of Matches	12	12

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Civil Engineer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Moreno Valley	Associate Engineer II	\$ 11,776	\$ 3,881	\$ 15,657	7/1/2023	7/1/2024	6.00%
2	City of Menifee	Civil Engineer	\$ 11,619	\$ 4,034	\$ 15,653	7/1/2023	unknown	unknown
3	City of Palm Springs	Civil Engineer, Associate	\$ 11,302	\$ 4,134	\$ 15,436	7/1/2023	7/1/2024	5.00%
4	City of Chino	Associate Civil Engineer	\$ 11,158	\$ 4,108	\$ 15,266	7/1/2023	7/1/2024	4.00%
5	City of Temecula ¹	[Associate Engineer II/ Associate Civil Engineer]	\$ 11,292	\$ 3,847	\$ 15,139	7/1/2023	7/1/2024	Based on CPI-W
6	City of Indio	Associate Engineer	\$ 9,861	\$ 3,853	\$ 13,714	7/1/2023	unknown	unknown
7	City of Murrieta	Associate Civil Engineer	\$ 9,801	\$ 3,759	\$ 13,560	7/2/2023	unknown	unknown
8	City of Upland	Associate Engineer	\$ 9,829	\$ 3,527	\$ 13,356	6/25/2023	6/23/2024	2.00%
9	City of Redlands	Civil Engineer	\$ 8,934	\$ 4,361	\$ 13,295	7/1/2023	7/1/2024	2.00%
10	City of Beaumont	Associate Engineer	\$ 9,138	\$ 2,694	\$ 11,832	7/1/2023	7/1/2025	2.00% - 5.00%
11	City of Riverside	N/C						
12	City of Corona	N/C						
13	City of Escondido	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,343	\$ 14,139
% City of Menifee Above/Below	11.0%	9.7%
Median of Comparators	\$ 9,861	\$ 13,714
% City of Menifee Above/Below	15.0%	12.4%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Temecula: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Code Enforcement Officer II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Code Compliance Officer	\$ 7,172	\$ 3,443	\$ 10,615	7/1/2023	7/1/2024	5.00%
2	City of Moreno Valley	Community Enhancement Officer II	\$ 7,594	\$ 3,006	\$ 10,600	7/1/2023	7/1/2024	6.00%
3	City of Murrieta	Code Enforcement Officer	\$ 7,464	\$ 2,960	\$ 10,424	7/2/2023	unknown	unknown
4	City of Riverside	Code Enforcement Officer II	\$ 7,783	\$ 2,624	\$ 10,407	7/1/2023	7/1/2024	3.00%
5	City of Temecula	Code Enforcement Officer II	\$ 7,419	\$ 2,945	\$ 10,364	7/1/2023	7/1/2024	Based on CPI-W
6	City of Menifee	Code Enforcement Officer II	\$ 7,234	\$ 3,058	\$ 10,292	7/1/2023	unknown	unknown
7	City of Indio	Code Enforcement Officer	\$ 7,025	\$ 3,019	\$ 10,044	7/1/2023	unknown	unknown
8	City of Chino	Code Compliance Inspector	\$ 6,797	\$ 2,690	\$ 9,487	7/1/2023	7/1/2024	4.00%
9	City of Redlands	Code Enforcement Officer II	\$ 6,045	\$ 3,250	\$ 9,295	7/1/2023	7/1/2024	2.00%
10	City of Beaumont	Community Enhancement Officer	\$ 6,795	\$ 2,433	\$ 9,228	7/1/2023	7/1/2025	2.00% - 5.00%
11	City of Corona	Code Compliance Inspector II	\$ 6,020	\$ 3,044	\$ 9,064	6/21/2023	1/13/2024	2.50%
12	City of Upland	Code Enforcement Officer	\$ 6,302	\$ 2,278	\$ 8,580	6/25/2023	6/23/2024	2.00%
13	City of Escondido	Code Compliance Officer II	\$ 5,755	\$ 2,062	\$ 7,817	9/1/2023	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,848	\$ 9,661
% City of Menifee Above/Below	5.3%	6.1%
Median of Comparators	\$ 6,911	\$ 9,765
% City of Menifee Above/Below	4.5%	5.1%
Number of Matches	12	12

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Code Enforcement Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Code Compliance Supervisor	\$ 9,748	\$ 3,889	\$ 13,637	7/1/2023	7/1/2024	5.00%
2	City of Chino	Supervising Code Compliance Inspector	\$ 9,722	\$ 3,835	\$ 13,557	7/1/2023	7/1/2024	4.00%
3	City of Murrieta	Code Enforcement Supervisor	\$ 8,946	\$ 3,609	\$ 12,555	7/2/2023	unknown	unknown
4	City of Menifee	Code Enforcement Supervisor	\$ 8,831	\$ 3,546	\$ 12,378	7/1/2023	unknown	unknown
5	City of Indio	Code Enforcement Supervisor	\$ 8,749	\$ 3,621	\$ 12,370	7/1/2023	unknown	unknown
6	City of Temecula	Field Supervisor (Code)	\$ 9,038	\$ 3,195	\$ 12,233	7/1/2023	7/1/2024	Based on CPI-W
7	City of Moreno Valley	Community Enhancement Supervisor	\$ 8,793	\$ 3,273	\$ 12,066	7/1/2023	7/1/2024	6.00%
8	City of Corona	Code Compliance Supervisor	\$ 8,120	\$ 3,938	\$ 12,058	6/21/2023	1/13/2024	2.50%
9	City of Escondido	Code Compliance Supervisor	\$ 7,367	\$ 2,450	\$ 9,817	9/1/2023	unknown	unknown
10	City of Riverside	N/C						
11	City of Redlands	N/C						
12	City of Upland	N/C						
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,810	\$ 12,287
% City of Menifee Above/Below	0.2%	0.7%
Median of Comparators	\$ 8,870	\$ 12,301
% City of Menifee Above/Below	-0.4%	0.6%
Number of Matches	8	8

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Code Enforcement Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chino	Code Compliance Technician	\$ 6,237	\$ 2,600	\$ 8,837	7/1/2023	7/1/2024	4.00%
2	City of Menifee	Code Enforcement Technician	\$ 5,867	\$ 2,858	\$ 8,725	7/1/2023	unknown	unknown
3	City of Indio	Code Enforcement Technician	\$ 5,208	\$ 2,704	\$ 7,912	7/1/2023	unknown	unknown
4	City of Corona	Code Compliance Technician	\$ 4,931	\$ 2,864	\$ 7,795	6/21/2023	1/13/2024	2.50%
5	City of Escondido	Code Compliance Assistant II	\$ 3,741	\$ 1,849	\$ 5,590	9/1/2023	unknown	unknown
6	City of Temecula	N/C						
7	City of Murrieta	N/C						
8	City of Redlands	N/C						
9	City of Riverside	N/C						
10	City of Upland	N/C						
11	City of Beaumont	N/C						
12	City of Moreno Valley	N/C						
13	City of Palm Springs	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,029	\$ 7,533
% City of Menifee Above/Below	14.3%	13.7%
Median of Comparators	\$ 5,070	\$ 7,854
% City of Menifee Above/Below	13.6%	10.0%
Number of Matches	4	4

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Community Development Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Murrieta	Development Services Director	\$ 23,496	\$ 7,237	\$ 30,733	7/2/2023	unknown	unknown
2	City of Redlands	Development Services Director	\$ 18,980	\$ 9,367	\$ 28,347	7/1/2023	7/1/2024	2.00%
3	City of Moreno Valley	Community Development Director	\$ 20,403	\$ 7,492	\$ 27,895	7/8/2023	unknown	unknown
4	City of Riverside	Community and Economic Development Director	\$ 21,585	\$ 6,120	\$ 27,705	7/1/2023	7/1/2024	3.00%
5	City of Temecula	Director of Community Development	\$ 20,927	\$ 5,995	\$ 26,922	7/1/2023	7/1/2024	Based on CPI-W
6	City of Menifee	Community Development Director	\$ 19,227	\$ 7,157	\$ 26,384	7/1/2023	unknown	unknown
7	City of Chino	Director of Development Services	\$ 19,170	\$ 6,917	\$ 26,087	7/1/2023	7/1/2024	4.00%
8	City of Upland	Development Services Director	\$ 17,778	\$ 6,512	\$ 24,290	6/25/2023	6/23/2024	4.00%
9	City of Indio	Director of Community Development	\$ 18,187	\$ 5,856	\$ 24,043	7/1/2023	unknown	unknown
10	City of Escondido	Director of Development Services	\$ 18,239	\$ 5,582	\$ 23,821	9/1/2023	unknown	unknown
11	City of Palm Springs	Director of Development Services	\$ 18,073	\$ 5,550	\$ 23,623	6/25/2023	unknown	unknown
12	City of Corona	Planning and Development Director	\$ 17,244	\$ 6,278	\$ 23,522	6/21/2023	unknown	unknown
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 19,462	\$ 26,090
% City of Menifee Above/Below	-1.2%	1.1%
Median of Comparators	\$ 18,980	\$ 26,087
% City of Menifee Above/Below	1.3%	1.1%
Number of Matches	11	11

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Community Services Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Temecula	Community Services Coordinator II	\$ 7,237	\$ 2,917	\$ 10,154	7/1/2023	7/1/2024	Based on CPI-W
2	City of Murrieta	Senior Recreation Coordinator	\$ 6,723	\$ 2,857	\$ 9,580	7/2/2023	unknown	unknown
3	City of Corona	Community Services Program Coordinator	\$ 6,423	\$ 3,111	\$ 9,534	6/21/2023	1/13/2024	2.50%
4	City of Palm Springs	Program Coordinator	\$ 6,190	\$ 3,298	\$ 9,488	7/1/2023	7/1/2024	5.00%
5	City of Menifee	Community Services Coordinator	\$ 6,354	\$ 2,930	\$ 9,284	7/1/2023	unknown	unknown
6	City of Riverside	Recreation Services Coordinator	\$ 6,220	\$ 2,456	\$ 8,676	7/1/2023	7/1/2024	3.00%
7	City of Redlands	Program Specialist	\$ 5,472	\$ 3,141	\$ 8,613	7/1/2023	7/1/2024	2.00%
8	City of Chino	Community Services Coordinator	\$ 5,718	\$ 2,516	\$ 8,234	7/1/2023	7/1/2024	4.00%
9	City of Beaumont	Recreation Coordinator	\$ 5,858	\$ 2,328	\$ 8,186	7/1/2023	7/1/2025	2.00% - 5.00%
10	City of Upland	Recreation Coordinator	\$ 5,709	\$ 2,207	\$ 7,916	6/25/2023	6/23/2024	2.00%
11	City of Escondido	Supervisor I Community Services	\$ 5,186	\$ 2,176	\$ 7,362	9/1/2023	unknown	unknown
12	City of Moreno Valley	Community Services Coordinator	\$ 4,663	\$ 2,417	\$ 7,080	7/1/2023	7/1/2024	6.00%
13	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,945	\$ 8,620
% City of Menifee Above/Below	6.4%	7.1%
Median of Comparators	\$ 5,858	\$ 8,613
% City of Menifee Above/Below	7.8%	7.2%
Number of Matches	11	11

N/C - Non Comparator

City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023

Community Services Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Murrieta	Director of Community Services	\$ 23,496	\$ 7,237	\$ 30,733	7/2/2023	unknown	unknown
2	City of Moreno Valley	Parks and Community Services Director	\$ 20,403	\$ 7,492	\$ 27,895	7/8/2023	unknown	unknown
3	City of Riverside	Parks, Recreation and Community Services Director	\$ 20,559	\$ 5,931	\$ 26,490	7/1/2023	7/1/2024	3.00%
4	City of Menifee	Community Services Director	\$ 19,227	\$ 7,157	\$ 26,384	7/1/2023	unknown	unknown
5	City of Temecula	Director of Community Services	\$ 20,417	\$ 5,893	\$ 26,310	7/1/2023	7/1/2024	Based on CPI-W
6	City of Chino	Director of Community Services	\$ 19,170	\$ 6,917	\$ 26,087	7/1/2023	7/1/2024	4.00%
7	City of Corona	Community Services Director	\$ 17,244	\$ 6,278	\$ 23,522	6/21/2023	unknown	unknown
8	City of Palm Springs	Director of Parks & Recreation	\$ 15,973	\$ 5,178	\$ 21,151	6/25/2023	unknown	unknown
9	City of Beaumont	Community Services Director	\$ 14,974	\$ 3,633	\$ 18,607	7/1/2023	unknown	unknown
10	City of Escondido	Director of Communications and Community Services	\$ 13,611	\$ 4,694	\$ 18,305	9/1/2023	unknown	unknown
11	City of Redlands	N/C						
12	City of Upland	N/C						
13	City of Indio	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 18,427	\$ 24,344
% City of Menifee Above/Below	4.2%	7.7%
Median of Comparators	\$ 19,170	\$ 26,087
% City of Menifee Above/Below	0.3%	1.1%
Number of Matches	9	9

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Community Services Leader II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Temecula	Senior Recreation Leader	\$ 5,249	N/A	N/A	7/1/2023	7/1/2024	Based on CPI-W
2	City of Palm Springs ¹	[Recreation Program Assistant/ Recreation Program Aide]	\$ 4,717	N/A	N/A	7/1/2023	7/1/2024	5.00%
3	City of Upland	Recreation Specialist	\$ 4,245	N/A	N/A	7/1/2023	6/23/2024	2.00%
4	City of Moreno Valley	Recreation Aide	\$ 4,222	N/A	N/A	unknown	unknown	Unknown
5	City of Redlands	Program Aid II	\$ 3,825	N/A	N/A	7/1/2023	7/1/2024	2.00%
6	City of Beaumont	Recreation Specialist	\$ 3,575	N/A	N/A	7/1/2023	7/1/2025	2.00% - 5.00%
7	City of Murrieta	Recreation Leader	\$ 3,451	N/A	N/A	7/2/2023	unknown	unknown
8	City of Corona	Community Services Leader	\$ 3,443	N/A	N/A	6/21/2023	unknown	unknown
9	City of Chino	Community Services Leader	\$ 3,406	N/A	N/A	7/1/2023	unknown	unknown
10	City of Menifee ²	Community Services Leader II	\$ 3,396	N/A	N/A	7/1/2023	unknown	unknown
11	City of Indio	Community Program Aide	\$ 3,308	N/A	N/A	7/1/2023	unknown	unknown
12	City of Riverside	Recreation Leader	\$ 2,903	N/A	N/A	7/1/2023	7/1/2024	3.00%
13	City of Escondido	Data Not Available	DNA	N/A	N/A	DNA	DNA	DNA

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,849	N/A
% City of Menifee Above/Below	-13.4%	N/A
Median of Comparators	\$ 3,575	N/A
% City of Menifee Above/Below	-5.3%	N/A
Number of Matches	11	11

N/C - Non Comparator

1 - City of Palm Springs: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - Benchmark is a part-time unbenefited classification.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Community Services Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Temecula	Community Services Manager	\$ 13,752	\$ 4,425	\$ 18,177	7/1/2023	7/1/2024	Based on CPI-W
2	City of Menifee	Community Services Manager	\$ 12,901	\$ 4,181	\$ 17,083	7/1/2023	unknown	unknown
3	City of Murrieta	Parks and Community Services Manager	\$ 12,475	\$ 4,414	\$ 16,889	7/2/2023	unknown	unknown
4	City of Moreno Valley	Special Events and Facilities Division Manager	\$ 12,366	\$ 4,459	\$ 16,825	7/1/2023	7/1/2024	6.00%
5	City of Indio	Community Services Manager	\$ 11,979	\$ 4,293	\$ 16,272	7/1/2023	unknown	unknown
6	City of Corona	Recreation Services Manager	\$ 11,285	\$ 4,762	\$ 16,047	6/21/2023	1/1/2024	2.50%
7	City of Chino	Community Services Manager	\$ 11,654	\$ 4,202	\$ 15,856	7/1/2023	7/1/2024	4.00%
8	City of Riverside	Recreation Superintendent	\$ 11,283	\$ 3,477	\$ 14,760	7/1/2023	7/1/2024	3.00%
9	City of Upland	Recreation & Community Services Manager	\$ 10,849	\$ 3,745	\$ 14,594	6/25/2023	6/23/2024	2.00%
10	City of Beaumont	Recreation Manager	\$ 10,339	\$ 3,377	\$ 13,716	7/1/2023	7/1/2025	2.00% - 5.00%
11	City of Palm Springs	Data Not Available	DNA	DNA	DNA	DNA	DNA	DNA
12	City of Escondido	N/C						
13	City of Redlands	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,776	\$ 15,904
% City of Menifee Above/Below	8.7%	6.9%
Median of Comparators	\$ 11,654	\$ 16,047
% City of Menifee Above/Below	9.7%	6.1%
Number of Matches	9	9

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Community Services Manager-Maintenance and Projects								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Moreno Valley	Parks and Landscape Services Division Manager	\$ 12,984	\$ 4,590	\$ 17,574	7/1/2023	7/1/2024	6.00%
2	City of Menifee	Community Services Manager-Maintenance and Projects	\$ 12,901	\$ 4,181	\$ 17,082	7/1/2023	unknown	unknown
3	City of Corona	Facilities, Parks, and Trails Manager	\$ 11,285	\$ 4,762	\$ 16,047	6/21/2023	1/1/2024	2.50%
4	City of Beaumont	Grounds/Parks/Facilities Manager	\$ 11,696	\$ 3,204	\$ 14,900	7/1/2023	7/1/2025	2.00% - 5.00%
5	City of Indio	Parks and Facilities Manager	\$ 10,841	\$ 4,057	\$ 14,898	7/1/2023	unknown	unknown
6	City of Riverside	Park Superintendent	\$ 11,283	\$ 3,477	\$ 14,760	7/1/2023	7/1/2024	3.00%
7	City of Palm Springs	Data Not Available	DNA	DNA	DNA	DNA	DNA	DNA
8	City of Upland	N/C						
9	City of Escondido	N/C						
10	City of Chino	N/C						
11	City of Redlands	N/C						
12	City of Temecula	N/C						
13	City of Murrieta	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,618	\$ 15,636
% City of Menifee Above/Below	9.9%	8.5%
Median of Comparators	\$ 11,285	\$ 14,900
% City of Menifee Above/Below	12.5%	12.8%
Number of Matches	5	5

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Community Services Officer II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Menifee	Community Services Officer II	\$ 7,164	\$ 3,048	\$ 10,212	7/1/2023	unknown	unknown
2	City of Palm Springs	Community Service Officer	\$ 6,339	\$ 3,320	\$ 9,659	7/1/2023	7/1/2024	5.00%
3	City of Indio	Community Services Officer II	\$ 6,100	\$ 2,976	\$ 9,076	7/1/2023	unknown	unknown
4	City of Redlands	Community Service Officer II	\$ 5,638	\$ 3,244	\$ 8,882	7/1/2023	7/1/2024	2.00%
5	City of Beaumont	Community Service Officer	\$ 6,155	\$ 2,362	\$ 8,517	7/1/2023	7/1/2025	2.00% - 5.00%
6	City of Murrieta	Community Services Officer II	\$ 5,772	\$ 2,725	\$ 8,497	7/2/2023	unknown	unknown
7	City of Riverside	Community Services Officer	\$ 5,814	\$ 2,412	\$ 8,226	7/1/2023	7/1/2024	3.00%
8	City of Chino	Police Service Officer	\$ 5,384	\$ 2,462	\$ 7,846	7/1/2023	7/1/2024	4.00%
9	City of Corona	Community Services Officer II	\$ 4,907	\$ 2,860	\$ 7,767	6/21/2023	1/13/2024	2.50%
10	City of Upland	Police Service Technician	\$ 5,302	\$ 2,158	\$ 7,460	6/25/2023	6/23/2024	2.00%
11	City of Escondido	Community Services Officer	\$ 5,231	\$ 2,085	\$ 7,316	9/1/2023	unknown	unknown
12	City of Temecula	N/C						
13	City of Moreno Valley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,664	\$ 8,325
% City of Menifee Above/Below	20.9%	18.5%
Median of Comparators	\$ 5,705	\$ 8,362
% City of Menifee Above/Below	20.4%	18.1%
Number of Matches	10	10

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Community Services Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Menifee	Community Services Supervisor	\$ 8,831	\$ 3,546	\$ 12,378	7/1/2023	unknown	unknown
2	City of Indio	Community Program Administrator	\$ 8,749	\$ 3,621	\$ 12,370	7/1/2023	unknown	unknown
3	City of Temecula	Community Services Supervisor II	\$ 8,395	\$ 3,096	\$ 11,491	7/1/2023	7/1/2024	Based on CPI-W
4	City of Corona	Recreation Supervisor	\$ 7,648	\$ 3,829	\$ 11,477	6/21/2023	1/13/2024	2.50%
5	City of Murrieta	Recreation Supervisor	\$ 7,809	\$ 3,410	\$ 11,219	7/2/2023	unknown	unknown
6	City of Redlands	Recreation Supervisor	\$ 7,036	\$ 3,904	\$ 10,940	7/1/2023	7/1/2024	2.00%
7	City of Palm Springs	Recreation Supervisor	\$ 7,247	\$ 3,495	\$ 10,742	7/1/2023	7/1/2024	5.00%
8	City of Upland	Recreation & Community Services Supervisor	\$ 7,491	\$ 3,026	\$ 10,517	6/25/2023	6/23/2024	2.00%
9	City of Moreno Valley	Community Services Supervisor	\$ 7,231	\$ 2,954	\$ 10,185	7/1/2023	7/1/2024	6.00%
10	City of Chino	Community Services Supervisor	\$ 7,388	\$ 2,785	\$ 10,173	7/1/2023	7/1/2024	4.00%
11	City of Riverside	Recreation Supervisor	\$ 7,481	\$ 2,619	\$ 10,100	7/1/2023	7/1/2024	3.00%
12	City of Escondido	Supervisor III-Community Services	\$ 6,289	\$ 2,315	\$ 8,604	9/1/2023	unknown	unknown
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,524	\$ 10,711
% City of Menifee Above/Below	14.8%	13.5%
Median of Comparators	\$ 7,481	\$ 10,742
% City of Menifee Above/Below	15.3%	13.2%
Number of Matches	11	11

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Construction Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chino	Capital Projects Manager	\$ 12,885	\$ 4,436	\$ 17,321	7/1/2023	7/1/2024	4.00%
2	City of Menifee	Construction Manager	\$ 12,335	\$ 4,086	\$ 16,421	7/1/2023	unknown	unknown
3	City of Corona	Senior Project Manager	\$ 11,062	\$ 4,708	\$ 15,770	6/21/2023	1/1/2024	2.50%
4	City of Indio	Project Construction Manager	\$ 11,396	\$ 4,172	\$ 15,568	7/1/2023	unknown	unknown
5	City of Palm Springs	Project Manager	\$ 11,026	\$ 4,091	\$ 15,117	7/1/2023	7/1/2024	5.00%
6	City of Riverside	Construction Project Manager	\$ 11,499	\$ 3,510	\$ 15,009	7/1/2023	7/1/2024	3.00%
7	City of Beaumont	Project Manager (CIP)	\$ 10,862	\$ 3,095	\$ 13,957	7/1/2023	7/1/2025	2.00% - 5.00%
8	City of Escondido ¹	[Design and Construction Project Manager/ Project Manager]	\$ 9,673	\$ 3,321	\$ 12,994	9/1/2023	unknown	unknown
9	City of Temecula	N/C						
10	City of Murrieta	N/C						
11	City of Redlands	N/C						
12	City of Upland	N/C						
13	City of Moreno Valley	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 11,200	\$ 15,105
% City of Menifee Above/Below	9.2%	8.0%
Median of Comparators	\$ 11,062	\$ 15,117
% City of Menifee Above/Below	10.3%	7.9%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Escondido: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Crime Analyst								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Menifee	Crime Analyst	\$ 9,423	\$ 3,650	\$ 13,073	7/1/2023	unknown	unknown
2	City of Redlands	Crime Analyst	\$ 7,734	\$ 3,703	\$ 11,437	7/1/2023	7/1/2024	2.00%
3	City of Murrieta	Senior Crime Analyst	\$ 8,165	\$ 3,057	\$ 11,222	7/2/2023	unknown	unknown
4	City of Upland	Crime & Intelligence Analyst	\$ 7,678	\$ 3,066	\$ 10,744	6/25/2023	6/23/2024	2.00%
5	City of Chino	Crime Analyst	\$ 7,858	\$ 2,861	\$ 10,719	7/1/2023	7/1/2024	4.00%
6	City of Palm Springs	Crime Analyst	\$ 7,172	\$ 3,443	\$ 10,615	7/1/2023	7/1/2024	5.00%
7	City of Riverside	Crime Analyst	\$ 7,897	\$ 2,636	\$ 10,533	7/1/2023	7/1/2024	3.00%
8	City of Corona	Crime and Intelligence Analyst	\$ 6,785	\$ 3,171	\$ 9,956	6/21/2023	1/13/2024	2.50%
9	City of Indio	Crime Analyst II	\$ 6,741	\$ 3,099	\$ 9,840	7/1/2023	unknown	unknown
10	City of Escondido	Crime Analyst	\$ 6,236	\$ 2,721	\$ 8,957	9/1/2023	unknown	unknown
11	City of Temecula	N/C						
12	City of Beaumont	N/C						
13	City of Moreno Valley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,363	\$ 10,447
% City of Menifee Above/Below	21.9%	20.1%
Median of Comparators	\$ 7,678	\$ 10,615
% City of Menifee Above/Below	18.5%	18.8%
Number of Matches	9	9

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Deputy City Clerk II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Chief Deputy City Clerk	\$ 9,997	\$ 3,928	\$ 13,925	7/1/2023	7/1/2024	5.00%
2	City of Beaumont	Deputy City Clerk	\$ 9,600	\$ 2,930	\$ 12,530	7/1/2023	7/1/2025	2.00% - 5.00%
3	City of Murrieta	Deputy City Clerk	\$ 7,644	\$ 3,521	\$ 11,165	7/2/2023	unknown	unknown
4	City of Corona	Deputy City Clerk	\$ 7,648	\$ 3,490	\$ 11,138	6/21/2023	1/1/2024	2.50%
5	City of Menifee	Deputy City Clerk II	\$ 7,234	\$ 3,058	\$ 10,292	7/1/2023	unknown	unknown
6	City of Indio	City Clerk Specialist	\$ 6,818	\$ 3,219	\$ 10,037	7/1/2023	unknown	unknown
7	City of Riverside	Deputy City Clerk	\$ 7,398	\$ 2,610	\$ 10,008	7/1/2023	7/1/2024	3.00%
8	City of Moreno Valley	Deputy City Clerk	\$ 6,559	\$ 3,031	\$ 9,590	7/1/2023	7/1/2024	6.00%
9	City of Chino	Deputy City Clerk	\$ 6,680	\$ 2,671	\$ 9,351	7/1/2023	7/1/2024	4.00%
10	City of Escondido	Deputy City Clerk	\$ 6,046	\$ 2,583	\$ 8,629	9/1/2023	unknown	unknown
11	City of Upland	Deputy City Clerk	\$ 6,148	\$ 2,260	\$ 8,408	6/25/2023	6/23/2024	2.00%
12	City of Temecula	N/C						
13	City of Redlands	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,454	\$ 10,478
% City of Menifee Above/Below	-3.0%	-1.8%
Median of Comparators	\$ 7,108	\$ 10,023
% City of Menifee Above/Below	1.7%	2.6%
Number of Matches	10	10

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Deputy City Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Moreno Valley	Assistant City Manager	\$ 23,579	\$ 8,235	\$ 31,814	7/8/2023	unknown	unknown
2	City of Murrieta	Deputy City Manager	\$ 24,670	\$ 6,668	\$ 31,338	7/2/2023	unknown	unknown
3	City of Menifee	Deputy City Manager	\$ 20,211	\$ 7,400	\$ 27,611	7/1/2023	unknown	unknown
4	City of Palm Springs	Deputy City Manager	\$ 20,116	\$ 5,911	\$ 26,027	6/25/2023	unknown	unknown
5	City of Indio	Deputy City Manager	\$ 19,117	\$ 6,510	\$ 25,627	7/1/2023	unknown	unknown
6	City of Escondido	Deputy City Manager	\$ 18,239	\$ 5,607	\$ 23,846	9/1/2023	unknown	unknown
7	City of Beaumont	Deputy City Manager	\$ 19,167	\$ 4,531	\$ 23,698	7/1/2023	unknown	unknown
8	City of Riverside	Deputy City Manager	\$ 17,226	\$ 5,315	\$ 22,541	7/1/2023	7/1/2024	3.00%
9	City of Chino	Deputy City Manager	\$ 14,349	\$ 4,874	\$ 19,223	7/1/2023	7/1/2024	4.00%
10	City of Temecula	N/C						
11	City of Redlands	N/C						
12	City of Corona	N/C						
13	City of Upland	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 19,558	\$ 25,514
% City of Menifee Above/Below	3.2%	7.8%
Median of Comparators	\$ 19,142	\$ 24,737
% City of Menifee Above/Below	5.3%	10.4%
Number of Matches	8	8

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Deputy Director - Community Development								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Murrieta ¹	[Development Services Director/ Building Official]	\$ 18,510	\$ 6,219	\$ 24,729	7/2/2023	unknown	unknown
2	City of Menifee	Deputy Director - Community Development	\$ 15,672	\$ 5,610	\$ 21,282	7/1/2023	unknown	unknown
3	City of Temecula ²	[Planning Manager/ Assistant Director of Community Development]	\$ 15,994	\$ 5,006	\$ 21,000	7/1/2023	7/1/2024	Based on CPI-W
4	City of Moreno Valley	Planning Official/Division Manager	\$ 16,132	\$ 4,770	\$ 20,902	7/1/2023	7/1/2024	6.00%
5	City of Chino	Deputy Director Development Services	\$ 14,600	\$ 4,922	\$ 19,522	7/1/2023	7/1/2024	4.00%
6	City of Palm Springs	Assistant Director of Planning	\$ 13,772	\$ 4,789	\$ 18,561	6/25/2023	unknown	unknown
7	City of Redlands	City Planner	\$ 12,549	\$ 5,602	\$ 18,151	7/1/2023	7/1/2024	2.00%
8	City of Riverside	City Planner	\$ 13,843	\$ 3,861	\$ 17,704	7/1/2023	7/1/2024	3.00%
9	City of Escondido	City Planner	\$ 13,611	\$ 4,009	\$ 17,620	9/1/2023	unknown	unknown
10	City of Indio	Development Services Manager	\$ 12,910	\$ 4,487	\$ 17,397	7/1/2023	unknown	unknown
11	City of Upland	Planning Manager	\$ 12,834	\$ 4,170	\$ 17,004	6/25/2023	6/23/2024	2.00%
12	City of Corona	Planning Manager	\$ 12,101	\$ 4,865	\$ 16,966	6/21/2023	1/13/2024	2.50%
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 14,260	\$ 19,051
% City of Menifee Above/Below	9.0%	10.5%
Median of Comparators	\$ 13,772	\$ 18,151
% City of Menifee Above/Below	12.1%	14.7%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Murrieta: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - City of Temecula: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Deputy Public Works Director/City Engineer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Riverside	Deputy Public Works Director/City Engineer	\$ 18,471	\$ 4,556	\$ 23,027	7/1/2023	7/1/2024	3.00%
2	City of Palm Springs	City Engineer	\$ 17,202	\$ 5,395	\$ 22,597	6/25/2023	unknown	unknown
3	City of Menifee	Deputy Public Works Director/City Engineer	\$ 16,148	\$ 5,714	\$ 21,862	7/1/2023	unknown	unknown
4	City of Indio	City Engineer	\$ 15,312	\$ 5,778	\$ 21,090	7/1/2023	unknown	unknown
5	City of Escondido	City Engineer	\$ 16,544	\$ 4,521	\$ 21,065	9/1/2023	unknown	unknown
6	City of Moreno Valley	Engineering Division Manager/Assistant City Engineer	\$ 16,132	\$ 4,770	\$ 20,902	7/1/2023	7/1/2024	6.00%
7	City of Redlands	City Engineer	\$ 14,199	\$ 5,996	\$ 20,195	7/1/2023	7/1/2024	2.00%
8	City of Murrieta	City Engineer	\$ 15,040	\$ 4,888	\$ 19,928	7/2/2023	unknown	unknown
9	City of Chino	Deputy Director of Public Works	\$ 14,600	\$ 4,922	\$ 19,522	7/1/2023	7/1/2024	4.00%
10	City of Beaumont	Assistant Public Works Director	\$ 14,974	\$ 3,633	\$ 18,607	7/1/2023	7/1/2025	2.00% - 5.00%
11	City of Temecula	N/C						
12	City of Corona	N/C						
13	City of Upland	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 15,830	\$ 20,770
% City of Menifee Above/Below	2.0%	5.0%
Median of Comparators	\$ 15,312	\$ 20,902
% City of Menifee Above/Below	5.2%	4.4%
Number of Matches	9	9

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Director of Public Works and Engineering								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Murrieta	Director of Public Works/City Engineer	\$ 23,496	\$ 7,237	\$ 30,733	7/2/2023	unknown	unknown
2	City of Moreno Valley	Public Works Director/City Engineer	\$ 21,934	\$ 7,850	\$ 29,784	7/8/2023	unknown	unknown
3	City of Redlands	Director, Facilities and Community Services	\$ 18,980	\$ 9,367	\$ 28,347	7/1/2023	7/1/2024	2.00%
4	City of Riverside	Public Works Director	\$ 21,585	\$ 6,120	\$ 27,705	7/1/2023	7/1/2024	3.00%
5	City of Temecula	Director of Public Works/City Engineer	\$ 20,927	\$ 5,995	\$ 26,922	7/1/2023	7/1/2024	Based on CPI-W
6	City of Menifee	Director of Public Works and Engineering	\$ 19,227	\$ 7,074	\$ 26,301	7/1/2023	unknown	unknown
7	City of Chino	Director of Public Works	\$ 19,170	\$ 6,917	\$ 26,087	7/1/2023	7/1/2024	4.00%
8	City of Indio	Director of Public Works	\$ 18,186	\$ 5,856	\$ 24,042	7/1/2023	unknown	unknown
9	City of Upland	Director of Public Works/City Engineer	\$ 17,344	\$ 6,400	\$ 23,744	6/25/2023	6/23/2024	4.00%
10	City of Corona	Public Works Director	\$ 17,244	\$ 6,278	\$ 23,522	6/21/2023	unknown	unknown
11	City of Beaumont	Public Works Director	\$ 18,243	\$ 4,411	\$ 22,654	7/1/2023	unknown	unknown
12	City of Escondido	N/C						
13	City of Palm Springs	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 19,711	\$ 26,354
% City of Menifee Above/Below	-2.5%	-0.2%
Median of Comparators	\$ 19,075	\$ 26,505
% City of Menifee Above/Below	0.8%	-0.8%
Number of Matches	10	10

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Economic Development Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Murrieta	Economic Development Director	\$ 23,496	\$ 7,237	\$ 30,733	7/2/2023	unknown	unknown
2	City of Moreno Valley	Economic Development and Housing Director	\$ 20,403	\$ 7,492	\$ 27,895	7/8/2023	unknown	unknown
3	City of Menifee	Economic Development Director	\$ 18,292	\$ 6,926	\$ 25,218	7/1/2023	unknown	unknown
4	City of Indio	Director of Economic Development	\$ 18,186	\$ 5,856	\$ 24,042	7/1/2023	unknown	unknown
5	City of Redlands ¹	[Economic Development Manager/ Development Services Director]	\$ 15,464	\$ 8,310	\$ 23,774	7/1/2023	7/1/2024	2.00%
6	City of Corona	Economic Development Director	\$ 16,405	\$ 6,105	\$ 22,510	6/21/2023	unknown	unknown
7	City of Palm Springs	Chief Economic Development Officer	\$ 13,772	\$ 4,789	\$ 18,561	6/25/2023	unknown	unknown
8	City of Escondido	Deputy Director of Economic Development	\$ 11,197	\$ 3,587	\$ 14,784	9/1/2023	unknown	unknown
9	City of Temecula	N/C						
10	City of Riverside	N/C						
11	City of Upland	N/C						
12	City of Chino	N/C						
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 16,989	\$ 23,185
% City of Menifee Above/Below	7.1%	8.1%
Median of Comparators	\$ 16,405	\$ 23,774
% City of Menifee Above/Below	10.3%	5.7%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Redlands: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Economic Development Management Analyst II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Menifee	Economic Development Management Analyst II	\$ 10,359	\$ 3,814	\$ 14,173	7/1/2023	unknown	unknown
2	City of Indio	Senior Economic Development Analyst	\$ 9,960	\$ 3,873	\$ 13,833	7/1/2023	unknown	unknown
3	City of Corona	Economic Development Administrator	\$ 9,244	\$ 4,271	\$ 13,515	6/21/2023	1/1/2024	2.50%
4	City of Riverside ¹	[Project Manager/ Project Coordinator]	\$ 10,171	\$ 3,311	\$ 13,481	7/1/2023	7/1/2024	3.00%
5	City of Murrieta	Management Analyst	\$ 9,076	\$ 3,786	\$ 12,862	7/2/2023	unknown	unknown
6	City of Moreno Valley	Management Analyst	\$ 9,232	\$ 3,362	\$ 12,594	7/1/2023	7/1/2024	6.00%
7	City of Temecula	Management Analyst	\$ 8,395	\$ 3,160	\$ 11,555	7/1/2023	7/1/2024	Based on CPI-W
8	City of Beaumont	Management Analyst II	\$ 8,280	\$ 2,758	\$ 11,038	7/1/2023	7/1/2025	2.00% - 5.00%
9	City of Chino	N/C						
10	City of Escondido	N/C						
11	City of Palm Springs	N/C						
12	City of Upland	N/C						
13	City of Redlands	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,194	\$ 12,697
% City of Menifee Above/Below	11.2%	10.4%
Median of Comparators	\$ 9,232	\$ 12,862
% City of Menifee Above/Below	10.9%	9.3%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Riverside: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Engineering Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Temecula	Engineering Manager	\$ 17,605	\$ 5,160	\$ 22,765	7/1/2023	7/1/2024	Based on CPI-W
2	City of Riverside	Engineering Manager	\$ 16,791	\$ 4,304	\$ 21,095	7/1/2023	7/1/2024	3.00%
3	City of Escondido	City Engineer	\$ 16,544	\$ 4,521	\$ 21,065	9/1/2023	unknown	unknown
4	City of Menifee	Engineering Manager	\$ 15,672	\$ 4,649	\$ 20,321	7/1/2023	unknown	unknown
5	City of Corona	CIP Manager/Assistant Engineer	\$ 14,700	\$ 5,583	\$ 20,283	6/21/2023	1/1/2024	2.50%
6	City of Moreno Valley	Principal Engineer	\$ 15,005	\$ 4,670	\$ 19,675	7/1/2023	7/1/2024	6.00%
7	City of Chino	City Engineer	\$ 14,599	\$ 4,761	\$ 19,360	7/1/2023	7/1/2024	4.00%
8	City of Upland	Engineering Manager	\$ 13,549	\$ 4,323	\$ 17,872	6/25/2023	6/23/2024	2.00%
9	City of Murrieta	N/C						
10	City of Indio	N/C						
11	City of Beaumont	N/C						
12	City of Redlands	N/C						
13	City of Palm Springs	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 15,542	\$ 20,302
% City of Menifee Above/Below	0.8%	0.1%
Median of Comparators	\$ 15,005	\$ 20,283
% City of Menifee Above/Below	4.3%	0.2%
Number of Matches	7	7

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Engineering Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Temecula	Engineering Technician II	\$ 7,795	\$ 3,003	\$ 10,798	7/1/2023	7/1/2024	Based on CPI-W
2	City of Menifee	Engineering Technician II	\$ 7,446	\$ 3,089	\$ 10,535	7/1/2023	unknown	unknown
3	City of Murrieta	Civil Engineering Assistant	\$ 7,519	\$ 2,968	\$ 10,487	7/2/2023	unknown	unknown
4	City of Riverside	Engineering Technician	\$ 7,557	\$ 2,600	\$ 10,156	7/1/2023	7/1/2024	3.00%
5	City of Indio	Engineering Technician II	\$ 6,584	\$ 2,943	\$ 9,527	7/1/2023	unknown	unknown
6	City of Chino	Engineering Technician	\$ 6,680	\$ 2,671	\$ 9,351	7/1/2023	7/1/2024	4.00%
7	City of Corona	Engineering Technician	\$ 6,141	\$ 3,064	\$ 9,205	6/21/2023	1/13/2024	2.50%
8	City of Upland	Engineering Technician	\$ 6,787	\$ 2,337	\$ 9,124	6/25/2023	6/23/2024	2.00%
9	City of Beaumont	Engineering Development Technician II	\$ 6,155	\$ 2,362	\$ 8,517	7/1/2023	7/1/2025	2.00% - 5.00%
10	City of Escondido	Engineering Technician II	\$ 5,899	\$ 2,078	\$ 7,977	9/1/2023	unknown	unknown
11	City of Redlands	N/C						
12	City of Moreno Valley	N/C						
13	City of Palm Springs	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,791	\$ 9,460
% City of Menifee Above/Below	8.8%	10.2%
Median of Comparators	\$ 6,680	\$ 9,351
% City of Menifee Above/Below	10.3%	11.2%
Number of Matches	9	9

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Executive Assistant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Executive Administrative Assistant	\$ 7,687	\$ 3,712	\$ 11,399	6/25/2023	unknown	unknown
2	City of Upland	Executive Assistant to the City Manager	\$ 8,067	\$ 3,268	\$ 11,335	6/25/2023	6/23/2024	2.00%
3	City of Temecula	Executive Assistant	\$ 8,188	\$ 3,127	\$ 11,315	7/1/2023	7/1/2024	Based on CPI-W
4	City of Indio	Executive Assistant to the Chief of Police	\$ 7,800	\$ 3,424	\$ 11,224	7/1/2023	unknown	unknown
5	City of Moreno Valley	Executive Assistant I	\$ 7,231	\$ 3,191	\$ 10,422	7/1/2023	7/1/2024	6.00%
6	City of Murrieta	Executive Assistant	\$ 7,203	\$ 2,924	\$ 10,127	7/2/2023	unknown	unknown
7	City of Escondido ¹	[Executive Assistant Chief of Police/ Executive Assistant City Attorney]	\$ 7,012	\$ 2,735	\$ 9,747	9/1/2023	unknown	unknown
8	City of Corona	Executive Assistant	\$ 6,050	\$ 3,503	\$ 9,553	6/21/2023	1/1/2024	2.50%
9	City of Menifee	Executive Assistant	\$ 6,482	\$ 2,948	\$ 9,430	7/1/2023	unknown	unknown
10	City of Chino ²	[Executive Assistant/ Executive Secretary]	\$ 6,680	\$ 2,671	\$ 9,351	7/1/2023	7/1/2024	4.00%
11	City of Riverside	Executive Assistant	\$ 6,749	\$ 2,538	\$ 9,287	7/1/2023	7/1/2024	3.00%
12	City of Beaumont	Executive Assistant	\$ 6,628	\$ 2,414	\$ 9,043	7/1/2023	7/1/2025	2.00% - 5.00%
13	City of Redlands	Senior Administrative Assistant	\$ 5,472	\$ 3,141	\$ 8,613	7/1/2023	7/1/2024	2.00%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,064	\$ 10,118
% City of Menifee Above/Below	-9.0%	-7.3%
Median of Comparators	\$ 7,108	\$ 9,937
% City of Menifee Above/Below	-9.6%	-5.4%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Escondido: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Chino: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Finance Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Moreno Valley	Financial Operations Manager	\$ 15,005	\$ 4,670	\$ 19,675	7/1/2023	7/1/2024	6.00%
2	City of Temecula	Fiscal Services Manager	\$ 14,097	\$ 4,491	\$ 18,588	7/1/2023	7/1/2024	Based on CPI-W
3	City of Riverside ¹	[Debt and Treasury Manager/ Principal Management Analyst]	\$ 14,037	\$ 3,891	\$ 17,928	7/1/2023	7/1/2024	3.00%
4	City of Menifee	Finance Manager	\$ 13,494	\$ 4,281	\$ 17,775	7/1/2023	unknown	unknown
5	City of Murrieta	Finance Manager	\$ 12,767	\$ 4,468	\$ 17,235	7/2/2023	unknown	unknown
6	City of Redlands	Finance Manager	\$ 11,369	\$ 5,282	\$ 16,651	7/1/2023	7/1/2024	2.00%
7	City of Indio	Finance Manager	\$ 11,980	\$ 4,294	\$ 16,274	7/1/2023	unknown	unknown
8	City of Chino ²	[Fiscal Services Manager/ Deputy Finance Director]	\$ 11,774	\$ 4,225	\$ 15,999	7/1/2023	7/1/2024	4.00%
9	City of Corona ³	[Accounting Manager/Budget Manager]	\$ 11,229	\$ 4,748	\$ 15,977	6/21/2023	1/1/2024	2.50%
10	City of Palm Springs ⁴	[Accounting Manager/ Budget Manager]	\$ 11,302	\$ 4,134	\$ 15,436	7/1/2023	7/1/2024	5.00%
11	City of Escondido	Finance Manager	\$ 10,157	\$ 3,405	\$ 13,562	9/1/2023	unknown	unknown
12	City of Upland	N/C						
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,372	\$ 16,732
% City of Menifee Above/Below	8.3%	5.9%
Median of Comparators	\$ 11,877	\$ 16,462
% City of Menifee Above/Below	12.0%	7.4%
Number of Matches	10	10

N/C - Non Comparator

- 1 - City of Riverside: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - City of Chino: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - City of Corona: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 4 - City of Palm Springs: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Financial Analyst								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Moreno Valley	Senior Management Analyst	\$ 10,683	\$ 3,658	\$ 14,341	7/1/2023	7/1/2024	6.00%
2	City of Menifee	Financial Analyst	\$ 10,359	\$ 3,814	\$ 14,173	7/1/2023	unknown	unknown
3	City of Murrieta	Financial Analyst	\$ 9,076	\$ 3,786	\$ 12,862	7/2/2023	unknown	unknown
4	City of Indio	Financial Analyst	\$ 8,749	\$ 3,621	\$ 12,370	7/1/2023	unknown	unknown
5	City of Temecula	Management Analyst	\$ 8,395	\$ 3,160	\$ 11,555	7/1/2023	7/1/2024	Based on CPI-W
6	City of Corona	Financial Analyst II	\$ 7,535	\$ 3,860	\$ 11,395	6/21/2023	1/1/2024	2.50%
7	City of Riverside	Financial Analyst	\$ 8,012	\$ 2,987	\$ 10,999	7/1/2023	7/1/2024	3.00%
8	City of Escondido	Management Analyst II	\$ 7,579	\$ 2,955	\$ 10,534	9/1/2023	unknown	unknown
9	City of Redlands	N/C						
10	City of Upland	N/C						
11	City of Chino	N/C						
12	City of Beaumont	N/C						
13	City of Palm Springs	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,576	\$ 12,008
% City of Menifee Above/Below	17.2%	15.3%
Median of Comparators	\$ 8,395	\$ 11,555
% City of Menifee Above/Below	19.0%	18.5%
Number of Matches	7	7

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Fleet and Equipment Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Moreno Valley	Fleet Maintenance Supervisor	\$ 10,683	\$ 3,658	\$ 14,341	7/1/2023	7/1/2024	6.00%
2	City of Palm Springs ¹	[Fleet Maintenance Manager/ Fleet Maintenance Technician, Lead]	\$ 9,473	\$ 3,846	\$ 13,319	7/1/2023	7/1/2024	5.00%
3	City of Indio	Fleet Mechanic Supervisor	\$ 9,196	\$ 3,714	\$ 12,910	7/1/2023	unknown	unknown
4	City of Escondido	Fleet Maintenance Superintendent	\$ 9,213	\$ 3,241	\$ 12,454	9/1/2023	unknown	unknown
5	City of Menifee	Fleet and Equipment Supervisor	\$ 8,831	\$ 3,546	\$ 12,378	7/1/2023	unknown	unknown
6	City of Beaumont	Vehicle Maintenance Supervisor	\$ 9,367	\$ 2,900	\$ 12,267	7/1/2023	7/1/2025	2.00% - 5.00%
7	City of Corona	Fleet Superintendent	\$ 8,284	\$ 3,977	\$ 12,261	6/21/2023	1/13/2024	2.50%
8	City of Riverside	Fleet Management Supervisor	\$ 9,048	\$ 2,794	\$ 11,842	7/1/2023	7/1/2024	3.00%
9	City of Redlands	Fleet Services Coordinator	\$ 7,695	\$ 4,062	\$ 11,757	7/1/2023	7/1/2024	2.00%
10	City of Chino	Equipment Mechanic Supervisor	\$ 8,039	\$ 3,516	\$ 11,555	7/1/2023	7/1/2024	4.00%
11	City of Murrieta	N/C						
12	City of Temecula	N/C						
13	City of Upland	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 9,000	\$ 12,523
% City of Menifee Above/Below	-1.9%	-1.2%
Median of Comparators	\$ 9,196	\$ 12,267
% City of Menifee Above/Below	-4.1%	0.9%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Palm Springs: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Fleet Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Fleet Technician II	\$ 6,830	\$ 3,392	\$ 10,222	7/1/2023	7/1/2024	5.00%
2	City of Menifee	Fleet Technician II	\$ 6,746	\$ 2,987	\$ 9,733	7/1/2023	unknown	unknown
3	City of Escondido	Equipment Mechanic II	\$ 7,201	\$ 2,215	\$ 9,416	9/1/2023	unknown	unknown
4	City of Indio	Fleet Mechanic II	\$ 6,486	\$ 2,926	\$ 9,412	7/1/2023	unknown	unknown
5	City of Moreno Valley	Vehicle/Equipment Technician	\$ 6,559	\$ 2,798	\$ 9,357	7/1/2023	7/1/2024	6.00%
6	City of Chino	Equipment Mechanic	\$ 6,150	\$ 2,586	\$ 8,736	7/1/2023	7/1/2024	4.00%
7	City of Redlands	Equipment Mechanic II	\$ 5,527	\$ 3,151	\$ 8,678	7/1/2023	7/1/2024	2.00%
8	City of Riverside	Mechanic	\$ 6,127	\$ 2,446	\$ 8,573	7/1/2023	7/1/2024	3.00%
9	City of Beaumont	Mechanic	\$ 5,859	\$ 2,329	\$ 8,188	7/1/2023	7/1/2025	2.00% - 5.00%
10	City of Upland	Equipment Mechanic	\$ 5,852	\$ 2,224	\$ 8,076	6/25/2023	6/23/2024	2.00%
11	City of Corona	Fleet Technician II	\$ 4,738	\$ 2,832	\$ 7,570	6/21/2023	1/13/2024	2.50%
12	City of Murrieta	N/C						
13	City of Temecula	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,133	\$ 8,823
% City of Menifee Above/Below	9.1%	9.4%
Median of Comparators	\$ 6,139	\$ 8,707
% City of Menifee Above/Below	9.0%	10.5%
Number of Matches	10	10

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

GIS Program Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Moreno Valley	GIS Administrator	\$ 11,776	\$ 3,881	\$ 15,657	7/1/2023	7/1/2024	6.00%
2	City of Riverside	Innovation and Technology Officer I	\$ 11,846	\$ 3,562	\$ 15,408	7/1/2023	7/1/2024	3.00%
3	City of Murrieta ¹	[GIS Analyst/ IT Manager]	\$ 10,643	\$ 4,075	\$ 14,718	7/2/2023	unknown	unknown
4	City of Menifee	GIS Program Manager	\$ 10,359	\$ 3,814	\$ 14,173	7/1/2023	unknown	unknown
5	City of Escondido	GIS Manager	\$ 10,665	\$ 3,494	\$ 14,159	9/1/2023	unknown	unknown
6	City of Corona	GIS Administrator	\$ 8,707	\$ 4,142	\$ 12,849	6/21/2023	1/1/2024	2.50%
7	City of Indio	GIS Coordinator	\$ 8,159	\$ 3,185	\$ 11,344	7/1/2023	unknown	unknown
8	City of Temecula	N/C						
9	City of Redlands	N/C						
10	City of Upland	N/C						
11	City of Chino	N/C						
12	City of Beaumont	N/C						
13	City of Palm Springs	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,299	\$ 14,023
% City of Menifee Above/Below	0.6%	1.1%
Median of Comparators	\$ 10,654	\$ 14,439
% City of Menifee Above/Below	-2.8%	-1.9%
Number of Matches	6	6

N/C - Non Comparator

1 - City of Murrieta: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

GIS Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	GIS Technician	\$ 8,118	\$ 3,583	\$ 11,701	7/1/2023	7/1/2024	5.00%
2	City of Moreno Valley	GIS Specialist	\$ 7,973	\$ 3,083	\$ 11,056	7/1/2023	7/1/2024	6.00%
3	City of Menifee	GIS Technician	\$ 6,780	\$ 2,992	\$ 9,772	7/1/2023	unknown	unknown
4	City of Redlands	GIS Technician	\$ 6,290	\$ 3,297	\$ 9,587	7/1/2023	7/1/2024	2.00%
5	City of Temecula	Information Technology Technician II	\$ 6,720	\$ 2,837	\$ 9,557	7/1/2023	7/1/2024	Based on CPI-W
6	City of Indio	GIS Technician	\$ 6,584	\$ 2,943	\$ 9,527	7/1/2023	unknown	unknown
7	City of Murrieta	GIS Technician	\$ 6,626	\$ 2,844	\$ 9,470	7/2/2023	unknown	unknown
8	City of Upland	GIS Technician	\$ 6,149	\$ 2,260	\$ 8,408	6/25/2023	6/23/2024	2.00%
9	City of Riverside	N/C						
10	City of Corona	N/C						
11	City of Chino	N/C						
12	City of Beaumont	N/C						
13	City of Escondido	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,923	\$ 9,901
% City of Menifee Above/Below	-2.1%	-1.3%
Median of Comparators	\$ 6,626	\$ 9,557
% City of Menifee Above/Below	2.3%	2.2%
Number of Matches	7	7

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Human Resources Analyst II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Menifee	Human Resources Analyst II	\$ 9,423	\$ 3,650	\$ 13,073	7/1/2023	unknown	unknown
2	City of Moreno Valley	Human Resources Analyst	\$ 9,232	\$ 3,664	\$ 12,896	7/1/2023	7/1/2024	6.00%
3	City of Palm Springs	Human Resources Specialist, Senior	\$ 9,052	\$ 3,779	\$ 12,831	7/1/2023	7/1/2024	5.00%
4	City of Indio	Human Resources Analyst	\$ 9,060	\$ 3,686	\$ 12,746	7/1/2023	unknown	unknown
5	City of Chino	HR and Risk Analyst	\$ 8,941	\$ 3,687	\$ 12,628	7/1/2023	7/1/2024	4.00%
6	City of Redlands	Human Resources Analyst	\$ 8,250	\$ 4,196	\$ 12,446	7/1/2023	7/1/2024	2.00%
7	City of Murrieta	Human Resources Analyst	\$ 9,076	\$ 3,353	\$ 12,429	7/2/2023	unknown	unknown
8	City of Temecula	Management Analyst	\$ 8,395	\$ 3,160	\$ 11,555	7/1/2023	7/1/2024	Based on CPI-W
9	City of Corona	Human Resources Analyst	\$ 7,648	\$ 3,887	\$ 11,535	6/21/2023	1/1/2024	2.50%
10	City of Riverside	Human Resources Analyst	\$ 8,402	\$ 3,045	\$ 11,447	7/1/2023	7/1/2024	3.00%
11	City of Upland	Human Resources Analyst II	\$ 8,067	\$ 3,268	\$ 11,335	6/25/2023	6/23/2024	2.00%
12	City of Beaumont	HR/Risk Analyst	\$ 8,280	\$ 2,758	\$ 11,038	7/1/2023	7/1/2025	2.00% - 5.00%
13	City of Escondido	Human Resources Analyst II	\$ 7,217	\$ 2,892	\$ 10,109	9/1/2023	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,468	\$ 11,916
% City of Menifee Above/Below	10.1%	8.9%
Median of Comparators	\$ 8,399	\$ 11,992
% City of Menifee Above/Below	10.9%	8.3%
Number of Matches	12	12

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Human Resources Assistant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Administrative Assistant	\$ 5,889	\$ 3,253	\$ 9,142	7/1/2023	7/1/2024	5.00%
2	City of Indio	Human Resources Assistant	\$ 6,170	\$ 2,847	\$ 9,017	7/1/2023	unknown	unknown
3	City of Temecula	Human Resources Assistant	\$ 5,940	\$ 2,717	\$ 8,657	7/1/2023	7/1/2024	Based on CPI-W
4	City of Chino	Administrative Secretary - Human Resources	\$ 5,809	\$ 2,531	\$ 8,340	7/1/2023	7/1/2024	4.00%
5	City of Escondido	Human Resources Technician II	\$ 5,755	\$ 2,538	\$ 8,293	9/1/2023	unknown	unknown
6	City of Riverside	Senior Administrative Assistant	\$ 5,766	\$ 2,428	\$ 8,194	7/1/2023	7/1/2024	3.00%
7	City of Menifee	Human Resources Assistant	\$ 5,128	\$ 2,750	\$ 7,878	7/1/2023	unknown	unknown
8	City of Redlands	Administrative Assistant II	\$ 4,713	\$ 2,996	\$ 7,709	7/1/2023	7/1/2024	2.00%
9	City of Murrieta	N/C						
10	City of Corona	N/C						
11	City of Upland	N/C						
12	City of Beaumont	N/C						
13	City of Moreno Valley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,720	\$ 8,479
% City of Menifee Above/Below	-11.5%	-7.6%
Median of Comparators	\$ 5,809	\$ 8,340
% City of Menifee Above/Below	-13.3%	-5.9%
Number of Matches	7	7

N/C - Non Comparator

City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023

Human Resources Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Moreno Valley	Human Resources Division Manager	\$ 16,132	\$ 5,260	\$ 21,392	7/1/2023	7/1/2024	6.00%
2	City of Murrieta	Human Resources Manager	\$ 13,524	\$ 4,608	\$ 18,132	7/2/2023	unknown	unknown
3	City of Menifee	Human Resources Manager	\$ 13,494	\$ 4,427	\$ 17,921	7/1/2023	unknown	unknown
4	City of Temecula ¹	[Assistant Director of Human Resources-Risk Management/ Human Resources Supervisor]	\$ 12,607	\$ 4,206	\$ 16,813	7/1/2023	7/1/2024	Based on CPI-W
5	City of Riverside ²	[Deputy Human Resources Director/ Principal Human Resources Analyst]	\$ 13,060	\$ 3,744	\$ 16,804	7/1/2023	7/1/2024	3.00%
6	City of Redlands	Human Resources Manager	\$ 11,369	\$ 5,282	\$ 16,651	7/1/2023	7/1/2024	2.00%
7	City of Palm Springs	Human Resources Manager	\$ 11,993	\$ 4,474	\$ 16,467	6/25/2023	unknown	unknown
8	City of Corona	Human Resources Manager	\$ 11,513	\$ 4,816	\$ 16,329	6/21/2023	1/1/2024	2.50%
9	City of Escondido	Human Resources Manager	\$ 11,758	\$ 3,685	\$ 15,443	9/1/2023	unknown	unknown
10	City of Indio	N/C						
11	City of Upland	N/C						
12	City of Chino	N/C						
13	City of Beaumont	N/C						

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 12,744	\$ 17,254
% City of Menifee Above/Below	5.6%	3.7%
Median of Comparators	\$ 12,300	\$ 16,728
% City of Menifee Above/Below	8.8%	6.7%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Temecula: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - City of Riverside: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Human Resources Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Moreno Valley	Management Assistant	\$ 8,374	\$ 3,461	\$ 11,835	7/1/2023	7/1/2024	6.00%
2	City of Redlands	Human Resources Specialist	\$ 6,897	\$ 3,870	\$ 10,767	7/1/2023	7/1/2024	2.00%
3	City of Palm Springs	Human Resources Technician	\$ 6,500	\$ 3,344	\$ 9,844	7/1/2023	7/1/2024	5.00%
4	City of Temecula	Human Resources Technician II	\$ 6,888	\$ 2,863	\$ 9,751	7/1/2023	7/1/2024	Based on CPI-W
5	City of Murrieta	Human Resources Technician	\$ 6,624	\$ 2,843	\$ 9,467	7/2/2023	unknown	unknown
6	City of Escondido	Human Resources Coordinator	\$ 6,511	\$ 2,657	\$ 9,168	9/1/2023	unknown	unknown
7	City of Menifee	Human Resources Technician II	\$ 6,167	\$ 2,902	\$ 9,069	7/1/2023	unknown	unknown
8	City of Corona	Human Resources Specialist	\$ 5,670	\$ 2,987	\$ 8,657	6/21/2023	1/13/2024	2.50%
9	City of Chino	HR Technician	\$ 5,829	\$ 2,534	\$ 8,363	7/1/2023	7/1/2024	4.00%
10	City of Riverside	Human Resources Specialist	\$ 5,899	\$ 2,443	\$ 8,342	7/1/2023	7/1/2024	3.00%
11	City of Upland	Human Resources Technician	\$ 5,998	\$ 2,242	\$ 8,240	6/25/2023	6/23/2024	2.00%
12	City of Beaumont	Human Resources Payroll Technician	\$ 5,859	\$ 2,328	\$ 8,187	7/1/2023	7/1/2025	2.00% - 5.00%
13	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,459	\$ 9,329
% City of Menifee Above/Below	-4.7%	-2.9%
Median of Comparators	\$ 6,500	\$ 9,168
% City of Menifee Above/Below	-5.4%	-1.1%
Number of Matches	11	11

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Investigative Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Redlands	Digital Forensic Examiner	\$ 7,968	\$ 3,747	\$ 11,715	7/1/2023	7/1/2024	2.00%
2	City of Menifee	Investigative Technician II	\$ 7,164	\$ 3,048	\$ 10,212	7/1/2023	unknown	unknown
3	City of Upland	Police Civilian Investigator	\$ 6,787	\$ 2,337	\$ 9,124	6/25/2023	6/23/2024	2.00%
4	City of Escondido	N/C						
5	City of Moreno Valley	N/C						
6	City of Chino	N/C						
7	City of Corona	N/C						
8	City of Palm Springs	N/C						
9	City of Temecula	N/C						
10	City of Murrieta	N/C						
11	City of Riverside	N/C						
12	City of Indio	N/C						
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Menifee Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Menifee Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

IT Analyst II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Moreno Valley	Application Analyst	\$ 10,683	\$ 3,658	\$ 14,341	7/1/2023	7/1/2024	6.00%
2	City of Palm Springs	Business Systems Analyst	\$ 9,512	\$ 3,852	\$ 13,364	7/1/2023	7/1/2024	5.00%
3	City of Menifee	IT Analyst II	\$ 9,423	\$ 3,650	\$ 13,073	7/1/2023	unknown	unknown
4	City of Temecula	Senior Information Technology Specialist	\$ 9,495	\$ 3,265	\$ 12,760	7/1/2023	7/1/2024	Based on CPI-W
5	City of Chino	IT Analyst	\$ 8,579	\$ 3,618	\$ 12,197	7/1/2023	7/1/2024	4.00%
6	City of Riverside	Innovation and Technology Analyst II	\$ 8,980	\$ 3,132	\$ 12,112	7/1/2023	7/1/2024	3.00%
7	City of Murrieta	IT Analyst	\$ 8,520	\$ 3,534	\$ 12,054	7/2/2023	unknown	unknown
8	City of Redlands	Systems Administrator	\$ 8,066	\$ 3,636	\$ 11,702	7/1/2023	7/1/2024	2.00%
9	City of Escondido	Systems Analyst II	\$ 8,543	\$ 2,976	\$ 11,519	9/1/2023	unknown	unknown
10	City of Beaumont	IT Analyst II	\$ 8,485	\$ 2,621	\$ 11,106	7/1/2023	7/1/2025	2.00% - 5.00%
11	City of Corona	Applications Analyst	\$ 7,497	\$ 3,289	\$ 10,786	6/21/2023	1/13/2024	2.50%
12	City of Indio	IT Analyst	\$ 7,275	\$ 3,314	\$ 10,589	7/1/2023	unknown	unknown
13	City of Upland	Information Technology Specialist	\$ 6,787	\$ 2,337	\$ 9,124	6/25/2023	6/23/2024	2.00%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,535	\$ 11,805
% City of Menifee Above/Below	9.4%	9.7%
Median of Comparators	\$ 8,532	\$ 11,878
% City of Menifee Above/Below	9.5%	9.1%
Number of Matches	12	12

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

IT Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Riverside	Chief Innovation Officer	\$ 20,559	\$ 5,931	\$ 26,490	7/1/2023	7/1/2024	3.00%
2	City of Menifee	IT Director	\$ 19,277	\$ 7,169	\$ 26,446	7/1/2023	unknown	unknown
3	City of Temecula	Director of Information Technology/Support Services	\$ 20,417	\$ 5,893	\$ 26,310	7/1/2023	7/1/2024	Based on CPI-W
4	City of Corona	Chief Information Officer	\$ 17,244	\$ 6,278	\$ 23,522	6/21/2023	unknown	unknown
5	City of Murrieta ¹	[Administrative Services Director/ IT Manager]	\$ 17,214	\$ 5,955	\$ 23,169	7/2/2023	unknown	unknown
6	City of Indio	Director of Information Technology	\$ 16,918	\$ 5,665	\$ 22,583	7/1/2023	unknown	unknown
7	City of Palm Springs	Director of Information Technology	\$ 16,780	\$ 5,321	\$ 22,101	6/25/2023	unknown	unknown
8	City of Escondido	Director of Information Systems	\$ 15,756	\$ 5,106	\$ 20,862	9/1/2023	unknown	unknown
9	City of Redlands	N/C						
10	City of Beaumont	N/C						
11	City of Upland	N/C						
12	City of Chino	N/C						
13	City of Moreno Valley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 17,841	\$ 23,577
% City of Menifee Above/Below	7.4%	10.8%
Median of Comparators	\$ 17,214	\$ 23,169
% City of Menifee Above/Below	10.7%	12.4%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Murrieta: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

IT Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Temecula	Information Technology Manager	\$ 15,181	\$ 4,698	\$ 19,879	7/1/2023	7/1/2024	Based on CPI-W
2	City of Corona ¹	[Deputy CIO/Senior Network Architect]	\$ 13,692	\$ 5,340	\$ 19,032	6/21/2023	1/1/2024	2.50%
3	City of Redlands	IT Manager	\$ 12,863	\$ 5,687	\$ 18,550	7/1/2023	7/1/2024	2.00%
4	City of Beaumont	IT Manager	\$ 14,609	\$ 3,585	\$ 18,194	7/1/2023	7/1/2025	2.00% - 5.00%
5	City of Riverside	Innovation and Technology Officer II	\$ 13,560	\$ 3,819	\$ 17,379	7/1/2023	7/1/2024	3.00%
6	City of Murrieta	IT Manager	\$ 12,767	\$ 4,468	\$ 17,235	7/2/2023	unknown	unknown
7	City of Menifee	IT Manager	\$ 12,901	\$ 4,321	\$ 17,222	7/1/2023	unknown	unknown
8	City of Chino	IT Manager	\$ 12,786	\$ 4,417	\$ 17,203	7/1/2023	7/1/2024	4.00%
9	City of Upland	Information Technology Manager	\$ 12,582	\$ 4,116	\$ 16,698	6/25/2023	6/23/2024	2.00%
10	City of Escondido	N/C						
11	City of Moreno Valley	N/C						
12	City of Palm Springs	N/C						
13	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,505	\$ 18,021
% City of Menifee Above/Below	-4.7%	-4.6%
Median of Comparators	\$ 13,212	\$ 17,787
% City of Menifee Above/Below	-2.4%	-3.3%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Corona: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

IT Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Information Technology Technician	\$ 8,118	\$ 3,583	\$ 11,701	7/1/2023	7/1/2024	5.00%
2	City of Moreno Valley	Information Technology Technician	\$ 7,594	\$ 3,006	\$ 10,600	7/1/2023	7/1/2024	6.00%
3	City of Murrieta	IT Technician	\$ 7,350	\$ 2,944	\$ 10,294	7/2/2023	unknown	unknown
4	City of Menifee	IT Technician II	\$ 6,780	\$ 2,992	\$ 9,772	7/1/2023	unknown	unknown
5	City of Indio	IT Support Technician	\$ 6,717	\$ 2,966	\$ 9,683	7/1/2023	unknown	unknown
6	City of Temecula	Information Technology Technician II	\$ 6,720	\$ 2,837	\$ 9,557	7/1/2023	7/1/2024	Based on CPI-W
7	City of Redlands	Help Desk Technician	\$ 6,166	\$ 3,273	\$ 9,439	7/1/2023	7/1/2024	2.00%
8	City of Beaumont	IT Analyst I	\$ 6,965	\$ 2,452	\$ 9,417	7/1/2023	7/1/2025	2.00% - 5.00%
9	City of Riverside	Innovation and Technology Technician II	\$ 6,604	\$ 2,522	\$ 9,126	7/1/2023	7/1/2024	3.00%
10	City of Chino	IT Specialist	\$ 6,236	\$ 2,599	\$ 8,835	7/1/2023	7/1/2024	4.00%
11	City of Escondido	Network Systems Technician II	\$ 6,046	\$ 2,583	\$ 8,629	9/1/2023	unknown	unknown
12	City of Corona	Help Desk III	\$ 5,314	\$ 2,928	\$ 8,242	6/21/2023	1/13/2024	2.50%
13	City of Upland	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,712	\$ 9,593
% City of Menifee Above/Below	1.0%	1.8%
Median of Comparators	\$ 6,717	\$ 9,439
% City of Menifee Above/Below	0.9%	3.4%
Number of Matches	11	11

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Maintenance Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Temecula	Maintenance Supervisor	\$ 10,743	\$ 3,851	\$ 14,594	7/1/2023	7/1/2024	Based on CPI-W
2	City of Corona	Maintenance Supervisor	\$ 9,062	\$ 4,158	\$ 13,220	6/21/2023	1/13/2024	2.50%
3	City of Moreno Valley	Parks Maintenance Supervisor	\$ 9,691	\$ 3,456	\$ 13,147	7/1/2023	7/1/2024	6.00%
4	City of Palm Springs	Maintenance Supervisor II	\$ 9,275	\$ 3,815	\$ 13,090	7/1/2023	7/1/2024	5.00%
5	City of Indio ¹	[Streets Supervisor/ Parks Services Supervisor]	\$ 9,196	\$ 3,714	\$ 12,910	7/1/2023	unknown	unknown
6	City of Menifee	Maintenance Supervisor	\$ 8,831	\$ 3,546	\$ 12,377	7/1/2023	unknown	unknown
7	City of Redlands	Field Services Coordinator	\$ 8,088	\$ 4,157	\$ 12,245	7/1/2023	7/1/2024	2.00%
8	City of Murrieta	Maintenance Supervisor	\$ 8,484	\$ 3,528	\$ 12,012	7/2/2023	unknown	unknown
9	City of Riverside	Building Services Supervisor	\$ 9,048	\$ 2,794	\$ 11,842	7/1/2023	7/1/2024	3.00%
10	City of Chino ²	[Building Maintenance Supervisor/ Grounds Supervisor/ Streets Supervisor/ Public Works Supervisor]	\$ 8,039	\$ 3,516	\$ 11,555	7/1/2023	7/1/2024	4.00%
11	City of Upland	Operations Supervisor	\$ 8,067	\$ 3,149	\$ 11,216	6/25/2023	6/23/2024	2.00%
12	City of Beaumont ³	[Building Grounds Maintenance Supervisor/ Street Maintenance Supervisor]	\$ 8,485	\$ 2,621	\$ 11,106	7/1/2023	7/1/2025	2.00% - 5.00%
13	City of Escondido	Maintenance Supervisor	\$ 7,551	\$ 2,473	\$ 10,024	9/1/2023	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,811	\$ 12,247
% City of Menifee Above/Below	0.2%	1.1%
Median of Comparators	\$ 8,766	\$ 12,129
% City of Menifee Above/Below	0.7%	2.0%
Number of Matches	12	12

N/C - Non Comparator

1 - City of Indio: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Chino: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - City of Beaumont: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Riverside ¹	[Building Maintenance Specialist/ Street Maintenance Worker/ Park Maintenance Worker]	\$ 6,674	\$ 2,505	\$ 9,179	7/1/2023	7/1/2024	3.00%
2	City of Temecula	Maintenance Worker II	\$ 6,087	\$ 2,739	\$ 8,826	7/1/2023	7/1/2024	Based on CPI-W
3	City of Palm Springs	Street/Traffic Maintenance Worker	\$ 5,607	\$ 3,211	\$ 8,818	7/1/2023	7/1/2024	5.00%
4	City of Moreno Valley ²	[Facilities Maintenance Mechanic/ Maintenance Worker II]	\$ 5,951	\$ 2,676	\$ 8,627	7/1/2023	7/1/2024	6.00%
5	City of Menifee	Maintenance Worker II	\$ 5,666	\$ 2,829	\$ 8,495	7/1/2023	unknown	unknown
6	City of Corona ³	[Facilities Maintenance Technician II/ Street Maintenance Worker]	\$ 5,503	\$ 2,959	\$ 8,462	6/21/2023	1/13/2024	2.50%
7	City of Beaumont ⁴	[Building Grounds Maintenance Worker/ Street Maintenance Worker]	\$ 5,859	\$ 2,328	\$ 8,187	7/1/2023	7/1/2025	2.00% - 5.00%
8	City of Indio ⁵	[Street Maintenance Worker/ Facilities Maintenance Worker]	\$ 5,313	\$ 2,722	\$ 8,035	7/1/2023	unknown	unknown
9	City of Murrieta	Maintenance Worker II	\$ 5,127	\$ 2,636	\$ 7,763	7/2/2023	unknown	unknown
10	City of Chino ⁶	[Maintenance Worker/ Building Maintenance Worker]	\$ 5,195	\$ 2,432	\$ 7,627	7/1/2023	7/1/2024	4.00%
11	City of Redlands ⁷	[Grounds Maintenance Worker II/ Maintenance Worker]	\$ 4,620	\$ 2,978	\$ 7,598	7/1/2023	7/1/2024	2.00%
12	City of Escondido	Maintenance Technician II	\$ 5,139	\$ 1,997	\$ 7,136	9/1/2023	unknown	unknown
13	City of Upland	Maintenance Worker II	\$ 4,803	\$ 2,098	\$ 6,901	6/25/2023	6/23/2024	2.00%

Summary Results		
	Top Monthly	Total Monthly
Average of Comparators	\$ 5,490	\$ 8,097
% City of Menifee Above/Below	3.1%	4.7%
Median of Comparators	\$ 5,408	\$ 8,111
% City of Menifee Above/Below	4.5%	4.5%
Number of Matches	12	12

N/C - Non Comparator

- 1 - City of Riverside: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - City of Moreno Valley: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 3 - City of Corona: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 4 - City of Beaumont: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 5 - City of Indio: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 6 - City of Chino: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 7 - City of Redlands: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Management Aide								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Menifee	Management Aide	\$ 7,091	\$ 3,037	\$ 10,128	7/1/2023	unknown	unknown
2	City of Moreno Valley	Management Aide	\$ 6,888	\$ 2,864	\$ 9,752	7/1/2023	7/1/2024	6.00%
3	City of Chino	Management Aide	\$ 6,215	\$ 2,596	\$ 8,811	7/1/2023	7/1/2024	4.00%
4	City of Temecula	Management Aide II	\$ 5,654	\$ 2,716	\$ 8,370	7/1/2023	7/1/2024	Based on CPI-W
5	City of Escondido	Administrative Coordinator	\$ 5,214	\$ 2,453	\$ 7,667	9/1/2023	unknown	unknown
6	City of Riverside	Police Administrative Specialist	\$ 4,918	\$ 2,334	\$ 7,252	7/1/2023	7/1/2024	3.00%
7	City of Murrieta	N/C						
8	City of Redlands	N/C						
9	City of Corona	N/C						
10	City of Upland	N/C						
11	City of Indio	N/C						
12	City of Beaumont	N/C						
13	City of Palm Springs	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,778	\$ 8,370
% City of Menifee Above/Below	18.5%	17.4%
Median of Comparators	\$ 5,654	\$ 8,370
% City of Menifee Above/Below	20.3%	17.4%
Number of Matches	5	5

N/C - Non Comparator

City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023

Management Analyst II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Executive Program Administrator	\$ 9,141	\$ 3,969	\$ 13,110	6/25/2023	unknown	unknown
2	City of Menifee	Management Analyst II	\$ 9,423	\$ 3,650	\$ 13,073	7/1/2023	unknown	unknown
3	City of Murrieta	Management Analyst	\$ 9,076	\$ 3,786	\$ 12,862	7/2/2023	unknown	unknown
4	City of Chino	Management Analyst	\$ 8,940	\$ 3,687	\$ 12,627	7/1/2023	7/1/2024	4.00%
5	City of Moreno Valley	Management Analyst	\$ 9,232	\$ 3,362	\$ 12,594	7/1/2023	7/1/2024	6.00%
6	City of Riverside	Senior Administrative Analyst	\$ 9,023	\$ 3,138	\$ 12,161	7/1/2023	7/1/2024	3.00%
7	City of Indio	Management Analyst	\$ 8,323	\$ 3,532	\$ 11,855	7/1/2023	unknown	unknown
8	City of Redlands	Management Analyst	\$ 7,619	\$ 4,044	\$ 11,663	7/1/2023	7/1/2024	2.00%
9	City of Temecula	Management Analyst	\$ 8,395	\$ 3,160	\$ 11,555	7/1/2023	7/1/2024	Based on CPI-W
10	City of Corona	Management Analyst II	\$ 7,648	\$ 3,490	\$ 11,138	6/21/2023	1/1/2024	2.50%
11	City of Beaumont	Management Analyst II	\$ 8,280	\$ 2,758	\$ 11,038	7/1/2023	7/1/2025	2.00% - 5.00%
12	City of Upland	Management Analyst II	\$ 7,870	\$ 3,107	\$ 10,977	6/25/2023	6/23/2024	2.00%
13	City of Escondido	Management Analyst II	\$ 7,579	\$ 2,955	\$ 10,534	9/1/2023	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,427	\$ 11,843
% City of Menifee Above/Below	10.6%	9.4%
Median of Comparators	\$ 8,359	\$ 11,759
% City of Menifee Above/Below	11.3%	10.0%
Number of Matches	12	12

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Media and Public Information Specialist								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Community Outreach & Media Specialist	\$ 7,172	\$ 3,443	\$ 10,615	7/1/2023	7/1/2024	5.00%
2	City of Temecula	Multimedia Specialist II	\$ 7,604	\$ 2,974	\$ 10,578	7/1/2023	7/1/2024	Based on CPI-W
3	City of Menifee	Media and Public Information Specialist	\$ 7,091	\$ 3,037	\$ 10,128	7/1/2023	unknown	unknown
4	City of Riverside ¹	[Project Assistant/ Media Production Technician]	\$ 7,247	\$ 2,566	\$ 9,813	7/1/2023	7/1/2024	3.00%
5	City of Murrieta	Communications Specialist	\$ 6,626	\$ 2,844	\$ 9,470	7/2/2023	unknown	unknown
6	City of Corona ²	[Digital Media Specialist/ Social Media Specialist]	\$ 5,394	\$ 2,941	\$ 8,335	6/21/2023	1/13/2024	2.50%
7	City of Upland ³	Communications Information Specialist	\$ 7,871	N/A	\$ 7,871	7/1/2023	6/23/2024	2.00%
8	City of Indio	N/C						
9	City of Beaumont	N/C						
10	City of Redlands	N/C						
11	City of Chino	N/C						
12	City of Moreno Valley	N/C						
13	City of Escondido	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,986	\$ 9,447
% City of Menifee Above/Below	1.5%	6.7%
Median of Comparators	\$ 7,210	\$ 9,642
% City of Menifee Above/Below	-1.7%	4.8%
Number of Matches	6	6

N/C - Non Comparator

- 1 - City of Riverside: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - City of Corona: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 3 - City of Upland: Match is a part-time unbenefited classification.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Media Production Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Temecula	Multimedia Coordinator	\$ 8,395	\$ 3,096	\$ 11,491	7/1/2023	7/1/2024	Based on CPI-W
2	City of Menifee	Media Production Coordinator	\$ 8,113	\$ 3,187	\$ 11,300	7/1/2023	unknown	unknown
3	City of Corona	N/C						
4	City of Escondido	N/C						
5	City of Moreno Valley	N/C						
6	City of Chino	N/C						
7	City of Upland	N/C						
8	City of Palm Springs	N/C						
9	City of Redlands	N/C						
10	City of Murrieta	N/C						
11	City of Riverside	N/C						
12	City of Indio	N/C						
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Menifee Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Menifee Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Digital Media Production Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Menifee	Digital Media Production Technician	\$ 6,780	\$ 2,992	\$ 9,772	7/1/2023	unknown	unknown
2	City of Murrieta	Audio Video Technician	\$ 6,626	\$ 2,844	\$ 9,470	7/2/2023	unknown	unknown
3	City of Moreno Valley ¹	Audio Visual Technician	\$ 6,888	N/A	\$ 6,888	unknown	unknown	unknown
4	City of Escondido	Digital Media Technician	\$ 4,496	\$ 2,340	\$ 6,836	9/1/2023	unknown	unknown
5	City of Riverside	N/C						
6	City of Temecula	N/C						
7	City of Indio	N/C						
8	City of Redlands	N/C						
9	City of Corona	N/C						
10	City of Upland	N/C						
11	City of Chino	N/C						
12	City of Beaumont	N/C						
13	City of Palm Springs	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Menifee Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Menifee Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

1 - Moreno Valley: Match is a part-time unbenefited classification.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Office Assistant II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Executive Services Assistant	\$ 5,204	\$ 3,152	\$ 8,356	7/1/2023	7/1/2024	5.00%
2	City of Temecula	Office Specialist II	\$ 5,380	\$ 2,630	\$ 8,010	7/1/2023	7/1/2024	Based on CPI-W
3	City of Moreno Valley	Senior Office Assistant	\$ 5,396	\$ 2,564	\$ 7,960	7/1/2023	7/1/2024	6.00%
4	City of Murrieta	Office Assistant II	\$ 5,247	\$ 2,652	\$ 7,899	7/2/2023	unknown	unknown
5	City of Menifee	Office Assistant II	\$ 4,595	\$ 2,673	\$ 7,267	7/1/2023	unknown	unknown
6	City of Indio	Office Assistant	\$ 4,484	\$ 2,578	\$ 7,062	7/1/2023	unknown	unknown
7	City of Chino	Clerk Typist II	\$ 4,399	\$ 2,303	\$ 6,702	7/1/2023	7/1/2024	4.00%
8	City of Riverside	Office Specialist	\$ 4,404	\$ 2,260	\$ 6,664	7/1/2023	7/1/2024	3.00%
9	City of Corona	Office Assistant	\$ 3,748	\$ 2,669	\$ 6,417	6/21/2023	1/13/2024	2.50%
10	City of Upland	Office Assistant	\$ 4,245	\$ 2,031	\$ 6,276	6/25/2023	6/23/2024	2.00%
11	City of Escondido	Administrative Aide	\$ 3,343	\$ 1,807	\$ 5,150	9/1/2023	unknown	unknown
12	City of Redlands	N/C						
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,585	\$ 7,050
% City of Menifee Above/Below	0.2%	3.0%
Median of Comparators	\$ 4,444	\$ 6,882
% City of Menifee Above/Below	3.3%	5.3%
Number of Matches	10	10

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Park Ranger								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Temecula	Park Attendant II	\$ 7,419	\$ 2,945	\$ 10,364	7/1/2023	7/1/2024	Based on CPI-W
2	City of Menifee	Park Ranger	\$ 6,354	\$ 2,930	\$ 9,284	7/1/2023	unknown	unknown
3	City of Moreno Valley	Park Ranger	\$ 6,247	\$ 2,735	\$ 8,982	7/1/2023	7/1/2024	6.00%
4	City of Murrieta	Park Ranger	\$ 6,093	\$ 2,770	\$ 8,863	7/2/2023	unknown	unknown
5	City of Riverside	Park Ranger	\$ 5,925	\$ 2,424	\$ 8,349	7/1/2023	7/1/2024	3.00%
6	City of Palm Springs	Park Ranger	\$ 4,717	\$ 3,079	\$ 7,796	7/1/2023	7/1/2024	unknown
7	City of Escondido	Park Ranger	\$ 5,179	\$ 2,001	\$ 7,180	9/1/2023	unknown	unknown
8	City of Upland	Park Ranger	\$ 4,803	\$ 2,098	\$ 6,901	6/25/2023	6/23/2024	2.00%
9	City of Corona	Park Ranger	\$ 4,059	\$ 2,720	\$ 6,779	6/21/2023	1/13/2024	2.50%
10	City of Indio	N/C						
11	City of Redlands	N/C						
12	City of Chino	N/C						
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,555	\$ 8,152
% City of Menifee Above/Below	12.6%	12.2%
Median of Comparators	\$ 5,552	\$ 8,073
% City of Menifee Above/Below	12.6%	13.0%
Number of Matches	8	8

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Permit Center Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Menifee	Permit Center Coordinator	\$ 8,113	\$ 3,421	\$ 11,534	7/1/2023	unknown	unknown
2	City of Chino ¹	[Permit & Inspection Supervisor/ Permit Technician]	\$ 7,980	\$ 3,504	\$ 11,484	7/1/2023	7/1/2024	4.00%
3	City of Moreno Valley	Senior Permit Technician	\$ 7,594	\$ 3,006	\$ 10,600	7/1/2023	7/1/2024	6.00%
4	City of Indio	Senior Building Permit Technician	\$ 6,818	\$ 3,219	\$ 10,037	7/1/2023	unknown	unknown
5	City of Corona	N/C						
6	City of Escondido	N/C						
7	City of Upland	N/C						
8	City of Palm Springs	N/C						
9	City of Redlands	N/C						
10	City of Temecula	N/C						
11	City of Murrieta	N/C						
12	City of Riverside	N/C						
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Menifee Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Menifee Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

1 - City of Chino: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Permit Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Permit Center Technician	\$ 7,538	\$ 3,497	\$ 11,035	7/1/2023	7/1/2024	5.00%
2	City of Temecula	Community Development Technician II	\$ 7,604	\$ 2,974	\$ 10,578	7/1/2023	7/1/2024	Based on CPI-W
3	City of Moreno Valley	Permit Technician	\$ 6,888	\$ 2,864	\$ 9,752	7/1/2023	7/1/2024	6.00%
4	City of Menifee	Permit Technician II	\$ 6,746	\$ 2,987	\$ 9,733	7/1/2023	unknown	unknown
5	City of Murrieta	Development Services Technician	\$ 6,626	\$ 2,844	\$ 9,470	7/2/2023	unknown	unknown
6	City of Redlands	Permit Technician II	\$ 6,166	\$ 3,273	\$ 9,439	7/1/2023	7/1/2024	2.00%
7	City of Indio	Permit Technician II	\$ 6,389	\$ 2,909	\$ 9,298	7/1/2023	unknown	unknown
8	City of Chino	Permit Technician	\$ 6,237	\$ 2,600	\$ 8,837	7/1/2023	7/1/2024	4.00%
9	City of Beaumont	Building Permit Technician	\$ 6,155	\$ 2,362	\$ 8,517	7/1/2023	7/1/2025	2.00% - 5.00%
10	City of Riverside	Permit Technician	\$ 5,789	\$ 2,409	\$ 8,198	7/1/2023	7/1/2024	3.00%
11	City of Corona	Building Permit Technician	\$ 5,209	\$ 2,910	\$ 8,119	6/21/2023	1/13/2024	2.50%
12	City of Upland	Development Services Technician II	\$ 5,852	\$ 2,224	\$ 8,076	6/25/2023	6/23/2024	2.00%
13	City of Escondido	Development Technician II- Building	\$ 5,344	\$ 2,019	\$ 7,363	9/1/2023	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,316	\$ 9,057
% City of Menifee Above/Below	6.4%	6.9%
Median of Comparators	\$ 6,202	\$ 9,067
% City of Menifee Above/Below	8.1%	6.8%
Number of Matches	12	12

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Planning Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Planning Technician	\$ 7,172	\$ 3,443	\$ 10,615	7/1/2023	7/1/2024	5.00%
2	City of Temecula	Planning Technician	\$ 7,062	\$ 2,890	\$ 9,952	7/1/2023	7/1/2024	Based on CPI-W
3	City of Menifee	Planning Technician	\$ 6,746	\$ 2,987	\$ 9,733	7/1/2023	unknown	unknown
4	City of Indio	Planning Technician	\$ 6,584	\$ 2,943	\$ 9,527	7/1/2023	unknown	unknown
5	City of Murrieta	Development Services Technician	\$ 6,626	\$ 2,844	\$ 9,470	7/2/2023	unknown	unknown
6	City of Riverside	Planning Technician	\$ 6,558	\$ 2,492	\$ 9,050	7/1/2023	7/1/2024	3.00%
7	City of Chino	Planning Technician	\$ 6,237	\$ 2,600	\$ 8,837	7/1/2023	7/1/2024	4.00%
8	City of Corona	Planning Technician	\$ 5,288	\$ 2,923	\$ 8,211	6/21/2023	1/13/2024	2.50%
9	City of Upland	Development Services Technician II	\$ 5,852	\$ 2,224	\$ 8,076	6/25/2023	6/23/2024	2.00%
10	City of Escondido	Development Technician II- Planning	\$ 5,344	\$ 2,019	\$ 7,363	9/1/2023	unknown	unknown
11	City of Beaumont	N/C						
12	City of Redlands	N/C						
13	City of Moreno Valley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,303	\$ 9,011
% City of Menifee Above/Below	6.6%	7.4%
Median of Comparators	\$ 6,558	\$ 9,050
% City of Menifee Above/Below	2.8%	7.0%
Number of Matches	9	9

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Plans Examiner II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Temecula	Plan Checker	\$ 10,743	\$ 3,458	\$ 14,201	7/1/2023	7/1/2024	Based on CPI-W
2	City of Corona	Combination Plans Examiner	\$ 8,927	\$ 3,525	\$ 12,452	6/21/2023	1/13/2024	2.50%
3	City of Indio	Plans Examiner	\$ 9,015	\$ 3,330	\$ 12,345	7/1/2023	unknown	unknown
4	City of Palm Springs	Plans Examiner	\$ 8,320	\$ 3,613	\$ 11,933	7/1/2023	7/1/2024	5.00%
5	City of Menifee	Plans Examiner II	\$ 8,571	\$ 3,254	\$ 11,824	7/1/2023	unknown	unknown
6	City of Riverside	Plans Examiner	\$ 8,906	\$ 2,745	\$ 11,651	7/1/2023	7/1/2024	3.00%
7	City of Murrieta	Plans Examiner	\$ 8,400	\$ 3,090	\$ 11,490	7/2/2023	unknown	unknown
8	City of Redlands	Plans Examiner	\$ 7,752	\$ 3,576	\$ 11,328	7/1/2023	7/1/2024	2.00%
9	City of Chino	Plans Examiner	\$ 7,914	\$ 2,870	\$ 10,784	7/1/2023	7/1/2024	4.00%
10	City of Escondido	Development Technician II	\$ 5,344	\$ 2,019	\$ 7,363	9/1/2023	unknown	unknown
11	City of Beaumont	Data Not Available	DNA	DNA	DNA	DNA	DNA	DNA
12	City of Upland	N/C						
13	City of Moreno Valley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,369	\$ 11,505
% City of Menifee Above/Below	2.4%	2.7%
Median of Comparators	\$ 8,400	\$ 11,651
% City of Menifee Above/Below	2.0%	1.5%
Number of Matches	9	9

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Police Corporal								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Menifee	Police Corporal	proposed					
2	City of Chino	Police Corporal	\$ 10,837	\$ 4,286	\$ 15,123	7/1/2023	unknown	unknown
3	City of Murrieta	Police Corporal	\$ 10,849	\$ 3,823	\$ 14,672	7/2/2023	7/1/2024	4.00%
4	City of Beaumont	Police Corporal	\$ 11,133	\$ 2,917	\$ 14,050	7/1/2023	7/1/2025	2.00% - 5.00%
5	City of Indio	Police Corporal	\$ 9,946	\$ 3,717	\$ 13,663	7/1/2023	unknown	unknown
6	City of Corona	Police Corporal	\$ 9,420	\$ 4,214	\$ 13,634	6/21/2023	1/1/2024	2.50%
7	City of Upland	Police Detective/Corporal	\$ 10,075	\$ 3,088	\$ 13,163	6/25/2023	6/23/2024	2.00%
8	City of Palm Springs	Senior Police Officer	\$ 9,576	\$ 3,343	\$ 12,919	7/1/2023	7/1/2024	3.00%
9	City of Redlands	Police Corporal/Detective	\$ 8,952	\$ 3,402	\$ 12,354	7/1/2023	7/1/2024	2.00%
10	City of Moreno Valley	N/C						
11	City of Escondido	N/C						
12	City of Temecula	N/C						
13	City of Riverside	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,099	\$ 13,697
% City of Menifee Above/Below		
Median of Comparators	\$ 10,011	\$ 13,649
% City of Menifee Above/Below		
Number of Matches	8	8

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Police Lieutenant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chino	Police Lieutenant	\$ 17,040	\$ 5,907	\$ 22,947	7/1/2023	unknown	unknown
2	City of Riverside	Police Lieutenant	\$ 17,171	\$ 4,719	\$ 21,890	7/1/2023	unknown	unknown
3	City of Murrieta	Police Lieutenant	\$ 16,246	\$ 5,249	\$ 21,495	7/2/2023	7/1/2024	4.00%
4	City of Beaumont	Police Lieutenant	\$ 16,527	\$ 3,836	\$ 20,363	7/1/2023	7/1/2025	2.00% - 5.00%
5	City of Upland	Police Lieutenant	\$ 15,713	\$ 4,600	\$ 20,313	6/25/2023	6/23/2024	2.00%
6	City of Corona	Police Lieutenant	\$ 14,831	\$ 5,219	\$ 20,050	6/21/2023	1/1/2024	2.50%
7	City of Indio	Police Lieutenant	\$ 14,822	\$ 4,566	\$ 19,388	7/1/2023	unknown	unknown
8	City of Menifee	Police Lieutenant	\$ 14,132	\$ 5,133	\$ 19,265	7/1/2023	unknown	unknown
9	City of Palm Springs	Police Lieutenant	\$ 14,976	\$ 4,249	\$ 19,225	7/1/2023	7/1/2024	3.00%
10	City of Escondido	Police Lieutenant	\$ 14,292	\$ 3,880	\$ 18,172	9/1/2023	unknown	unknown
11	City of Redlands	N/C						
12	City of Temecula	N/C						
13	City of Moreno Valley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 15,735	\$ 20,427
% City of Menifee Above/Below	-11.3%	-6.0%
Median of Comparators	\$ 15,713	\$ 20,313
% City of Menifee Above/Below	-11.2%	-5.4%
Number of Matches	9	9

N/C - Non Comparator

City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023

Police Officer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chino	Police Officer	\$ 10,076	\$ 4,167	\$ 14,243	7/1/2023	unknown	unknown
2	City of Murrieta	Police Officer	\$ 9,838	\$ 3,662	\$ 13,500	7/2/2023	7/1/2024	4.00%
3	City of Corona	Police Officer	\$ 8,962	\$ 4,129	\$ 13,091	6/21/2023	1/1/2024	2.50%
4	City of Menifee	Police Officer	\$ 9,021	\$ 3,928	\$ 12,949	7/1/2023	unknown	unknown
5	City of Escondido	Police Officer	\$ 10,016	\$ 2,632	\$ 12,648	9/1/2023	unknown	unknown
6	City of Indio	Police Officer	\$ 9,001	\$ 3,535	\$ 12,536	7/1/2023	unknown	unknown
7	City of Palm Springs	Police Officer	\$ 9,122	\$ 3,295	\$ 12,417	7/1/2023	7/1/2024	3.00%
8	City of Beaumont	Police Officer	\$ 9,600	\$ 2,746	\$ 12,346	7/1/2023	7/1/2025	2.00% - 5.00%
9	City of Riverside	Police Officer	\$ 9,192	\$ 2,913	\$ 12,105	7/1/2023	unknown	unknown
10	City of Upland	Police Officer	\$ 8,905	\$ 2,685	\$ 11,590	6/25/2023	6/23/2024	2.00%
11	City of Redlands	Police Officer	\$ 7,928	\$ 3,264	\$ 11,192	7/1/2023	7/1/2024	2.00%
12	City of Temecula	N/C						
13	City of Moreno Valley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,264	\$ 12,567
% City of Menifee Above/Below	-2.7%	3.0%
Median of Comparators	\$ 9,157	\$ 12,477
% City of Menifee Above/Below	-1.5%	3.6%
Number of Matches	10	10

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Police Records Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Menifee	Police Records Supervisor	\$ 8,033	\$ 3,407	\$ 11,439	7/1/2023	unknown	unknown
2	City of Palm Springs	Police Services Supervisor	\$ 7,806	\$ 3,583	\$ 11,389	7/1/2023	7/1/2024	5.00%
3	City of Beaumont	Support Services Supervisor	\$ 8,280	\$ 2,599	\$ 10,879	7/1/2023	7/1/2025	2.00% - 5.00%
4	City of Corona	Police Records Supervisor	\$ 6,922	\$ 3,660	\$ 10,582	6/21/2023	1/13/2024	2.50%
5	City of Murrieta	Police Records Supervisor	\$ 7,097	\$ 3,285	\$ 10,382	7/2/2023	unknown	unknown
6	City of Chino	Police Records Supervisor	\$ 7,212	\$ 3,151	\$ 10,363	7/1/2023	7/1/2024	4.00%
7	City of Redlands	Records Supervisor	\$ 6,401	\$ 3,390	\$ 9,791	7/1/2023	7/1/2024	2.00%
8	City of Riverside	Police Program Supervisor	\$ 6,880	\$ 2,552	\$ 9,432	7/1/2023	7/1/2024	3.00%
9	City of Upland	Police Records Supervisor	\$ 6,460	\$ 2,805	\$ 9,265	6/25/2023	6/23/2024	2.00%
10	City of Escondido	Police Records Supervisor	\$ 5,899	\$ 2,265	\$ 8,164	9/1/2023	unknown	unknown
11	City of Temecula	N/C						
12	City of Moreno Valley	N/C						
13	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,995	\$ 10,027
% City of Menifee Above/Below	12.9%	12.3%
Median of Comparators	\$ 6,922	\$ 10,363
% City of Menifee Above/Below	13.8%	9.4%
Number of Matches	9	9

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Police Records Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Menifee	Police Records Technician II	\$ 6,748	\$ 2,987	\$ 9,735	7/1/2023	unknown	unknown
2	City of Palm Springs	Police Records Technician	\$ 6,339	\$ 3,320	\$ 9,659	7/1/2023	7/1/2024	5.00%
3	City of Indio	Records Specialist II	\$ 5,208	\$ 2,704	\$ 7,912	7/1/2023	unknown	unknown
4	City of Murrieta	Police Services Technician II	\$ 5,247	\$ 2,652	\$ 7,899	7/2/2023	unknown	unknown
5	City of Redlands	Records Specialist II	\$ 4,749	\$ 3,075	\$ 7,824	7/1/2023	7/1/2024	2.00%
6	City of Riverside	Police Records Specialist	\$ 5,272	\$ 2,354	\$ 7,626	7/1/2023	7/1/2024	3.00%
7	City of Beaumont	Support Services Specialist	\$ 5,053	\$ 2,239	\$ 7,292	7/1/2023	7/1/2025	2.00% - 5.00%
8	City of Corona	Police Records Technician	\$ 4,288	\$ 2,758	\$ 7,046	6/21/2023	1/13/2024	2.50%
9	City of Chino	Police Records Technician	\$ 4,691	\$ 2,351	\$ 7,042	7/1/2023	7/1/2024	4.00%
10	City of Upland	Police Records Technician II	\$ 4,686	\$ 2,084	\$ 6,770	6/25/2023	6/23/2024	2.00%
11	City of Escondido	Police Records Technician	\$ 4,175	\$ 1,895	\$ 6,070	9/1/2023	unknown	unknown
12	City of Temecula	N/C						
13	City of Moreno Valley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,971	\$ 7,514
% City of Menifee Above/Below	26.3%	22.8%
Median of Comparators	\$ 4,901	\$ 7,459
% City of Menifee Above/Below	27.4%	23.4%
Number of Matches	10	10

N/C - Non Comparator

City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023

Police Sergeant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chino	Police Sergeant	\$ 14,196	\$ 5,381	\$ 19,577	7/1/2023	unknown	unknown
2	City of Murrieta	Police Sergeant	\$ 12,729	\$ 4,368	\$ 17,097	7/2/2023	7/1/2024	4.00%
3	City of Indio	Police Sergeant	\$ 12,762	\$ 4,260	\$ 17,022	7/1/2023	unknown	unknown
4	City of Upland	Police Sergeant	\$ 12,582	\$ 4,107	\$ 16,689	6/25/2023	6/23/2024	2.00%
5	City of Corona	Police Sergeant	\$ 11,570	\$ 4,613	\$ 16,183	6/21/2023	1/1/2024	2.50%
6	City of Palm Springs	Police Sergeant II	\$ 12,433	\$ 3,639	\$ 16,072	7/1/2023	7/1/2024	3.00%
7	City of Beaumont	Police Sergeant	\$ 12,911	\$ 3,115	\$ 16,026	7/1/2023	7/1/2025	2.00% - 5.00%
8	City of Menifee	Police Sergeant	\$ 11,634	\$ 4,293	\$ 15,927	7/1/2023	unknown	unknown
9	City of Escondido	Police Sergeant	\$ 12,654	\$ 2,922	\$ 15,576	9/1/2023	unknown	unknown
10	City of Riverside	Police Sergeant	\$ 11,729	\$ 3,609	\$ 15,338	7/1/2023	unknown	unknown
11	City of Redlands	Police Sergeant	\$ 10,674	\$ 3,634	\$ 14,308	7/1/2023	7/1/2024	2.00%
12	City of Temecula	N/C						
13	City of Moreno Valley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,424	\$ 16,389
% City of Menifee Above/Below	-6.8%	-2.9%
Median of Comparators	\$ 12,618	\$ 16,128
% City of Menifee Above/Below	-8.5%	-1.3%
Number of Matches	10	10

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Police Support Services Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Chino	Technical Services Manager	\$ 12,873	\$ 4,434	\$ 17,307	7/1/2023	7/1/2024	4.00%
2	City of Menifee	Police Support Services Manager	\$ 12,901	\$ 4,181	\$ 17,083	7/1/2023	unknown	unknown
3	City of Redlands	Police Operations Manager	\$ 10,300	\$ 4,993	\$ 15,293	7/1/2023	7/1/2024	2.00%
4	City of Escondido	Deputy Director of Police Support Services	\$ 11,197	\$ 3,587	\$ 14,784	9/1/2023	unknown	unknown
5	City of Beaumont	Police Services Manager	\$ 11,412	\$ 3,167	\$ 14,579	7/1/2023	7/1/2025	2.00% - 5.00%
6	City of Corona	Support Services Manager	\$ 10,012	\$ 4,379	\$ 14,391	6/21/2023	1/13/2024	2.50%
7	City of Riverside	Police Records/Information Manager	\$ 9,454	\$ 3,203	\$ 12,657	7/1/2023	7/1/2024	3.00%
8	City of Murrieta	N/C						
9	City of Temecula	N/C						
10	City of Indio	N/C						
11	City of Upland	N/C						
12	City of Moreno Valley	N/C						
13	City of Palm Springs	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,875	\$ 14,835
% City of Menifee Above/Below	15.7%	13.2%
Median of Comparators	\$ 10,749	\$ 14,682
% City of Menifee Above/Below	16.7%	14.1%
Number of Matches	6	6

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Principal Civil Engineer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Temecula	Principal Civil Engineer	\$ 15,948	\$ 4,844	\$ 20,792	7/1/2023	7/1/2024	Based on CPI-W
2	City of Riverside	Principal Engineer	\$ 14,742	\$ 3,996	\$ 18,738	7/1/2023	7/1/2024	3.00%
3	City of Palm Springs	Principal Engineer	\$ 13,435	\$ 4,471	\$ 17,906	7/1/2023	7/1/2024	5.00%
4	City of Menifee	Principal Civil Engineer	\$ 13,494	\$ 4,281	\$ 17,775	7/1/2023	unknown	unknown
5	City of Corona	Principal Civil Engineer	\$ 12,041	\$ 4,851	\$ 16,892	6/21/2023	1/13/2024	2.50%
6	City of Indio	Principal Civil Engineer	\$ 12,404	\$ 4,382	\$ 16,786	7/1/2023	unknown	unknown
7	City of Upland	Principal Engineer	\$ 12,582	\$ 4,116	\$ 16,698	6/25/2023	6/23/2024	2.00%
8	City of Escondido	Principal Engineer	\$ 12,345	\$ 3,787	\$ 16,132	9/1/2023	unknown	unknown
9	City of Chino	Principal Engineer	\$ 11,158	\$ 4,108	\$ 15,266	7/1/2023	7/1/2024	4.00%
10	City of Beaumont	Principal Engineer	\$ 11,696	\$ 3,204	\$ 14,900	7/1/2023	7/1/2025	2.00% - 5.00%
11	City of Murrieta	Principal Civil Engineer	\$ 10,329	\$ 4,017	\$ 14,346	7/2/2023	unknown	unknown
12	City of Redlands	N/C						
13	City of Moreno Valley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,668	\$ 16,846
% City of Menifee Above/Below	6.1%	5.2%
Median of Comparators	\$ 12,375	\$ 16,742
% City of Menifee Above/Below	8.3%	5.8%
Number of Matches	10	10

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Property and Evidence Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs ¹	[Crime Scene Technician/ Property Technician]	\$ 7,724	\$ 3,525	\$ 11,249	7/1/2023	7/1/2024	5.00%
2	City of Indio	Crime Scene Specialist	\$ 7,447	\$ 3,236	\$ 10,683	7/1/2023	unknown	unknown
3	City of Menifee	Property and Evidence Technician II	\$ 7,568	\$ 3,107	\$ 10,676	7/1/2023	unknown	unknown
4	City of Riverside ²	[Police Property and Evidence Specialist/ Senior Forensic Specialist]	\$ 7,994	\$ 2,647	\$ 10,641	7/1/2023	7/1/2024	3.00%
5	City of Redlands ³	[Property and Evidence Technician/ Forensic Specialist]	\$ 6,447	\$ 3,399	\$ 9,845	7/1/2023	7/1/2024	2.00%
6	City of Upland	Forensic Technician	\$ 7,130	\$ 2,378	\$ 9,508	6/25/2023	6/23/2024	2.00%
7	City of Escondido ⁴	[Latent Print and Evidence Specialist/ Property and Evidence Technician II]	\$ 5,408	\$ 2,483	\$ 7,891	9/1/2023	unknown	unknown
8	City of Murrieta	Property and Evidence Technician	\$ 5,020	\$ 2,621	\$ 7,641	7/2/2023	unknown	unknown
9	City of Beaumont	Support Services Specialist	\$ 5,053	\$ 2,239	\$ 7,292	7/1/2023	7/1/2025	2.00% - 5.00%
10	City of Temecula	N/C						
11	City of Corona	N/C						
12	City of Chino	N/C						
13	City of Moreno Valley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,528	\$ 9,344
% City of Menifee Above/Below	13.7%	12.5%
Median of Comparators	\$ 6,788	\$ 9,676
% City of Menifee Above/Below	10.3%	9.4%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Palm Springs: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Riverside: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - City of Redlands: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

4 - City of Escondido: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Public Information and Legislative Affairs Officer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Menifee	Public Information and Legislative Affairs Officer	\$ 13,569	\$ 4,441	\$ 18,010	7/1/2023	unknown	unknown
2	City of Palm Springs	Chief Communications Officer	\$ 12,298	\$ 4,528	\$ 16,826	6/25/2023	unknown	unknown
3	City of Riverside ¹	[Public Information Officer/ Intergovernmental Relations Officer]	\$ 13,055	\$ 3,743	\$ 16,798	7/1/2023	7/1/2024	3.00%
4	City of Murrieta	Public Information Officer	\$ 11,683	\$ 4,268	\$ 15,951	7/2/2023	unknown	unknown
5	City of Moreno Valley	Public Information and Intergovernmental Relations Officer	\$ 11,216	\$ 4,134	\$ 15,350	7/1/2023	7/1/2024	6.00%
6	City of Corona ²	[Public Information Officer/ Chief Communications Officer]	\$ 10,081	\$ 4,472	\$ 14,553	6/21/2023	1/1/2024	2.50%
7	City of Chino ³	[Public Information Officer/ Communications Manager]	\$ 10,387	\$ 3,962	\$ 14,349	7/1/2023	7/1/2024	4.00%
8	City of Beaumont ⁴	[Public Information Officer/ Senior Management Analyst]	\$ 11,133	\$ 3,131	\$ 14,264	7/1/2023	7/1/2025	2.00% - 5.00%
9	City of Escondido	N/C						
10	City of Indio	N/C						
11	City of Upland	N/C						
12	City of Redlands	N/C						
13	City of Temecula	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,408	\$ 15,441
% City of Menifee Above/Below	15.9%	14.3%
Median of Comparators	\$ 11,216	\$ 15,350
% City of Menifee Above/Below	17.3%	14.8%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Riverside: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Corona: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3 - City of Chino: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

4 - City of Beaumont: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Public Works Inspector II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Temecula	Public Works Inspector II	\$ 8,603	\$ 3,128	\$ 11,731	7/1/2023	7/1/2024	Based on CPI-W
2	City of Palm Springs	Public Works Inspector	\$ 8,118	\$ 3,583	\$ 11,701	7/1/2023	7/1/2024	5.00%
3	City of Moreno Valley	Construction Inspector	\$ 8,374	\$ 3,163	\$ 11,537	7/1/2023	7/1/2024	6.00%
4	City of Indio	Public Works Inspector II	\$ 8,159	\$ 3,216	\$ 11,375	7/1/2023	unknown	unknown
5	City of Redlands	Construction Inspector II	\$ 7,675	\$ 3,561	\$ 11,236	7/1/2023	7/1/2024	2.00%
6	City of Menifee	Public Works Inspector II	\$ 8,033	\$ 3,175	\$ 11,208	7/1/2023	unknown	unknown
7	City of Beaumont	Public Works Inspector	\$ 8,077	\$ 2,576	\$ 10,653	7/1/2023	7/1/2025	2.00% - 5.00%
8	City of Chino	Public Works Inspector	\$ 7,535	\$ 2,809	\$ 10,344	7/1/2023	7/1/2024	4.00%
9	City of Murrieta	Public Works Inspector	\$ 7,225	\$ 2,927	\$ 10,152	7/2/2023	unknown	unknown
10	City of Riverside	Construction Inspector II	\$ 7,367	\$ 2,579	\$ 9,946	7/1/2023	7/1/2024	3.00%
11	City of Escondido	Field Engineering Inspector II	\$ 7,551	\$ 2,252	\$ 9,803	9/1/2023	unknown	unknown
12	City of Upland	Public Works Inspector II	\$ 7,308	\$ 2,399	\$ 9,707	6/25/2023	6/23/2024	2.00%
13	City of Corona	Public Works Inspector II	\$ 6,391	\$ 3,106	\$ 9,497	6/21/2023	1/13/2024	2.50%

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,699	\$ 10,640
% City of Menifee Above/Below	4.2%	5.1%
Median of Comparators	\$ 7,613	\$ 10,498
% City of Menifee Above/Below	5.2%	6.3%
Number of Matches	12	12

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Public Works Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Temecula ¹	[Maintenance Manager/ Maintenance Superintendent]	\$ 13,434	\$ 4,364	\$ 17,798	7/1/2023	7/1/2024	Based on CPI-W
2	City of Moreno Valley	Maintenance and Operations Division Manager	\$ 12,984	\$ 4,590	\$ 17,574	7/1/2023	7/1/2024	6.00%
3	City of Menifee	Public Works Manager	\$ 12,901	\$ 4,181	\$ 17,083	7/1/2023	unknown	unknown
4	City of Riverside ²	[Maintenance Services Manager/ Field Services Operations Manager]	\$ 13,002	\$ 3,735	\$ 16,737	7/1/2023	7/1/2024	3.00%
5	City of Corona	Maintenance Manager	\$ 11,860	\$ 4,809	\$ 16,669	6/21/2023	1/13/2024	2.50%
6	City of Escondido	Deputy Director of Public Works/Maintenance and Operations	\$ 12,345	\$ 4,001	\$ 16,346	9/1/2023	unknown	unknown
7	City of Chino	Public Works Service Manager	\$ 11,654	\$ 4,202	\$ 15,856	7/1/2023	7/1/2024	4.00%
8	City of Indio	Public Works Manager	\$ 11,396	\$ 4,172	\$ 15,568	7/1/2023	unknown	unknown
9	City of Murrieta	Maintenance Manager	\$ 11,248	\$ 4,012	\$ 15,260	7/2/2023	unknown	unknown
10	City of Palm Springs ³	[Maintenance Manager/ Fleet Maintenance Manager/ Street Maintenance Manager]	\$ 11,026	\$ 4,091	\$ 15,117	7/1/2023	7/1/2024	5.00%
11	City of Upland	Operations Manager	\$ 11,121	\$ 3,803	\$ 14,924	6/25/2023	6/23/2024	2.00%
12	City of Redlands	Field Services Superintendent	\$ 10,067	\$ 4,634	\$ 14,701	7/1/2023	7/1/2024	2.00%
13	City of Beaumont	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,831	\$ 16,050
% City of Menifee Above/Below	8.3%	6.0%
Median of Comparators	\$ 11,654	\$ 15,856
% City of Menifee Above/Below	9.7%	7.2%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Temecula: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - City of Riverside: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - City of Palm Springs: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Purchasing Specialist								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Procurement Specialist II	\$ 8,615	\$ 3,711	\$ 12,326	7/1/2023	7/1/2024	5.00%
2	City of Riverside	Procurement and Contract Specialist	\$ 8,047	\$ 2,653	\$ 10,700	7/1/2023	7/1/2024	3.00%
3	City of Menifee	Purchasing Specialist	\$ 7,091	\$ 3,037	\$ 10,128	7/1/2023	unknown	unknown
4	City of Temecula	Buyer II	\$ 7,062	\$ 2,890	\$ 9,952	7/1/2023	7/1/2024	Based on CPI-W
5	City of Moreno Valley	Management Aide	\$ 6,888	\$ 2,864	\$ 9,752	7/1/2023	7/1/2024	6.00%
6	City of Beaumont	Procurement and Contract Specialist	\$ 6,965	\$ 2,452	\$ 9,416	7/1/2023	7/1/2025	2.00% - 5.00%
7	City of Murrieta	Purchasing and Contracts Coordinator	\$ 6,561	\$ 2,835	\$ 9,396	7/2/2023	unknown	unknown
8	City of Chino	Management Aide	\$ 6,215	\$ 2,596	\$ 8,811	7/1/2023	7/1/2024	4.00%
9	City of Corona	Purchasing Specialist II	\$ 5,642	\$ 2,982	\$ 8,624	6/21/2023	1/13/2024	2.50%
10	City of Escondido	Buyer	\$ 4,723	\$ 1,953	\$ 6,676	9/1/2023	unknown	unknown
11	City of Indio	N/C						
12	City of Redlands	N/C						
13	City of Upland	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,746	\$ 9,517
% City of Menifee Above/Below	4.9%	6.0%
Median of Comparators	\$ 6,888	\$ 9,416
% City of Menifee Above/Below	2.9%	7.0%
Number of Matches	9	9

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Records Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Corona	City Clerk Service Specialist	\$ 5,670	\$ 3,412	\$ 9,082	6/21/2023	1/1/2024	2.50%
2	City of Murrieta	Senior Records Coordinator	\$ 5,824	\$ 2,732	\$ 8,556	7/2/2023	unknown	unknown
3	City of Beaumont	Records Technician	\$ 5,859	\$ 2,328	\$ 8,187	7/1/2023	7/1/2025	2.00% - 5.00%
4	City of Temecula	Records Coordinator	\$ 5,517	\$ 2,651	\$ 8,168	7/1/2023	7/1/2024	Based on CPI-W
5	City of Menifee	Records Technician	\$ 5,310	\$ 2,777	\$ 8,087	7/1/2023	unknown	unknown
6	City of Chino	Records Technician	\$ 4,691	\$ 2,351	\$ 7,042	7/1/2023	7/1/2024	4.00%
7	City of Upland	N/C						
8	City of Escondido	N/C						
9	City of Moreno Valley	N/C						
10	City of Palm Springs	N/C						
11	City of Redlands	N/C						
12	City of Riverside	N/C						
13	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,512	\$ 8,207
% City of Menifee Above/Below	-3.8%	-1.5%
Median of Comparators	\$ 5,670	\$ 8,187
% City of Menifee Above/Below	-6.8%	-1.2%
Number of Matches	5	5

N/C - Non Comparator

**City of Menifee
Market Compensation Data (sorted by Total Compensation)
December 2023**

Systems Administrator								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Network Administrator	\$ 12,793	\$ 4,369	\$ 17,162	7/1/2023	7/1/2024	5.00%
2	City of Moreno Valley	Assistant Network Administrator	\$ 10,173	\$ 3,554	\$ 13,727	7/1/2023	7/1/2024	6.00%
3	City of Redlands ¹	[Network Engineer/ Network Specialist]	\$ 9,038	\$ 4,386	\$ 13,424	7/1/2023	7/1/2024	2.00%
4	City of Indio	Network Administrator	\$ 9,428	\$ 3,762	\$ 13,190	7/1/2023	unknown	unknown
5	City of Chino	IT Network Administrator	\$ 9,393	\$ 3,773	\$ 13,166	7/1/2023	7/1/2024	4.00%
6	City of Menifee	Systems Administrator	\$ 9,423	\$ 3,650	\$ 13,073	7/1/2023	unknown	unknown
7	City of Temecula	Senior Information Technology Specialist	\$ 9,495	\$ 3,265	\$ 12,760	7/1/2023	7/1/2024	Based on CPI-W
8	City of Riverside	Innovation and Technology Analyst II	\$ 8,980	\$ 3,132	\$ 12,112	7/1/2023	7/1/2024	3.00%
9	City of Corona	Network Analyst	\$ 8,284	\$ 3,419	\$ 11,703	6/21/2023	1/13/2024	2.50%
10	City of Escondido	Network Administrator II	\$ 8,543	\$ 2,976	\$ 11,519	9/1/2023	unknown	unknown
11	City of Beaumont	IT Analyst II	\$ 8,485	\$ 2,621	\$ 11,106	7/1/2023	7/1/2025	2.00% - 5.00%
12	City of Murrieta	N/C						
13	City of Upland	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,461	\$ 12,987
% City of Menifee Above/Below	-0.4%	0.7%
Median of Comparators	\$ 9,216	\$ 12,963
% City of Menifee Above/Below	2.2%	1.1%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Redlands: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Accountant II	Accountant	[Accountant/ Senior Accountant]	Financial Analyst I	Accountant II	Accountant	Accountant II	Accountant	Accountant	Accountant	Accountant II	Accountant II	Accountant II
Retirement	Top Step	\$ 9,423	\$ 7,687	\$ 7,848	\$ 6,819	\$ 7,579	\$ 8,749	\$ 9,232	\$ 7,600	\$ 9,275	\$ 6,897	\$ 8,452	\$ 9,977	\$ 7,130
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 542				\$ 428			
	Deferred Compensation								\$ 217		\$ 100	\$ 100		\$ 100
Insurance	Other Ret.				\$ 99									
	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048	\$ 403	\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,494			\$ 1,748		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 121		\$ 100				
Leaves	Other Ins.							\$ 26			\$ 13			\$ 21
	Vacation	\$ 725	\$ 444	\$ 679	\$ 760	\$ 598	\$ 505	\$ 1,305	\$ 702	\$ 963	\$ 398	\$ 585	\$ 1,118	\$ 480
	Holidays	\$ 612	\$ 414	\$ 585	\$ 426	\$ 292	\$ 437	\$ 533	\$ 411	\$ 499	\$ 438	\$ 423	\$ 499	\$ 377
	Admin Leave & Wellness Leave	\$ 41			\$ 354	\$ 131	\$ 337		\$ 292		\$ 398	\$ 260		
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,378	\$ 2,532	\$ 2,859	\$ 3,688	\$ 2,955	\$ 3,621	\$ 3,362	\$ 3,513	\$ 3,815	\$ 3,870	\$ 3,053	\$ 3,416	\$ 2,378

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Accounting Assistant	Accounting Technician I	Account Clerk II	Accounting Assistant	Accounting Assistant II	N/C	Accounting Assistant	Accounting Assistant	Account Clerk I	N/C	Account Clerk II	Accounting Assistant	Customer Service Specialist I
	Top Step	\$ 4,595	\$ 5,859	\$ 4,969	\$ 3,602	\$ 3,782		\$ 5,666	\$ 5,041	\$ 5,204		\$ 4,710	\$ 6,720	\$ 4,224
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62		2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security													
	Deferred Compensation								\$ 133			\$ 25		\$ 100
	Other Ret.				\$ 52									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048	\$ 251		\$ 1,378		\$ 2,281			\$ 1,800	\$ 1,400
	Health					\$ 1,495			\$ 1,648			\$ 1,576		
	Dental					\$ 37			\$ 104			\$ 85		
	Vision								\$ 40					
	Retiree Medical							\$ 103		\$ 100		\$ 100		
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 353	\$ 338	\$ 430	\$ 319	\$ 298		\$ 643	\$ 427	\$ 420		\$ 272	\$ 753	\$ 284
	Holidays	\$ 298	\$ 315	\$ 370	\$ 225	\$ 145		\$ 327	\$ 273	\$ 350		\$ 236	\$ 336	\$ 223
	Admin Leave & Wellness Leave	\$ 20						\$ 142						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,673	\$ 2,329	\$ 2,395	\$ 2,644	\$ 2,227	\$ 0	\$ 2,618	\$ 2,624	\$ 3,152	\$ 0	\$ 2,293	\$ 2,889	\$ 2,029

City of Menifee
Benefit Detail
December 2023

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Accounting Technician II	Accounting Technician II	Accounting Technician	Accounting Technician II	Senior Accounting Assistant	Accounting Technician II	Accounting Technician	Accounting Specialist	Account Specialist II	Accounting Technician II	Accounting Technician	Accounting Technician II	Accounting Technician
	Top Step	\$ 6,167	\$ 6,467	\$ 5,723	\$ 4,622	\$ 4,386	\$ 6,170	\$ 6,559	\$ 5,570	\$ 6,830	\$ 4,856	\$ 5,925	\$ 7,062	\$ 5,493
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 383				\$ 301			
	Deferred Compensation								\$ 133			\$ 25		\$ 100
	Other Ret.				\$ 67									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048	\$ 275	\$ 1,800	\$ 1,378		\$ 2,281			\$ 1,800	\$ 1,400
	Health					\$ 1,495			\$ 1,648		\$ 1,950	\$ 1,576		
	Dental					\$ 37			\$ 104		\$ 122	\$ 85		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 108		\$ 100		\$ 100		
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 474	\$ 373	\$ 495	\$ 409	\$ 346	\$ 356	\$ 744	\$ 471	\$ 552	\$ 280	\$ 342	\$ 737	\$ 370
	Holidays	\$ 400	\$ 348	\$ 426	\$ 289	\$ 169	\$ 332	\$ 378	\$ 301	\$ 460	\$ 346	\$ 296	\$ 353	\$ 291
	Admin Leave & Wellness Leave	\$ 27						\$ 164						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,902	\$ 2,396	\$ 2,517	\$ 2,813	\$ 2,322	\$ 2,871	\$ 2,798	\$ 2,697	\$ 3,392	\$ 3,023	\$ 2,424	\$ 2,890	\$ 2,181

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Administrative Assistant	N/C	Administrative Secretary	Administrative Assistant	Administrative Assistant	Administrative Assistant	Senior Administrative Assistant	Administrative Assistant	Administrative Secretary	Administrative Assistant II	Senior Administrative Assistant	Administrative Assistant	Senior Administrative Assistant
	Top Step	\$ 5,867		\$ 5,809	\$ 4,907	\$ 3,782	\$ 6,170	\$ 6,559	\$ 6,626	\$ 6,900	\$ 4,713	\$ 5,766	\$ 6,396	\$ 5,709
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 383				\$ 292			
	Deferred Compensation								\$ 133			\$ 100		\$ 100
	Other Ret.				\$ 71									
Insurance	Cafeteria	\$ 2,001		\$ 1,595	\$ 2,048		\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,416			\$ 1,648		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 108		\$ 100				
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 451		\$ 503	\$ 434	\$ 255	\$ 356	\$ 744	\$ 561	\$ 717	\$ 272	\$ 355	\$ 667	\$ 384
	Holidays	\$ 381		\$ 433	\$ 307	\$ 145	\$ 332	\$ 378	\$ 358	\$ 372	\$ 335	\$ 288	\$ 320	\$ 302
	Admin Leave & Wellness Leave	\$ 25						\$ 164						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,858	\$ 0	\$ 2,531	\$ 2,860	\$ 1,854	\$ 2,871	\$ 2,798	\$ 2,844	\$ 3,440	\$ 2,996	\$ 2,428	\$ 2,787	\$ 2,207

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Assistant to the City Manager	N/C	Assistant to the City Manager	Assistant to the City Manager	N/C	N/C	Assistant to City Manager	Assistant to the City Manager	Data Not Available	N/C	N/C	Assistant to the City Manager	N/C
	Top Step	\$ 12,901		\$ 9,435	\$ 10,844			\$ 9,232	\$ 16,684				\$ 14,097	
Retirement	PEPRA	2%@62		2%@62	2%@62			2%@62	2%@62				2%@62	
	Employee Cost Share													
	Social Security													
	Deferred Compensation			\$ 274					\$ 217					
	Other Ret.				\$ 157									
Insurance	Cafeteria	\$ 2,001		\$ 1,715	\$ 2,048			\$ 1,378					\$ 1,800	
	Health								\$ 1,748					
	Dental								\$ 104					
	Vision								\$ 40					
	Retiree Medical							\$ 121						
	Other Ins.							\$ 26						
Leaves	Vacation	\$ 992		\$ 816	\$ 1,209			\$ 1,305	\$ 1,540				\$ 1,579	
	Holidays	\$ 837		\$ 703	\$ 678			\$ 533	\$ 902				\$ 705	
	Admin Leave & Wellness Leave	\$ 428		\$ 272	\$ 563				\$ 642					
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 4,259	\$ 0	\$ 3,781	\$ 4,656	\$ 0	\$ 0	\$ 3,362	\$ 5,192	\$ 0	\$ 0	\$ 0	\$ 4,084	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Associate Engineer	N/C	Associate Engineer	Associate Engineer	Associate Engineer	N/C	Associate Engineer I	N/C	Engineering Associate	Associate Engineer	Associate Engineer	Associate Engineer I	N/C
	Top Step	proposed		\$ 10,627	\$ 8,927	\$ 9,430		\$ 11,216		\$ 11,302	\$ 8,088	\$ 11,211	\$ 9,977	
Retirement	PEPRA			2%@62	2%@62	2%@62		2%@62		2%@62	2%@62	2%@62	2%@62	
	Employee Cost Share													
	Social Security										\$ 501			
	Deferred Compensation			\$ 274							\$ 100	\$ 25		
	Other Ret.				\$ 129									
Insurance	Cafeteria			\$ 1,715	\$ 2,048	\$ 259		\$ 1,378		\$ 2,252			\$ 1,800	
	Health					\$ 1,416					\$ 1,950	\$ 1,576		
	Dental					\$ 37					\$ 122	\$ 85		
	Vision										\$ 25			
	Retiree Medical							\$ 131		\$ 100		\$ 100		
	Other Ins.							\$ 26			\$ 13			
Leaves	Vacation			\$ 920	\$ 790	\$ 635		\$ 1,585		\$ 1,174	\$ 467	\$ 647	\$ 1,118	
	Holidays			\$ 792	\$ 558	\$ 363		\$ 647		\$ 609	\$ 513	\$ 561	\$ 499	
	Admin Leave & Wellness Leave			\$ 307							\$ 467		\$ 192	
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 0	\$ 0	\$ 4,007	\$ 3,525	\$ 2,710	\$ 0	\$ 3,767	\$ 0	\$ 4,134	\$ 4,157	\$ 2,993	\$ 3,608	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Associate Planner	N/C	Associate Planner	Associate Planner	Associate Planner	Associate Planner	Associate Planner	Associate Planner	Associate Planner	Associate Planner	Associate Planner	[Associate Planner I/ Associate Planner II]	Associate Planner
	Top Step	\$ 8,831		\$ 8,878	\$ 7,497	\$ 8,132	\$ 8,662	\$ 9,691	\$ 8,574	\$ 9,512	\$ 7,752	\$ 8,657	\$ 9,508	\$ 7,870
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 537				\$ 481			
	Deferred Compensation			\$ 274					\$ 150			\$ 25		\$ 551
	Other Ret.				\$ 109									
Insurance	Cafeteria	\$ 2,001		\$ 1,715	\$ 2,048	\$ 233	\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,416			\$ 1,748		\$ 1,950	\$ 1,576		
	Dental					\$ 37			\$ 104		\$ 122	\$ 85		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 123		\$ 100		\$ 100		
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 679		\$ 768	\$ 663	\$ 547	\$ 500	\$ 1,370	\$ 791	\$ 988	\$ 447	\$ 499	\$ 992	\$ 530
	Holidays	\$ 573		\$ 662	\$ 469	\$ 313	\$ 433	\$ 559	\$ 464	\$ 512	\$ 552	\$ 433	\$ 475	\$ 416
	Admin Leave & Wellness Leave	\$ 38		\$ 256			\$ 333		\$ 247					\$ 189
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,292	\$ 0	\$ 3,675	\$ 3,289	\$ 2,546	\$ 3,603	\$ 3,456	\$ 3,544	\$ 3,852	\$ 3,576	\$ 2,718	\$ 3,267	\$ 3,107

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Budget Analyst	Budget Specialist	Senior Management Analyst	Financial Analyst II	Management Analyst II	N/C	Senior Management Analyst	Financial Analyst	Budget Analyst	Management Analyst	Senior Management Analyst	Management Analyst	Budget Coordinator
	Top Step	\$ 10,359	\$ 8,698	\$ 9,434	\$ 7,535	\$ 7,579		\$ 10,683	\$ 9,076	\$ 9,997	\$ 7,619	\$ 9,023	\$ 8,395	\$ 7,130
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security										\$ 472			
	Deferred Compensation			\$ 274					\$ 217		\$ 100			\$ 100
	Other Ret.				\$ 109									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715	\$ 2,048	\$ 403		\$ 1,378		\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,494			\$ 1,748		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 128		\$ 100				
	Other Ins.							\$ 26			\$ 13			\$ 21
Leaves	Vacation	\$ 797	\$ 502	\$ 816	\$ 840	\$ 598		\$ 1,510	\$ 838	\$ 1,038	\$ 440	\$ 625	\$ 940	\$ 480
	Holidays	\$ 672	\$ 468	\$ 703	\$ 471	\$ 292		\$ 616	\$ 491	\$ 538	\$ 484	\$ 451	\$ 420	\$ 377
	Admin Leave & Wellness Leave	\$ 344	\$ 167	\$ 272	\$ 391	\$ 131			\$ 349		\$ 440	\$ 278		
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,814	\$ 2,812	\$ 3,781	\$ 3,860	\$ 2,955	\$ 0	\$ 3,658	\$ 3,786	\$ 3,928	\$ 4,044	\$ 3,138	\$ 3,160	\$ 2,378

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Building Inspector II	Building Inspector	Building Inspector	Building Inspector II	Building Inspector II	Building Inspector II	Building Inspector II	Building Inspector	Building Inspector	Building Inspector II	Building Inspector II	Building Inspector II	Building Inspector II
	Top Step	\$ 7,642	\$ 7,138	\$ 7,535	\$ 6,391	\$ 6,511	\$ 8,118	\$ 9,232	\$ 7,082	\$ 7,920	\$ 7,018	\$ 8,331	\$ 8,817	\$ 7,130
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 503				\$ 435			
	Deferred Compensation								\$ 133			\$ 25		\$ 100
	Other Ret.				\$ 93									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048		\$ 1,800	\$ 1,378		\$ 2,281			\$ 1,800	\$ 1,400
	Health					\$ 1,416			\$ 1,648		\$ 1,950	\$ 1,576		
	Dental					\$ 37			\$ 104		\$ 122	\$ 85		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 121		\$ 100		\$ 100		
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 588	\$ 412	\$ 652	\$ 565	\$ 438	\$ 468	\$ 1,047	\$ 599	\$ 640	\$ 405	\$ 481	\$ 920	\$ 480
	Holidays	\$ 496	\$ 384	\$ 562	\$ 399	\$ 250	\$ 406	\$ 533	\$ 383	\$ 533	\$ 499	\$ 417	\$ 441	\$ 377
	Admin Leave & Wellness Leave	\$ 33						\$ 231						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,118	\$ 2,471	\$ 2,809	\$ 3,106	\$ 2,142	\$ 3,178	\$ 3,336	\$ 2,907	\$ 3,554	\$ 3,436	\$ 2,683	\$ 3,161	\$ 2,378

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Building Official	Chief Building Official	Building Official	Building Official	Building Official	Chief Building Official	Building Official	City Building Official	Building Official	Chief Building Official	Building Official	Building Official	Building Official
	Top Step	\$ 14,398	\$ 14,974	\$ 12,088	\$ 12,101	\$ 12,962	\$ 15,311	\$ 16,132	\$ 13,524	\$ 13,236	\$ 12,243	\$ 13,843	\$ 15,562	\$ 11,976
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 828				\$ 759			
	Deferred Compensation			\$ 274					\$ 217		\$ 461	\$ 100		\$ 838
	Other Ret.				\$ 175									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715	\$ 2,048	\$ 618	\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,494			\$ 1,748		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 157		\$ 100				
	Other Ins.							\$ 26			\$ 13			\$ 21
Leaves	Vacation	\$ 1,108	\$ 864	\$ 1,046	\$ 1,257	\$ 1,022	\$ 883	\$ 2,280	\$ 1,248	\$ 1,375	\$ 706	\$ 958	\$ 1,743	\$ 806
	Holidays	\$ 779	\$ 806	\$ 901	\$ 756	\$ 499	\$ 766	\$ 931	\$ 731	\$ 713	\$ 777	\$ 692	\$ 778	\$ 633
	Admin Leave & Wellness Leave	\$ 547	\$ 288	\$ 349	\$ 628	\$ 224	\$ 589		\$ 520	\$ 255	\$ 706	\$ 426	\$ 449	\$ 288
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 4,434	\$ 3,633	\$ 4,285	\$ 4,865	\$ 3,895	\$ 4,865	\$ 4,771	\$ 4,608	\$ 4,694	\$ 5,519	\$ 3,861	\$ 4,770	\$ 3,986

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Chief Financial Officer	Finance Director	Director of Finance	Finance Director	Director of Finance	N/C	Chief Financial Officer	Director of Finance	Director of Finance & Treasurer	Director of Management Services/Finance	Chief Financial Officer/City Treasurer	Director of Finance	N/C
	Top Step	\$ 19,227	\$ 18,243	\$ 19,170	\$ 17,244	\$ 15,756		\$ 21,934	\$ 23,496	\$ 18,508	\$ 18,980	\$ 21,585	\$ 20,927	
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	
	Employee Cost Share													
	Social Security										\$ 828			
	Deferred Compensation	\$ 961		\$ 724	\$ 50				\$ 250		\$ 853	\$ 100		
	Other Ret.				\$ 250									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,776	\$ 2,048	\$ 755		\$ 2,120		\$ 2,252			\$ 1,800	
	Health					\$ 1,494			\$ 1,748		\$ 2,581	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical				\$ 150			\$ 185		\$ 100				
	Other Ins.							\$ 26			\$ 13			
Leaves	Vacation	\$ 1,849	\$ 1,053	\$ 1,659	\$ 1,326	\$ 1,242		\$ 3,754	\$ 2,169	\$ 1,922	\$ 3,924	\$ 2,075	\$ 2,344	
	Holidays	\$ 1,123	\$ 982	\$ 1,429	\$ 1,078	\$ 606		\$ 1,265	\$ 1,271	\$ 997	\$ 1,022	\$ 1,079	\$ 1,046	
	Admin Leave & Wellness Leave	\$ 823	\$ 351	\$ 829	\$ 895	\$ 545			\$ 1,356	\$ 356		\$ 830	\$ 805	
	Ongoing Retention Incentive													
Allow	Auto	\$ 400		\$ 500	\$ 480	\$ 425		\$ 500	\$ 300			\$ 350		
Benefit Package Total		\$ 7,157	\$ 4,061	\$ 6,917	\$ 6,278	\$ 5,106	\$ 0	\$ 7,850	\$ 7,237	\$ 5,626	\$ 9,367	\$ 6,120	\$ 5,995	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Chief of Police	Chief of Police	Chief of Police	Chief of Police	Chief of Police	Chief of Police	N/C	Police Chief	Police Chief	Police Chief	Police Chief	N/C	Chief of Police
	Top Step	\$ 21,457	\$ 21,155	\$ 24,784	\$ 20,430	\$ 22,170	\$ 19,648		\$ 24,670	\$ 22,738	\$ 27,500	\$ 33,418		\$ 23,326
Retirement	PEPRA	2.7%@57	2.7%@57	2.7%@57	2.7%@57	2.7%@57	2.7%@57		2.7%@57	2.7%@57	2.7%@57	2.7%@57		2.7%@57
	Employee Cost Share													
	Social Security						\$ 828							
	Deferred Compensation	\$ 1,073	\$ 1,058	\$ 700	\$ 50				\$ 250		\$ 1,194	\$ 100		\$ 2,099
	Other Ret.				\$ 296									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 2,043	\$ 2,048	\$ 1,012	\$ 1,800			\$ 2,252				\$ 1,400
	Health					\$ 1,494			\$ 1,748		\$ 2,581	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical			\$ 300	\$ 150					\$ 100				
	Other Ins.										\$ 13			\$ 21
Leaves	Vacation	\$ 2,063	\$ 1,220	\$ 2,145	\$ 1,572	\$ 1,748	\$ 1,889		\$ 2,277	\$ 2,361	\$ 5,685	\$ 3,213		\$ 1,705
	Holidays	\$ 1,253	\$ 1,139	\$ 1,728	\$ 1,277	\$ 853	\$ 1,058		\$ 1,334	\$ 1,224	\$ 1,481	\$ 1,671		\$ 1,234
	Admin Leave & Wellness Leave	\$ 918	\$ 407	\$ 1,072	\$ 1,061	\$ 767	\$ 756		\$ 1,423	\$ 437		\$ 1,285		\$ 1,121
	Ongoing Retention Incentive													
Allow	Auto	\$ 400	\$ 450		\$ 450	\$ 425	\$ 500				\$ 500			\$ 450
Benefit Package Total		\$ 7,708	\$ 5,949	\$ 7,988	\$ 6,904	\$ 6,337	\$ 6,831	\$ 0	\$ 7,176	\$ 6,375	\$ 11,600	\$ 7,954	\$ 0	\$ 8,030

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		City Clerk	N/C	City Clerk	City Clerk	City Clerk	City Clerk Administrator	City Clerk	City Clerk	City Clerk	N/C	City Clerk	N/C	City Clerk
	Top Step	\$ 16,889		\$ 10,388	\$ 12,594	\$ 12,962	\$ 16,918	\$ 16,423	\$ 19,962	\$ 15,354		\$ 20,979		\$ 11,976
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62		2%@62
	Employee Cost Share													
	Social Security						\$ 828							
	Deferred Compensation	\$ 844		\$ 274					\$ 250			\$ 100		\$ 958
	Other Ret.				\$ 183									
Insurance	Cafeteria	\$ 2,001		\$ 1,715	\$ 2,048	\$ 643	\$ 1,800	\$ 2,120		\$ 2,252				\$ 1,400
	Health					\$ 1,494			\$ 1,748			\$ 1,640		
	Dental					\$ 37			\$ 104			\$ 45		
	Vision								\$ 40					
	Retiree Medical							\$ 157		\$ 100				
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 1,624		\$ 899	\$ 1,404	\$ 1,022	\$ 976	\$ 2,811	\$ 1,843	\$ 1,594		\$ 2,017		\$ 806
	Holidays	\$ 987		\$ 774	\$ 787	\$ 499	\$ 911	\$ 947	\$ 1,080	\$ 827		\$ 1,049		\$ 633
	Admin Leave & Wellness Leave	\$ 723		\$ 300	\$ 654	\$ 449	\$ 651		\$ 1,152	\$ 295		\$ 807		\$ 345
	Ongoing Retention Incentive													
Allow	Auto	\$ 400				\$ 425	\$ 500	\$ 500	\$ 300			\$ 500		
Benefit Package Total		\$ 6,579	\$ 0	\$ 3,962	\$ 5,076	\$ 4,570	\$ 5,665	\$ 6,562	\$ 6,515	\$ 5,068	\$ 0	\$ 6,158	\$ 0	\$ 4,164

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager
	Top Step	\$ 24,600	\$ 23,353	\$ 24,259	\$ 28,679	\$ 23,333	\$ 25,417	\$ 33,571	\$ 28,494	\$ 27,083	\$ 29,166	\$ 29,183	\$ 27,853	\$ 26,391
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share												\$ -836	
	Social Security						\$ 828				\$ 828			
	Deferred Compensation	\$ 1,230		\$ 700	\$ 1,708	\$ 1,633	\$ 2,000		\$ 250	\$ 650	\$ 1,875	\$ 100	\$ 2,917	\$ 3,695
	Other Ret.				\$ 416									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,776	\$ 2,048	\$ 1,058	\$ 1,800	\$ 2,120		\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,494			\$ 1,748		\$ 2,581	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical				\$ 150			\$ 243		\$ 100				
	Other Ins.							\$ 26			\$ 13			\$ 21
Leaves	Vacation	\$ 2,365	\$ 2,246	\$ 2,099	\$ 4,080	\$ 1,840	\$ 2,444	\$ 5,746	\$ 2,630	\$ 3,646	\$ 5,483	\$ 2,806	\$ 3,120	\$ 1,776
	Holidays	\$ 1,437	\$ 1,257	\$ 1,808	\$ 1,792	\$ 897	\$ 1,369	\$ 1,937	\$ 1,480	\$ 1,458	\$ 1,346	\$ 1,459	\$ 1,393	\$ 1,396
	Admin Leave & Wellness Leave	\$ 1,053	\$ 449	\$ 1,050	\$ 1,489	\$ 1,010	\$ 978		\$ 1,644	\$ 521		\$ 1,122	\$ 1,071	\$ 1,269
	Ongoing Retention Incentive													
Allow	Auto	\$ 400	\$ 350	\$ 500	\$ 480	\$ 750	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 625	\$ 600	\$ 500
Benefit Package Total		\$ 8,486	\$ 5,977	\$ 7,933	\$ 12,164	\$ 8,720	\$ 9,918	\$ 10,572	\$ 8,395	\$ 9,127	\$ 12,772	\$ 7,798	\$ 10,065	\$ 10,056

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Civil Engineer	Associate Engineer	Associate Civil Engineer	N/C	N/C	Associate Engineer	Associate Engineer II	Associate Civil Engineer	Civil Engineer, Associate	Civil Engineer	N/C	[Associate Engineer II/ Associate Civil Engineer]	Associate Engineer
	Top Step	\$ 11,619	\$ 9,138	\$ 11,158			\$ 9,861	\$ 11,776	\$ 9,801	\$ 11,302	\$ 8,934		\$ 11,292	\$ 9,829
Retirement	PEPRA	2%@62	2%@62	2%@62			2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 611				\$ 554			
	Deferred Compensation			\$ 274					\$ 150		\$ 100			\$ 688
	Other Ret.													
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715			\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	\$ 1,400
	Health								\$ 1,748		\$ 1,950			
	Dental								\$ 104		\$ 122			
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 134		\$ 100				
	Other Ins.							\$ 26			\$ 13			\$ 21
Leaves	Vacation	\$ 894	\$ 527	\$ 966			\$ 569	\$ 1,664	\$ 905	\$ 1,174	\$ 515		\$ 1,265	\$ 662
	Holidays	\$ 754	\$ 492	\$ 831			\$ 493	\$ 679	\$ 530	\$ 609	\$ 567		\$ 565	\$ 520
	Admin Leave & Wellness Leave	\$ 385		\$ 322			\$ 379		\$ 283		\$ 515		\$ 217	\$ 236
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 4,034	\$ 2,694	\$ 4,108	\$ 0	\$ 0	\$ 3,853	\$ 3,881	\$ 3,759	\$ 4,134	\$ 4,361	\$ 0	\$ 3,847	\$ 3,527

City of Menifee
Benefit Detail
December 2023

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Code Enforcement Officer II	Community Enhancement Officer	Code Compliance Inspector	Code Compliance Inspector II	Code Compliance Officer II	Code Enforcement Officer	Community Enhancement Officer II	Code Enforcement Officer	Code Compliance Officer	Code Enforcement Officer II	Code Enforcement Officer II	Code Enforcement Officer II	Code Enforcement Officer
	Top Step	\$ 7,234	\$ 6,795	\$ 6,797	\$ 6,020	\$ 5,755	\$ 7,025	\$ 7,594	\$ 7,464	\$ 7,172	\$ 6,045	\$ 7,783	\$ 7,419	\$ 6,302
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 436				\$ 375			
	Deferred Compensation								\$ 133			\$ 25		\$ 100
	Other Ret.				\$ 87									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048		\$ 1,800	\$ 1,378		\$ 2,281			\$ 1,800	\$ 1,400
	Health					\$ 1,416			\$ 1,648		\$ 1,950	\$ 1,576		
	Dental					\$ 37			\$ 104		\$ 122	\$ 85		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 113		\$ 100		\$ 100		
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 556	\$ 392	\$ 588	\$ 533	\$ 387	\$ 405	\$ 862	\$ 632	\$ 579	\$ 349	\$ 449	\$ 774	\$ 424
	Holidays	\$ 470	\$ 366	\$ 507	\$ 376	\$ 221	\$ 378	\$ 438	\$ 404	\$ 483	\$ 430	\$ 389	\$ 371	\$ 333
	Admin Leave & Wellness Leave	\$ 31						\$ 190						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,058	\$ 2,433	\$ 2,690	\$ 3,044	\$ 2,062	\$ 3,019	\$ 3,006	\$ 2,960	\$ 3,443	\$ 3,250	\$ 2,624	\$ 2,945	\$ 2,278

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Code Enforcement Supervisor	N/C	Supervising Code Compliance Inspector	Code Compliance Supervisor	Code Compliance Supervisor	Code Enforcement Supervisor	Community Enhancement Supervisor	Code Enforcement Supervisor	Code Compliance Supervisor	N/C	N/C	Field Supervisor (Code)	N/C
	Top Step	\$ 8,831		\$ 9,722	\$ 8,120	\$ 7,367	\$ 8,749	\$ 8,793	\$ 8,946	\$ 9,748			\$ 9,038	
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62			2%@62	
	Employee Cost Share													
	Social Security						\$ 542							
	Deferred Compensation			\$ 274					\$ 150					
	Other Ret.				\$ 118									
Insurance	Cafeteria	\$ 2,001		\$ 1,715	\$ 2,048	\$ 217	\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	
	Health					\$ 1,416			\$ 1,748					
	Dental					\$ 37			\$ 104					
	Vision								\$ 40					
	Retiree Medical							\$ 119		\$ 100				
	Other Ins.							\$ 26						
Leaves	Vacation	\$ 679		\$ 841	\$ 843	\$ 496	\$ 505	\$ 1,243	\$ 826	\$ 1,012			\$ 943	
	Holidays	\$ 573		\$ 724	\$ 508	\$ 283	\$ 437	\$ 507	\$ 484	\$ 525			\$ 452	
	Admin Leave & Wellness Leave	\$ 293		\$ 280	\$ 422		\$ 337		\$ 258					
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,546	\$ 0	\$ 3,835	\$ 3,938	\$ 2,450	\$ 3,621	\$ 3,273	\$ 3,609	\$ 3,889	\$ 0	\$ 0	\$ 3,195	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Code Enforcement Technician	N/C	Code Compliance Technician	Code Compliance Technician	Code Compliance Assistant II	Code Enforcement Technician	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 5,867		\$ 6,237	\$ 4,931	\$ 3,741	\$ 5,208							
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62							
	Employee Cost Share													
	Social Security						\$ 323							
	Deferred Compensation													
	Other Ret.				\$ 72									
Insurance	Cafeteria	\$ 2,001		\$ 1,595	\$ 2,048		\$ 1,800							
	Health					\$ 1,416								
	Dental					\$ 37								
	Vision													
	Retiree Medical													
	Other Ins.													
Leaves	Vacation	\$ 451		\$ 540	\$ 436	\$ 252	\$ 300							
	Holidays	\$ 381		\$ 465	\$ 308	\$ 144	\$ 280							
	Admin Leave & Wellness Leave	\$ 25												
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,858	\$ 0	\$ 2,600	\$ 2,864	\$ 1,849	\$ 2,704	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Community Development Director	N/C	Director of Development Services	Planning and Development Director	Director of Development Services	Director of Community Development	Community Development Director	Development Services Director	Director of Development Services	Development Services Director	Community and Economic Development Director	Director of Community Development	Development Services Director
	Top Step	\$ 19,227		\$ 19,170	\$ 17,244	\$ 18,239	\$ 18,187	\$ 20,403	\$ 23,496	\$ 18,073	\$ 18,980	\$ 21,585	\$ 20,927	\$ 17,778
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 828				\$ 828			
	Deferred Compensation	\$ 961		\$ 724	\$ 50				\$ 250		\$ 853	\$ 100		\$ 1,600
	Other Ret.				\$ 250									
Insurance	Cafeteria	\$ 2,001		\$ 1,776	\$ 2,048	\$ 855	\$ 1,800	\$ 2,120		\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,494			\$ 1,748		\$ 2,581	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical				\$ 150			\$ 177		\$ 100				
	Other Ins.							\$ 26			\$ 13			\$ 21
Leaves	Vacation	\$ 1,849		\$ 1,659	\$ 1,326	\$ 1,438	\$ 1,049	\$ 3,492	\$ 2,169	\$ 1,877	\$ 3,924	\$ 2,075	\$ 2,344	\$ 1,197
	Holidays	\$ 1,123		\$ 1,429	\$ 1,078	\$ 702	\$ 979	\$ 1,177	\$ 1,271	\$ 973	\$ 1,022	\$ 1,079	\$ 1,046	\$ 940
	Admin Leave & Wellness Leave	\$ 823		\$ 829	\$ 895	\$ 631	\$ 700		\$ 1,356	\$ 348		\$ 830	\$ 805	\$ 855
	Ongoing Retention Incentive													
Allow	Auto	\$ 400		\$ 500	\$ 480	\$ 425	\$ 500	\$ 500	\$ 300			\$ 350		\$ 500
Benefit Package Total		\$ 7,157	\$ 0	\$ 6,917	\$ 6,278	\$ 5,582	\$ 5,856	\$ 7,492	\$ 7,237	\$ 5,550	\$ 9,367	\$ 6,120	\$ 5,995	\$ 6,512

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Community Services Coordinator	Recreation Coordinator	Community Services Coordinator	Community Services Program Coordinator	Supervisor I Community Services	N/C	Community Services Coordinator	Senior Recreation Coordinator	Program Coordinator	Program Specialist	Recreation Services Coordinator	Community Services Coordinator II	Recreation Coordinator
	Top Step	\$ 6,354	\$ 5,858	\$ 5,718	\$ 6,423	\$ 5,186		\$ 4,663	\$ 6,723	\$ 6,190	\$ 5,472	\$ 6,220	\$ 7,237	\$ 5,709
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security										\$ 339			
	Deferred Compensation								\$ 133			\$ 25		\$ 100
	Other Ret.				\$ 93									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048	\$ 174		\$ 1,378		\$ 2,281			\$ 1,800	\$ 1,400
	Health					\$ 1,416			\$ 1,648		\$ 1,950	\$ 1,576		
	Dental					\$ 37			\$ 104		\$ 122	\$ 85		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 98		\$ 100		\$ 100		
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 489	\$ 338	\$ 495	\$ 568	\$ 349		\$ 529	\$ 569	\$ 500	\$ 316	\$ 359	\$ 755	\$ 384
	Holidays	\$ 412	\$ 315	\$ 426	\$ 401	\$ 199		\$ 269	\$ 364	\$ 417	\$ 389	\$ 311	\$ 362	\$ 302
	Admin Leave & Wellness Leave	\$ 27						\$ 117						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,930	\$ 2,328	\$ 2,516	\$ 3,111	\$ 2,176	\$ 0	\$ 2,417	\$ 2,857	\$ 3,298	\$ 3,141	\$ 2,456	\$ 2,917	\$ 2,207

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Community Services Director	Community Services Director	Director of Community Services	Community Services Director	Director of Communications and Community Services	N/C	Parks and Community Services Director	Director of Community Services	Director of Parks & Recreation	N/C	Parks, Recreation and Community Services Director	Director of Community Services	N/C
	Top Step	\$ 19,227	\$ 14,974	\$ 19,170	\$ 17,244	\$ 13,611		\$ 20,403	\$ 23,496	\$ 15,973		\$ 20,559	\$ 20,417	
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62		2%@62	2%@62	
	Employee Cost Share													
	Social Security													
	Deferred Compensation	\$ 961		\$ 724	\$ 50				\$ 250			\$ 100		
	Other Ret.				\$ 250									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,776	\$ 2,048	\$ 669		\$ 2,120		\$ 2,252			\$ 1,800	
	Health					\$ 1,494			\$ 1,748			\$ 1,640		
	Dental					\$ 37			\$ 104			\$ 45		
	Vision								\$ 40					
	Retiree Medical				\$ 150			\$ 177		\$ 100				
	Other Ins.							\$ 26						
Leaves	Vacation	\$ 1,849	\$ 864	\$ 1,659	\$ 1,326	\$ 1,073		\$ 3,492	\$ 2,169	\$ 1,659		\$ 1,977	\$ 2,287	
	Holidays	\$ 1,123	\$ 806	\$ 1,429	\$ 1,078	\$ 524		\$ 1,177	\$ 1,271	\$ 860		\$ 1,028	\$ 1,021	
	Admin Leave & Wellness Leave	\$ 823	\$ 288	\$ 829	\$ 895	\$ 471			\$ 1,356	\$ 307		\$ 791	\$ 785	
	Ongoing Retention Incentive													
Allow	Auto	\$ 400		\$ 500	\$ 480	\$ 425		\$ 500	\$ 300			\$ 350		
Benefit Package Total		\$ 7,157	\$ 3,633	\$ 6,917	\$ 6,278	\$ 4,694	\$ 0	\$ 7,492	\$ 7,237	\$ 5,178	\$ 0	\$ 5,931	\$ 5,893	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Community Services Leader II	Recreation Specialist	Community Services Leader	Community Services Leader	Data Not Available	Community Program Aide	Recreation Aide	Recreation Leader	[Recreation Program Assistant/ Recreation Program Aide]	Program Aid II	Recreation Leader	Senior Recreation Leader	Recreation Specialist
	Top Step	\$ 3,396	\$ 3,575	\$ 3,406	\$ 3,443		\$ 3,308	\$ 4,222	\$ 3,451	\$ 4,717	\$ 3,825	\$ 2,903	\$ 5,249	\$ 4,245
Retirement	PEPRA													
	Employee Cost Share													
	Social Security													
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria													
	Health													
	Dental													
	Vision													
	Retiree Medical													
Leaves	Other Ins.													
	Vacation													
	Holidays													
	Admin Leave & Wellness Leave													
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Community Services Manager	Recreation Manager	Community Services Manager	Recreation Services Manager	N/C	Community Services Manager	Special Events and Facilities Division Manager	Parks and Community Services Manager	Data Not Available	N/C	Recreation Superintendent	Community Services Manager	Recreation & Community Services Manager
	Top Step	\$ 12,901	\$ 10,339	\$ 11,654	\$ 11,285		\$ 11,979	\$ 12,366	\$ 12,475			\$ 11,283	\$ 13,752	\$ 10,849
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62			2%@62	2%@62	2%@62
	Employee Cost Share						\$ 743							
	Social Security													
	Deferred Compensation			\$ 274					\$ 217			\$ 100		\$ 759
	Other Ret.				\$ 164									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715	\$ 2,048		\$ 1,800	\$ 1,378					\$ 1,800	\$ 1,400
	Health								\$ 1,748			\$ 1,640		
	Dental								\$ 104			\$ 45		
	Vision								\$ 40					
	Retiree Medical							\$ 137						
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 992	\$ 596	\$ 1,009	\$ 1,258		\$ 691	\$ 1,855	\$ 1,152			\$ 781	\$ 1,540	\$ 730
	Holidays	\$ 698	\$ 557	\$ 868	\$ 705		\$ 599	\$ 713	\$ 675			\$ 564	\$ 688	\$ 574
	Admin Leave & Wellness Leave	\$ 490	\$ 199	\$ 336	\$ 586		\$ 461		\$ 480			\$ 347	\$ 397	\$ 261
	Ongoing Retention Incentive													
Allow	Auto		\$ 350					\$ 350						
Benefit Package Total		\$ 4,181	\$ 3,377	\$ 4,202	\$ 4,762	\$ 0	\$ 4,293	\$ 4,459	\$ 4,414	\$ 0	\$ 0	\$ 3,477	\$ 4,425	\$ 3,745

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Community Services Manager-Maintenance and Projects	Grounds/Parks/Facilities Manager	N/C	Facilities, Parks, and Trails Manager	N/C	Parks and Facilities Manager	Parks and Landscape Services Division Manager	N/C	Data Not Available	N/C	Park Superintendent	N/C	N/C
	Top Step	\$ 12,901	\$ 11,696		\$ 11,285		\$ 10,841	\$ 12,984				\$ 11,283		
Retirement	PEPRA	2%@62	2%@62		2%@62		2%@62	2%@62				2%@62		
	Employee Cost Share						\$ 672							
	Social Security													
	Deferred Compensation											\$ 100		
Insurance	Other Ret.				\$ 164									
	Cafeteria	\$ 2,001	\$ 1,675		\$ 2,048		\$ 1,800	\$ 1,378						
	Health											\$ 1,640		
	Dental											\$ 45		
	Vision													
	Retiree Medical							\$ 140						
Leaves	Other Ins.							\$ 26						
	Vacation	\$ 992	\$ 675		\$ 1,258		\$ 625	\$ 1,948				\$ 781		
	Holidays	\$ 698	\$ 630		\$ 705		\$ 542	\$ 749				\$ 564		
	Admin Leave & Wellness Leave	\$ 490	\$ 225		\$ 586		\$ 417					\$ 347		
	Ongoing Retention Incentive													
Allow	Auto							\$ 350						
Benefit Package Total		\$ 4,181	\$ 3,204	\$ 0	\$ 4,762	\$ 0	\$ 4,057	\$ 4,590	\$ 0	\$ 0	\$ 0	\$ 3,477	\$ 0	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Community Services Officer II	Community Service Officer	Police Service Officer	Community Services Officer II	Community Services Officer	Community Services Officer II	N/C	Community Services Officer II	Community Service Officer	Community Service Officer II	Community Services Officer	N/C	Police Service Technician
	Top Step	\$ 7,164	\$ 6,155	\$ 5,384	\$ 4,907	\$ 5,231	\$ 6,100		\$ 5,772	\$ 6,339	\$ 5,638	\$ 5,814		\$ 5,302
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62		2%@62
	Employee Cost Share													
	Social Security						\$ 378				\$ 350			
	Deferred Compensation								\$ 133		\$ 72	\$ 25		\$ 100
	Other Ret.				\$ 71									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048		\$ 1,800			\$ 2,281				\$ 1,400
	Health					\$ 1,494			\$ 1,648		\$ 1,950	\$ 1,576		
	Dental					\$ 37			\$ 104		\$ 122	\$ 85		
	Vision								\$ 40		\$ 25			
	Retiree Medical									\$ 100		\$ 100		
	Other Ins.													\$ 21
Leaves	Vacation	\$ 551	\$ 355	\$ 466	\$ 434	\$ 352	\$ 352		\$ 488	\$ 512	\$ 325	\$ 335		\$ 357
	Holidays	\$ 465	\$ 331	\$ 401	\$ 307	\$ 201	\$ 446		\$ 312	\$ 427	\$ 401	\$ 291		\$ 280
	Admin Leave & Wellness Leave	\$ 31												
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,048	\$ 2,362	\$ 2,462	\$ 2,860	\$ 2,085	\$ 2,976	\$ 0	\$ 2,725	\$ 3,320	\$ 3,244	\$ 2,412	\$ 0	\$ 2,158

City of Menifee
Benefit Detail
December 2023

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Community Services Supervisor	N/C	Community Services Supervisor	Recreation Supervisor	Supervisor III-Community Services	Community Program Administrator	Community Services Supervisor	Recreation Supervisor	Recreation Supervisor	Recreation Supervisor	Recreation Supervisor	Community Services Supervisor II	Recreation & Community Services Supervisor
	Top Step	\$ 8,831		\$ 7,388	\$ 7,648	\$ 6,289	\$ 8,749	\$ 7,231	\$ 7,809	\$ 7,247	\$ 7,036	\$ 7,481	\$ 8,395	\$ 7,491
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 542				\$ 436			
	Deferred Compensation								\$ 150		\$ 100	\$ 100		\$ 524
	Other Ret.				\$ 111									
Insurance	Cafeteria	\$ 2,001		\$ 1,595	\$ 2,048	\$ 196	\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,416			\$ 1,748		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 111		\$ 100				
	Other Ins.							\$ 26			\$ 13			\$ 21
Leaves	Vacation	\$ 679		\$ 639	\$ 794	\$ 423	\$ 505	\$ 1,022	\$ 721	\$ 753	\$ 406	\$ 460	\$ 876	\$ 504
	Holidays	\$ 573		\$ 551	\$ 478	\$ 242	\$ 437	\$ 417	\$ 422	\$ 390	\$ 447	\$ 374	\$ 420	\$ 396
	Admin Leave & Wellness Leave	\$ 293			\$ 397		\$ 337		\$ 225		\$ 406			\$ 180
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,546	\$ 0	\$ 2,785	\$ 3,829	\$ 2,315	\$ 3,621	\$ 2,954	\$ 3,410	\$ 3,495	\$ 3,904	\$ 2,619	\$ 3,096	\$ 3,026

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Construction Manager	Project Manager (CIP)	Capital Projects Manager	Senior Project Manager	[Design and Construction Project Manager/ Project Manager]	Project Construction Manager	N/C	N/C	Project Manager	N/C	Construction Project Manager	N/C	N/C
	Top Step	\$ 12,335	\$ 10,862	\$ 12,885	\$ 11,062	\$ 9,673	\$ 11,396			\$ 11,026		\$ 11,499		
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62			2%@62		2%@62		
	Employee Cost Share						\$ 707							
	Social Security													
	Deferred Compensation			\$ 274								\$ 100		
	Other Ret.				\$ 160									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715	\$ 2,048	\$ 487	\$ 1,800			\$ 2,252				
	Health					\$ 1,494						\$ 1,640		
	Dental					\$ 37						\$ 45		
	Vision													
	Retiree Medical									\$ 100				
Leaves	Other Ins.													
	Vacation	\$ 949	\$ 627	\$ 1,115	\$ 1,233	\$ 763	\$ 657			\$ 1,145		\$ 796		
	Holidays	\$ 667	\$ 585	\$ 960	\$ 691	\$ 372	\$ 570			\$ 594		\$ 575		
	Admin Leave & Wellness Leave	\$ 469	\$ 209	\$ 372	\$ 574	\$ 167	\$ 438					\$ 354		
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 4,086	\$ 3,095	\$ 4,436	\$ 4,708	\$ 3,321	\$ 4,172	\$ 0	\$ 0	\$ 4,091	\$ 0	\$ 3,510	\$ 0	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Crime Analyst	N/C	Crime Analyst	Crime and Intelligence Analyst	Crime Analyst	Crime Analyst II	N/C	Senior Crime Analyst	Crime Analyst	Crime Analyst	Crime Analyst	N/C	Crime & Intelligence Analyst
	Top Step	\$ 9,423		\$ 7,858	\$ 6,785	\$ 6,236	\$ 6,741		\$ 8,165	\$ 7,172	\$ 7,734	\$ 7,897		\$ 7,678
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62		2%@62
	Employee Cost Share										\$ 480			
	Social Security						\$ 418							
	Deferred Compensation								\$ 133		\$ 130	\$ 25		\$ 537
	Other Ret.				\$ 98									
Insurance	Cafeteria	\$ 2,001		\$ 1,595	\$ 2,048	\$ 349	\$ 1,800			\$ 2,281				\$ 1,400
	Health					\$ 1,494			\$ 1,648		\$ 1,950	\$ 1,576		
	Dental					\$ 37			\$ 104		\$ 122	\$ 85		
	Vision								\$ 40		\$ 25			
	Retiree Medical									\$ 100		\$ 100		
Leaves	Other Ins.													\$ 21
	Vacation	\$ 725		\$ 680	\$ 600	\$ 492	\$ 389		\$ 691	\$ 579	\$ 446	\$ 456		\$ 517
	Holidays	\$ 612		\$ 586	\$ 424	\$ 240	\$ 493		\$ 442	\$ 483	\$ 550	\$ 395		\$ 406
	Admin Leave & Wellness Leave	\$ 313				\$ 108								\$ 185
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,650	\$ 0	\$ 2,861	\$ 3,171	\$ 2,721	\$ 3,099	\$ 0	\$ 3,057	\$ 3,443	\$ 3,703	\$ 2,636	\$ 0	\$ 3,066

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Deputy City Clerk II	Deputy City Clerk	Deputy City Clerk	Deputy City Clerk	Deputy City Clerk	City Clerk Specialist	Deputy City Clerk	Deputy City Clerk	Chief Deputy City Clerk	N/C	Deputy City Clerk	N/C	Deputy City Clerk
	Top Step	\$ 7,234	\$ 9,600	\$ 6,680	\$ 7,648	\$ 6,046	\$ 6,818	\$ 6,559	\$ 7,644	\$ 9,997		\$ 7,398		\$ 6,148
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62		2%@62
	Employee Cost Share													
	Social Security						\$ 423							
	Deferred Compensation								\$ 217			\$ 100		\$ 100
	Other Ret.				\$ 111									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048	\$ 342	\$ 1,800	\$ 1,378		\$ 2,252				\$ 1,400
	Health					\$ 1,495			\$ 1,748			\$ 1,640		
	Dental					\$ 37			\$ 104			\$ 45		
	Vision								\$ 40					
	Retiree Medical							\$ 108		\$ 100				
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 556	\$ 554	\$ 578	\$ 853	\$ 477	\$ 393	\$ 978	\$ 706	\$ 1,038		\$ 455		\$ 414
	Holidays	\$ 470	\$ 517	\$ 498	\$ 478	\$ 233	\$ 341	\$ 378	\$ 413	\$ 538		\$ 370		\$ 325
	Admin Leave & Wellness Leave	\$ 31	\$ 185				\$ 262	\$ 164	\$ 294					
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,058	\$ 2,930	\$ 2,671	\$ 3,490	\$ 2,583	\$ 3,219	\$ 3,031	\$ 3,521	\$ 3,928	\$ 0	\$ 2,610	\$ 0	\$ 2,260

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Deputy City Manager	Deputy City Manager	Deputy City Manager	N/C	Deputy City Manager	Deputy City Manager	Assistant City Manager	Deputy City Manager	Deputy City Manager	N/C	Deputy City Manager	N/C	N/C
	Top Step	\$ 20,211	\$ 19,167	\$ 14,349		\$ 18,239	\$ 19,117	\$ 23,579	\$ 24,670	\$ 20,116		\$ 17,226		
Retirement	PEPRA	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62		2%@62		
	Employee Cost Share						\$ 828							
	Social Security													
	Deferred Compensation	\$ 1,011		\$ 434					\$ 217			\$ 100		
	Other Ret.													
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715		\$ 855	\$ 1,800	\$ 2,120		\$ 2,252				
	Health					\$ 1,494			\$ 1,748			\$ 1,640		
	Dental					\$ 37			\$ 104			\$ 45		
	Vision								\$ 40					
	Retiree Medical							\$ 193		\$ 100				
	Other Ins.							\$ 26						
Leaves	Vacation	\$ 1,943	\$ 1,106	\$ 1,242		\$ 1,438	\$ 1,618	\$ 4,036	\$ 2,277	\$ 2,089		\$ 1,656		
	Holidays	\$ 1,181	\$ 1,032	\$ 1,069		\$ 702	\$ 1,029	\$ 1,360	\$ 1,334	\$ 1,083		\$ 861		
	Admin Leave & Wellness Leave	\$ 865	\$ 369	\$ 414		\$ 631	\$ 735		\$ 949	\$ 387		\$ 663		
	Ongoing Retention Incentive													
Allow	Auto	\$ 400	\$ 350			\$ 450	\$ 500	\$ 500				\$ 350		
Benefit Package Total		\$ 7,400	\$ 4,531	\$ 4,874	\$ 0	\$ 5,607	\$ 6,510	\$ 8,235	\$ 6,668	\$ 5,911	\$ 0	\$ 5,315	\$ 0	\$ 0

City of Menifee
Benefit Detail
December 2023

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Deputy Director - Community Development	N/C	Deputy Director Development Services	Planning Manager	City Planner	Development Services Manager	Planning Official/Division Manager	[Development Services Director/ Building Official]	Assistant Director of Planning	City Planner	City Planner	[Planning Manager/ Assistant Director of Community	Planning Manager
	Top Step	\$ 15,672		\$ 14,600	\$ 12,101	\$ 13,611	\$ 12,910	\$ 16,132	\$ 18,510	\$ 13,772	\$ 12,549	\$ 13,843	\$ 15,994	\$ 12,834
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share						\$ 800				\$ 778			
	Social Security										\$ 470	\$ 100		\$ 898
	Deferred Compensation	\$ 392		\$ 434					\$ 250					
	Other Ret.				\$ 175									
Insurance	Cafeteria	\$ 2,001		\$ 1,715	\$ 2,048	\$ 644	\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,494			\$ 1,748		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 156		\$ 100				
	Other Ins.							\$ 26			\$ 13			\$ 21
Leaves	Vacation	\$ 1,507		\$ 1,263	\$ 1,257	\$ 1,073	\$ 745	\$ 2,280	\$ 1,709	\$ 1,430	\$ 724	\$ 958	\$ 1,792	\$ 864
	Holidays	\$ 915		\$ 1,088	\$ 756	\$ 524	\$ 646	\$ 931	\$ 1,001	\$ 742	\$ 796	\$ 692	\$ 800	\$ 679
	Admin Leave & Wellness Leave	\$ 595		\$ 421	\$ 628	\$ 236	\$ 497		\$ 1,068	\$ 265	\$ 724	\$ 426	\$ 615	\$ 309
	Ongoing Retention Incentive													
Allow	Auto	\$ 200							\$ 300					
Benefit Package Total		\$ 5,610	\$ 0	\$ 4,922	\$ 4,865	\$ 4,009	\$ 4,487	\$ 4,770	\$ 6,219	\$ 4,789	\$ 5,602	\$ 3,861	\$ 5,006	\$ 4,170

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Deputy Public Works Director/City Engineer	Assistant Public Works Director	Deputy Director of Public Works	N/C	City Engineer	City Engineer	Engineering Division Manager/Assistant City Engineer	City Engineer	City Engineer	City Engineer	Deputy Public Works Director/City Engineer	N/C	N/C
	Top Step	\$ 16,148	\$ 14,974	\$ 14,600		\$ 16,544	\$ 15,312	\$ 16,132	\$ 15,040	\$ 17,202	\$ 14,199	\$ 18,471		
Retirement	PEPRA	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Employee Cost Share													
	Social Security						\$ 828				\$ 828			
	Deferred Compensation	\$ 404		\$ 434					\$ 217		\$ 520	\$ 100		
	Other Ret.													
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715		\$ 762	\$ 1,800	\$ 1,378		\$ 2,252				
	Health					\$ 1,494			\$ 1,748		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 156		\$ 100				
	Other Ins.							\$ 26			\$ 13			
Leaves	Vacation	\$ 1,553	\$ 864	\$ 1,263		\$ 1,304	\$ 1,237	\$ 2,280	\$ 1,388	\$ 1,786	\$ 819	\$ 1,279		
	Holidays	\$ 943	\$ 806	\$ 1,088		\$ 636	\$ 824	\$ 931	\$ 813	\$ 926	\$ 901	\$ 924		
	Admin Leave & Wellness Leave	\$ 613	\$ 288	\$ 421		\$ 286	\$ 589		\$ 578	\$ 331	\$ 819	\$ 568		
	Ongoing Retention Incentive													
Allow	Auto	\$ 200					\$ 500							
Benefit Package Total		\$ 5,714	\$ 3,633	\$ 4,922	\$ 0	\$ 4,521	\$ 5,778	\$ 4,770	\$ 4,888	\$ 5,395	\$ 5,996	\$ 4,556	\$ 0	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Digital Media Production Technician	N/C	N/C	N/C	Digital Media Technician	N/C	Audio Visual Technician ¹	Audio Video Technician	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 6,780				\$ 4,496		\$ 6,888	\$ 6,626					
Retirement	PEPRA	2%@62				2%@62			2%@62					
	Employee Cost Share													
	Social Security													
	Deferred Compensation								\$ 133					
	Other Ret.													
Insurance	Cafeteria	\$ 2,001				\$ 280								
	Health					\$ 1,495			\$ 1,648					
	Dental					\$ 37			\$ 104					
	Vision								\$ 40					
	Retiree Medical													
Leaves	Other Ins.													
	Vacation	\$ 522				\$ 354			\$ 561					
	Holidays	\$ 440				\$ 173			\$ 358					
	Admin Leave & Wellness Leave	\$ 29												
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,992	\$ 0	\$ 0	\$ 0	\$ 2,340	\$ 0	\$ 0	\$ 2,844	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

1 - City of Moreno Valley: Match is a part-time unbenefited classification.

City of Menifee
Benefit Detail
December 2023

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Director of Public Works and Engineering	Public Works Director	Director of Public Works	Public Works Director	N/C	Director of Public Works	Public Works Director/City Engineer	Director of Public Works/City Engineer	N/C	Director, Facilities and Community Services	Public Works Director	Director of Public Works/City Engineer	Director of Public Works/City Engineer
	Top Step	\$ 19,227	\$ 18,243	\$ 19,170	\$ 17,244		\$ 18,186	\$ 21,934	\$ 23,496		\$ 18,980	\$ 21,585	\$ 20,927	\$ 17,344
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 828				\$ 828			
	Deferred Compensation	\$ 961		\$ 724	\$ 50				\$ 250		\$ 853	\$ 100		\$ 1,561
	Other Ret.				\$ 250									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,776	\$ 2,048		\$ 1,800	\$ 2,120					\$ 1,800	\$ 1,400
	Health								\$ 1,748		\$ 2,581	\$ 1,640		
	Dental								\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical				\$ 150			\$ 185						
	Other Ins.							\$ 26			\$ 13			\$ 21
Leaves	Vacation	\$ 1,849	\$ 1,052	\$ 1,659	\$ 1,326		\$ 1,049	\$ 3,754	\$ 2,169		\$ 3,924	\$ 2,075	\$ 2,344	\$ 1,167
	Holidays	\$ 1,040	\$ 982	\$ 1,429	\$ 1,078		\$ 979	\$ 1,265	\$ 1,271		\$ 1,022	\$ 1,079	\$ 1,046	\$ 917
	Admin Leave & Wellness Leave	\$ 823	\$ 351	\$ 829	\$ 895		\$ 699		\$ 1,356			\$ 830	\$ 805	\$ 834
	Ongoing Retention Incentive													
Allow	Auto	\$ 400	\$ 350	\$ 500	\$ 480		\$ 500	\$ 500	\$ 300			\$ 350		\$ 500
Benefit Package Total		\$ 7,074	\$ 4,411	\$ 6,917	\$ 6,278	\$ 0	\$ 5,856	\$ 7,850	\$ 7,237	\$ 0	\$ 9,367	\$ 6,120	\$ 5,995	\$ 6,400

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Economic Development Director	N/C	N/C	Economic Development Director	Deputy Director of Economic Development	Director of Economic Development	Economic Development and Housing Director	Economic Development Director	Chief Economic Development Officer	[Economic Development Manager/ Development Services Director]	N/C	N/C	N/C
Retirement	Top Step	\$ 18,292			\$ 16,405	\$ 11,197	\$ 18,186	\$ 20,403	\$ 23,496	\$ 13,772	\$ 15,464			
	PEPRA	2%@62			2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62			
	Employee Cost Share													
	Social Security						\$ 828				\$ 828			
	Deferred Compensation	\$ 915			\$ 50				\$ 250		\$ 712			
Insurance	Other Ret.				\$ 238									
	Cafeteria	\$ 2,001			\$ 2,048	\$ 548	\$ 1,800	\$ 2,120		\$ 2,252				
	Health					\$ 1,494			\$ 1,748		\$ 2,581			
	Dental					\$ 37			\$ 104		\$ 122			
	Vision								\$ 40		\$ 25			
Leaves	Retiree Medical				\$ 150			\$ 177		\$ 100				
	Other Ins.							\$ 26			\$ 13			
	Vacation	\$ 1,759			\$ 1,262	\$ 883	\$ 1,049	\$ 3,492	\$ 2,169	\$ 1,430	\$ 3,197			
	Holidays	\$ 1,068			\$ 1,025	\$ 431	\$ 979	\$ 1,177	\$ 1,271	\$ 742	\$ 833			
	Admin Leave & Wellness Leave	\$ 783			\$ 852	\$ 194	\$ 699		\$ 1,356	\$ 265				
Allow	Ongoing Retention Incentive													
	Auto	\$ 400			\$ 480		\$ 500	\$ 500	\$ 300					
Benefit Package Total		\$ 6,926	\$ 0	\$ 0	\$ 6,105	\$ 3,587	\$ 5,856	\$ 7,492	\$ 7,237	\$ 4,789	\$ 8,310	\$ 0	\$ 0	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Economic Development Management Analyst II	Management Analyst II	N/C	Economic Development Administrator	N/C	Senior Economic Development Analyst	Management Analyst	Management Analyst	N/C	N/C	[Project Manager/ Project Coordinator]	Management Analyst	N/C
	Top Step	\$ 10,359	\$ 8,280		\$ 9,244		\$ 9,960	\$ 9,232	\$ 9,076			\$ 10,171	\$ 8,395	
Retirement	PEPRA	2%@62	2%@62		2%@62		2%@62	2%@62	2%@62			2%@62	2%@62	
	Employee Cost Share													
	Social Security						\$ 618							
	Deferred Compensation								\$ 217			\$ 100		
	Other Ret.				\$ 134									
Insurance	Cafeteria	\$ 2,001	\$ 1,675		\$ 2,048		\$ 1,800	\$ 1,378					\$ 1,800	
	Health								\$ 1,748			\$ 1,640		
	Dental								\$ 104			\$ 45		
	Vision								\$ 40					
	Retiree Medical						\$ 121							
	Other Ins.						\$ 26							
Leaves	Vacation	\$ 797	\$ 478		\$ 1,031		\$ 575	\$ 1,305	\$ 838			\$ 704	\$ 940	
	Holidays	\$ 672	\$ 446		\$ 578		\$ 498	\$ 533	\$ 491			\$ 509	\$ 420	
	Admin Leave & Wellness Leave	\$ 344	\$ 159		\$ 480		\$ 383		\$ 349			\$ 313		
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,814	\$ 2,758	\$ 0	\$ 4,271	\$ 0	\$ 3,873	\$ 3,362	\$ 3,786	\$ 0	\$ 0	\$ 3,311	\$ 3,160	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Engineering Manager	N/C	City Engineer	CIP Manager/Assistant Engineer	City Engineer	N/C	Principal Engineer	N/C	N/C	N/C	Engineering Manager	Engineering Manager	Engineering Manager
	Top Step	\$ 15,672		\$ 14,599	\$ 14,700	\$ 16,544		\$ 15,005				\$ 16,791	\$ 17,605	\$ 13,549
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62		2%@62				2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security													
	Deferred Compensation			\$ 274								\$ 100		\$ 948
Insurance	Other Ret.				\$ 213									
	Cafeteria	\$ 2,001		\$ 1,715	\$ 2,048	\$ 762		\$ 1,378					\$ 1,800	\$ 1,400
	Health					\$ 1,494						\$ 1,640		
	Dental					\$ 37						\$ 45		
	Vision													
	Retiree Medical							\$ 150						
Leaves	Other Ins.							\$ 26						\$ 21
	Vacation	\$ 1,206		\$ 1,263	\$ 1,639	\$ 1,304		\$ 2,251				\$ 1,162	\$ 1,972	\$ 912
	Holidays	\$ 848		\$ 1,088	\$ 919	\$ 636		\$ 866				\$ 840	\$ 880	\$ 717
	Admin Leave & Wellness Leave	\$ 595		\$ 421	\$ 763	\$ 286						\$ 517	\$ 508	\$ 326
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 4,649	\$ 0	\$ 4,761	\$ 5,583	\$ 4,521	\$ 0	\$ 4,670	\$ 0	\$ 0	\$ 0	\$ 4,304	\$ 5,160	\$ 4,323

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Engineering Technician II	Engineering Development Technician II	Engineering Technician	Engineering Technician	Engineering Technician II	Engineering Technician II	N/C	Civil Engineering Assistant	N/C	N/C	Engineering Technician	Engineering Technician II	Engineering Technician
	Top Step	\$ 7,446	\$ 6,155	\$ 6,680	\$ 6,141	\$ 5,899	\$ 6,584		\$ 7,519			\$ 7,557	\$ 7,795	\$ 6,787
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62			2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 408							
	Deferred Compensation								\$ 133			\$ 25		\$ 100
	Other Ret.				\$ 89									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048		\$ 1,800						\$ 1,800	\$ 1,400
	Health					\$ 1,416			\$ 1,648			\$ 1,576		
	Dental					\$ 37			\$ 104			\$ 85		
	Vision								\$ 40					
	Retiree Medical											\$ 100		
	Other Ins.													\$ 21
Leaves	Vacation	\$ 573	\$ 355	\$ 578	\$ 543	\$ 397	\$ 380		\$ 636			\$ 436	\$ 813	\$ 457
	Holidays	\$ 483	\$ 331	\$ 498	\$ 384	\$ 227	\$ 355		\$ 407			\$ 378	\$ 390	\$ 359
	Admin Leave & Wellness Leave	\$ 32												
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,089	\$ 2,362	\$ 2,671	\$ 3,064	\$ 2,078	\$ 2,943	\$ 0	\$ 2,968	\$ 0	\$ 0	\$ 2,600	\$ 3,003	\$ 2,337

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Executive Assistant	Executive Assistant	[Executive Assistant/ Executive Secretary]	Executive Assistant	[Executive Assistant Chief of Police/ Executive Assistant City Attorney]	Executive Assistant to the Chief of Police	Executive Assistant I	Executive Assistant	Executive Administrative Assistant	Senior Administrative Assistant	Executive Assistant	Executive Assistant	Executive Assistant to the City Manager
	Top Step	\$ 6,482	\$ 6,628	\$ 6,680	\$ 6,050	\$ 7,012	\$ 7,800	\$ 7,231	\$ 7,203	\$ 7,687	\$ 5,472	\$ 6,749	\$ 8,188	\$ 8,067
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 484				\$ 339			
	Deferred Compensation								\$ 133			\$ 100		\$ 645
	Other Ret.				\$ 88									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048	\$ 380	\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,495			\$ 1,648		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 111		\$ 100				
Leaves	Other Ins.							\$ 26						\$ 21
	Vacation	\$ 499	\$ 382	\$ 578	\$ 675	\$ 553	\$ 450	\$ 1,078	\$ 609	\$ 798	\$ 316	\$ 415	\$ 917	\$ 543
	Holidays	\$ 421	\$ 357	\$ 498	\$ 378	\$ 270	\$ 390	\$ 417	\$ 390	\$ 414	\$ 389	\$ 337	\$ 409	\$ 427
	Admin Leave & Wellness Leave	\$ 28			\$ 314		\$ 300	\$ 181		\$ 148				\$ 233
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,948	\$ 2,414	\$ 2,671	\$ 3,503	\$ 2,735	\$ 3,424	\$ 3,191	\$ 2,924	\$ 3,712	\$ 3,141	\$ 2,538	\$ 3,127	\$ 3,268

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Finance Manager	N/C	[Fiscal Services Manager/ Deputy Finance Director]	[Accounting Manager/Budget Manager]	Finance Manager	Finance Manager	Financial Operations Manager	Finance Manager	[Accounting Manager/ Budget Manager]	Finance Manager	[Debt and Treasury Manager/ Principal Management Analyst]	Fiscal Services Manager	N/C
Retirement	Top Step	\$ 13,494		\$ 11,774	\$ 11,229	\$ 10,157	\$ 11,980	\$ 15,005	\$ 12,767	\$ 11,302	\$ 11,369	\$ 14,037	\$ 14,097	
	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	
	Employee Cost Share													
	Social Security						\$ 743				\$ 705			
	Deferred Compensation			\$ 274					\$ 217		\$ 435	\$ 100		
Insurance	Other Ret.				\$ 163									
	Cafeteria	\$ 2,001		\$ 1,715	\$ 2,048	\$ 506	\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	
	Health					\$ 1,494			\$ 1,748		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
Leaves	Retiree Medical							\$ 150		\$ 100				
	Other Ins.							\$ 26			\$ 13			
	Vacation	\$ 1,038		\$ 1,019	\$ 1,252	\$ 801	\$ 691	\$ 2,251	\$ 1,178	\$ 1,174	\$ 656	\$ 972	\$ 1,579	
	Holidays	\$ 730		\$ 877	\$ 702	\$ 391	\$ 599	\$ 866	\$ 691	\$ 609	\$ 721	\$ 702	\$ 705	
	Admin Leave & Wellness Leave	\$ 513		\$ 340	\$ 583	\$ 176	\$ 461		\$ 491		\$ 656	\$ 432	\$ 407	
Allow	Ongoing Retention Incentive													
	Auto													
Benefit Package Total		\$ 4,281	\$ 0	\$ 4,225	\$ 4,748	\$ 3,405	\$ 4,294	\$ 4,670	\$ 4,468	\$ 4,134	\$ 5,282	\$ 3,891	\$ 4,491	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Financial Analyst	N/C	N/C	Financial Analyst II	Management Analyst II	Financial Analyst	Senior Management Analyst	Financial Analyst	N/C	N/C	Financial Analyst	Management Analyst	N/C
	Top Step	\$ 10,359			\$ 7,535	\$ 7,579	\$ 8,749	\$ 10,683	\$ 9,076			\$ 8,012	\$ 8,395	
Retirement	PEPRA	2%@62			2%@62	2%@62	2%@62	2%@62	2%@62			2%@62	2%@62	
	Employee Cost Share													
	Social Security						\$ 542							
	Deferred Compensation								\$ 217			\$ 100		
	Other Ret.				\$ 109									
Insurance	Cafeteria	\$ 2,001			\$ 2,048	\$ 403	\$ 1,800	\$ 1,378					\$ 1,800	
	Health					\$ 1,494			\$ 1,748			\$ 1,640		
	Dental					\$ 37			\$ 104			\$ 45		
	Vision								\$ 40					
	Retiree Medical							\$ 128						
	Other Ins.							\$ 26						
Leaves	Vacation	\$ 797			\$ 840	\$ 598	\$ 505	\$ 1,510	\$ 838			\$ 555	\$ 940	
	Holidays	\$ 672			\$ 471	\$ 292	\$ 437	\$ 616	\$ 491			\$ 401	\$ 420	
	Admin Leave & Wellness Leave	\$ 344			\$ 391	\$ 131	\$ 337		\$ 349			\$ 247		
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,814	\$ 0	\$ 0	\$ 3,860	\$ 2,955	\$ 3,621	\$ 3,658	\$ 3,786	\$ 0	\$ 0	\$ 2,987	\$ 3,160	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Fleet and Equipment Supervisor	Vehicle Maintenance Supervisor	Equipment Mechanic Supervisor	Fleet Superintendent	Fleet Maintenance Superintendent	Fleet Mechanic Supervisor	Fleet Maintenance Supervisor	N/C	[Fleet Maintenance Manager/ Fleet Maintenance Technician, Lead]	Fleet Services Coordinator	Fleet Management Supervisor	N/C	N/C
	Top Step	\$ 8,831	\$ 9,367	\$ 8,039	\$ 8,284	\$ 9,213	\$ 9,196	\$ 10,683		\$ 9,473	\$ 7,695	\$ 9,048		
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62		
	Employee Cost Share													
	Social Security						\$ 570				\$ 477			
	Deferred Compensation			\$ 274							\$ 100	\$ 100		
	Other Ret.				\$ 120									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715	\$ 2,048	\$ 469	\$ 1,800	\$ 1,378		\$ 2,252				
	Health					\$ 1,494					\$ 1,950	\$ 1,640		
	Dental					\$ 37					\$ 122	\$ 45		
	Vision										\$ 25			
	Retiree Medical							\$ 128		\$ 100				
	Other Ins.							\$ 26			\$ 13			
Leaves	Vacation	\$ 679	\$ 540	\$ 696	\$ 860	\$ 726	\$ 531	\$ 1,510		\$ 984	\$ 444	\$ 557		
	Holidays	\$ 573	\$ 504	\$ 599	\$ 518	\$ 354	\$ 460	\$ 616		\$ 510	\$ 488	\$ 452		
	Admin Leave & Wellness Leave	\$ 293	\$ 180	\$ 232	\$ 430	\$ 159	\$ 354				\$ 444			
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,546	\$ 2,900	\$ 3,516	\$ 3,977	\$ 3,241	\$ 3,714	\$ 3,658	\$ 0	\$ 3,846	\$ 4,062	\$ 2,794	\$ 0	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Fleet Technician II	Mechanic	Equipment Mechanic	Fleet Technician II	Equipment Mechanic II	Fleet Mechanic II	Vehicle/Equipment Technician	N/C	Fleet Technician II	Equipment Mechanic II	Mechanic	N/C	Equipment Mechanic
	Top Step	\$ 6,746	\$ 5,859	\$ 6,150	\$ 4,738	\$ 7,201	\$ 6,486	\$ 6,559		\$ 6,830	\$ 5,527	\$ 6,127		\$ 5,852
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62		2%@62
	Employee Cost Share										\$ 343			
	Social Security						\$ 402							
	Deferred Compensation											\$ 25		\$ 100
	Other Ret.				\$ 69									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048		\$ 1,800	\$ 1,378		\$ 2,281				\$ 1,400
	Health					\$ 1,416					\$ 1,950	\$ 1,576		
	Dental					\$ 37					\$ 122	\$ 85		
	Vision										\$ 25			
	Retiree Medical							\$ 108		\$ 100		\$ 100		
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 519	\$ 338	\$ 532	\$ 419	\$ 485	\$ 374	\$ 744		\$ 552	\$ 319	\$ 353		\$ 394
	Holidays	\$ 438	\$ 315	\$ 458	\$ 296	\$ 277	\$ 349	\$ 378		\$ 460	\$ 393	\$ 306		\$ 309
	Admin Leave & Wellness Leave	\$ 29						\$ 164						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,987	\$ 2,329	\$ 2,586	\$ 2,832	\$ 2,215	\$ 2,926	\$ 2,798	\$ 0	\$ 3,392	\$ 3,151	\$ 2,446	\$ 0	\$ 2,224

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		GIS Program Manager	N/C	N/C	GIS Administrator	GIS Manager	GIS Coordinator	GIS Administrator	[GIS Analyst/ IT Manager]	N/C	N/C	Innovation and Technology Officer I	N/C	N/C
	Top Step	\$ 10,359			\$ 8,707	\$ 10,665	\$ 8,159	\$ 11,776	\$ 10,643			\$ 11,846		
Retirement	PEPRA	2%@62			2%@62	2%@62	2%@62	2%@62	2%@62			2%@62		
	Employee Cost Share													
	Social Security						\$ 506							
	Deferred Compensation								\$ 217			\$ 100		
	Other Ret.				\$ 126									
Insurance	Cafeteria	\$ 2,001			\$ 2,048	\$ 527	\$ 1,800	\$ 1,378						
	Health					\$ 1,494			\$ 1,748			\$ 1,640		
	Dental					\$ 37			\$ 104			\$ 45		
	Vision								\$ 40					
	Retiree Medical							\$ 134						
	Other Ins.							\$ 26						
Leaves	Vacation	\$ 797			\$ 971	\$ 841	\$ 471	\$ 1,664	\$ 982			\$ 820		
	Holidays	\$ 672			\$ 544	\$ 410	\$ 408	\$ 679	\$ 576			\$ 592		
	Admin Leave & Wellness Leave	\$ 344			\$ 452	\$ 185			\$ 409			\$ 364		
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,814	\$ 0	\$ 0	\$ 4,142	\$ 3,494	\$ 3,185	\$ 3,881	\$ 4,075	\$ 0	\$ 0	\$ 3,562	\$ 0	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		GIS Technician	N/C	N/C	N/C	N/C	GIS Technician	GIS Specialist	GIS Technician	GIS Technician	GIS Technician	N/C	Information Technology Technician II	GIS Technician
	Top Step	\$ 6,780					\$ 6,584	\$ 7,973	\$ 6,626	\$ 8,118	\$ 6,290		\$ 6,720	\$ 6,149
Retirement	PEPRA	2%@62					2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 408				\$ 390			
	Deferred Compensation								\$ 133					\$ 100
	Other Ret.													
Insurance	Cafeteria	\$ 2,001					\$ 1,800	\$ 1,378		\$ 2,281			\$ 1,800	\$ 1,400
	Health								\$ 1,648		\$ 1,950			
	Dental								\$ 104		\$ 122			
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 115		\$ 100				
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 522					\$ 380	\$ 905	\$ 561	\$ 656	\$ 363		\$ 701	\$ 414
	Holidays	\$ 440					\$ 355	\$ 460	\$ 358	\$ 546	\$ 448		\$ 336	\$ 325
	Admin Leave & Wellness Leave	\$ 29						\$ 199						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,992	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,943	\$ 3,083	\$ 2,844	\$ 3,583	\$ 3,297	\$ 0	\$ 2,837	\$ 2,260

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Human Resources Analyst II	HR/Risk Analyst	HR and Risk Analyst	Human Resources Analyst	Human Resources Analyst II	Human Resources Analyst	Human Resources Analyst	Human Resources Analyst	Human Resources Specialist, Senior	Human Resources Analyst	Human Resources Analyst	Management Analyst	Human Resources Analyst II
	Top Step	\$ 9,423	\$ 8,280	\$ 8,941	\$ 7,648	\$ 7,217	\$ 9,060	\$ 9,232	\$ 9,076	\$ 9,052	\$ 8,250	\$ 8,402	\$ 8,395	\$ 8,067
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 562				\$ 512			
	Deferred Compensation			\$ 274					\$ 133		\$ 100	\$ 100		\$ 645
	Other Ret.				\$ 111									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715	\$ 2,048	\$ 389	\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,494			\$ 1,748		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 121		\$ 100				
	Other Ins.							\$ 26			\$ 13			\$ 21
Leaves	Vacation	\$ 725	\$ 478	\$ 774	\$ 853	\$ 569	\$ 523	\$ 1,376	\$ 838	\$ 940	\$ 476	\$ 582	\$ 940	\$ 543
	Holidays	\$ 612	\$ 446	\$ 666	\$ 478	\$ 278	\$ 453	\$ 533	\$ 491	\$ 487	\$ 524	\$ 420	\$ 420	\$ 427
	Admin Leave & Wellness Leave	\$ 313	\$ 159	\$ 258	\$ 397	\$ 125	\$ 348	\$ 231			\$ 476	\$ 259		\$ 233
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,650	\$ 2,758	\$ 3,687	\$ 3,887	\$ 2,892	\$ 3,686	\$ 3,664	\$ 3,353	\$ 3,779	\$ 4,196	\$ 3,045	\$ 3,160	\$ 3,268

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Human Resources Assistant	N/C	Administrative Secretary - Human Resources	N/C	Human Resources Technician II	Human Resources Assistant	N/C	N/C	Administrative Assistant	Administrative Assistant II	Senior Administrative Assistant	Human Resources Assistant	N/C
	Top Step	\$ 5,128		\$ 5,809		\$ 5,755	\$ 6,170			\$ 5,889	\$ 4,713	\$ 5,766	\$ 5,940	
Retirement	PEPRA	2%@62		2%@62		2%@62	2%@62			2%@62	2%@62	2%@62	2%@62	
	Employee Cost Share						\$ 383				\$ 292			
	Social Security											\$ 100		
	Deferred Compensation													
Insurance	Other Ret.													
	Cafeteria	\$ 2,001		\$ 1,595		\$ 330	\$ 1,800			\$ 2,281			\$ 1,800	
	Health					\$ 1,495					\$ 1,950	\$ 1,640		
	Dental					\$ 37					\$ 122	\$ 45		
	Vision										\$ 25			
	Retiree Medical									\$ 100				
Leaves	Other Ins.													
	Vacation	\$ 394		\$ 503		\$ 454	\$ 356			\$ 476	\$ 272	\$ 355	\$ 620	
	Holidays	\$ 333		\$ 433		\$ 221	\$ 309			\$ 396	\$ 335	\$ 288	\$ 297	
	Admin Leave & Wellness Leave	\$ 22												
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,750	\$ 0	\$ 2,531	\$ 0	\$ 2,538	\$ 2,847	\$ 0	\$ 0	\$ 3,253	\$ 2,996	\$ 2,428	\$ 2,717	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Human Resources Manager	N/C	N/C	Human Resources Manager	Human Resources Manager	N/C	Human Resources Division Manager	Human Resources Manager	Human Resources Manager	Human Resources Manager	[Deputy Human Resources Director/ Principal Human Resources Analyst]	[Assistant Director of Human Resources-Risk Management/ Human Resources Supervisor]	N/C
	Top Step	\$ 13,494			\$ 11,513	\$ 11,758		\$ 16,132	\$ 13,524	\$ 11,993	\$ 11,369	\$ 13,060	\$ 12,607	
Retirement	PEPRA	2%@62			2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	
	Employee Cost Share													
	Social Security										\$ 705			
	Deferred Compensation								\$ 217		\$ 435	\$ 100		
	Other Ret.				\$ 167									
Insurance	Cafeteria	\$ 2,001			\$ 2,048	\$ 570		\$ 1,378		\$ 2,252			\$ 1,800	
	Health					\$ 1,494			\$ 1,748		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 156		\$ 100				
	Other Ins.							\$ 26			\$ 13			
Leaves	Vacation	\$ 1,038			\$ 1,284	\$ 927		\$ 2,420	\$ 1,248	\$ 1,245	\$ 656	\$ 904	\$ 1,412	
	Holidays	\$ 876			\$ 720	\$ 452		\$ 931	\$ 731	\$ 646	\$ 721	\$ 653	\$ 630	
	Admin Leave & Wellness Leave	\$ 513			\$ 598	\$ 204			\$ 520	\$ 231	\$ 656	\$ 402	\$ 364	
	Ongoing Retention Incentive													
Allow	Auto							\$ 350						
Benefit Package Total		\$ 4,427	\$ 0	\$ 0	\$ 4,816	\$ 3,685	\$ 0	\$ 5,260	\$ 4,608	\$ 4,474	\$ 5,282	\$ 3,744	\$ 4,206	\$ 0

Agency		City of Meniffee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Human Resources Technician II	Human Resources Payroll Technician	HR Technician	Human Resources Specialist	Human Resources Coordinator	N/C	Management Assistant	Human Resources Technician	Human Resources Technician	Human Resources Specialist	Human Resources Specialist	Human Resources Technician II	Human Resources Technician
	Top Step	\$ 6,167	\$ 5,859	\$ 5,829	\$ 5,670	\$ 6,511		\$ 8,374	\$ 6,624	\$ 6,500	\$ 6,897	\$ 5,899	\$ 6,888	\$ 5,998
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share										\$ 428			
	Social Security										\$ 100			\$ 100
	Deferred Compensation								\$ 133					
	Other Ret.				\$ 82									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048	\$ 360		\$ 1,378		\$ 2,281			\$ 1,800	\$ 1,400
	Health					\$ 1,495			\$ 1,648		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 117		\$ 100				
	Other Ins.							\$ 26			\$ 13			\$ 21
Leaves	Vacation	\$ 474	\$ 338	\$ 504	\$ 502	\$ 513		\$ 1,248	\$ 560	\$ 525	\$ 398	\$ 363	\$ 719	\$ 404
	Holidays	\$ 400	\$ 315	\$ 434	\$ 354	\$ 250		\$ 483	\$ 358	\$ 438	\$ 438	\$ 295	\$ 344	\$ 317
	Admin Leave & Wellness Leave	\$ 27						\$ 209			\$ 398			
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,902	\$ 2,328	\$ 2,534	\$ 2,987	\$ 2,657	\$ 0	\$ 3,461	\$ 2,843	\$ 3,344	\$ 3,870	\$ 2,443	\$ 2,863	\$ 2,242

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Investigative Technician II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Digital Forensic Examiner	N/C	N/C	Police Civilian Investigator
	Top Step	\$ 7,164									\$ 7,968			\$ 6,787
Retirement	PEPRA	2%@62									2%@62			2%@62
	Employee Cost Share													
	Social Security										\$ 494			
	Deferred Compensation										\$ 130			\$ 100
	Other Ret.													
Insurance	Cafeteria	\$ 2,001												\$ 1,400
	Health										\$ 1,950			
	Dental										\$ 122			
	Vision										\$ 25			
	Retiree Medical													
Leaves	Other Ins.													\$ 21
	Vacation	\$ 551									\$ 460			\$ 457
	Holidays	\$ 465									\$ 567			\$ 359
	Admin Leave & Wellness Leave	\$ 31												
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,048	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,747	\$ 0	\$ 0	\$ 2,337

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		IT Analyst II	IT Analyst II	IT Analyst	Applications Analyst	Systems Analyst II	IT Analyst	Application Analyst	IT Analyst	Business Systems Analyst	Systems Administrator	Innovation and Technology Analyst II	Senior Information Technology Specialist	Information Technology Specialist
	Top Step	\$ 9,423	\$ 8,485	\$ 8,579	\$ 7,497	\$ 8,543	\$ 7,275	\$ 10,683	\$ 8,520	\$ 9,512	\$ 8,066	\$ 8,980	\$ 9,495	\$ 6,787
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 451				\$ 500			
	Deferred Compensation			\$ 274					\$ 150			\$ 100		\$ 100
	Other Ret.				\$ 109									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715	\$ 2,048	\$ 442	\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,495			\$ 1,748		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 128		\$ 100				
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 725	\$ 490	\$ 742	\$ 663	\$ 674	\$ 420	\$ 1,510	\$ 786	\$ 988	\$ 465	\$ 622	\$ 991	\$ 457
	Holidays	\$ 612	\$ 457	\$ 639	\$ 469	\$ 329	\$ 364	\$ 616	\$ 461	\$ 512	\$ 574	\$ 449	\$ 475	\$ 359
	Admin Leave & Wellness Leave	\$ 313		\$ 247			\$ 280		\$ 246			\$ 276		
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,650	\$ 2,621	\$ 3,618	\$ 3,289	\$ 2,976	\$ 3,314	\$ 3,658	\$ 3,534	\$ 3,852	\$ 3,636	\$ 3,132	\$ 3,265	\$ 2,337

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		IT Director	N/C	N/C	Chief Information Officer	Director of Information Systems	Director of Information Technology	N/C	[Administrative Services Director/ IT Manager]	Director of Information Technology	N/C	Chief Innovation Officer	Director of Information Technology/Support Services	N/C
	Top Step	\$ 19,277			\$ 17,244	\$ 15,756	\$ 16,918		\$ 17,214	\$ 16,780		\$ 20,559	\$ 20,417	
Retirement	PEPRA	2%@62			2%@62	2%@62	2%@62		2%@62	2%@62		2%@62	2%@62	
	Employee Cost Share													
	Social Security						\$ 828							
	Deferred Compensation	\$ 964			\$ 50				\$ 250			\$ 100		
Insurance	Other Ret.				\$ 250									
	Cafeteria	\$ 2,001			\$ 2,048	\$ 755	\$ 1,800			\$ 2,252			\$ 1,800	
	Health					\$ 1,494			\$ 1,748			\$ 1,640		
	Dental					\$ 37			\$ 104			\$ 45		
	Vision								\$ 40					
	Retiree Medical				\$ 150					\$ 100				
Leaves	Other Ins.													
	Vacation	\$ 1,854			\$ 1,326	\$ 1,242	\$ 976		\$ 1,589	\$ 1,743		\$ 1,977	\$ 2,287	
	Holidays	\$ 1,126			\$ 1,078	\$ 606	\$ 911		\$ 931	\$ 904		\$ 1,028	\$ 1,021	
	Admin Leave & Wellness Leave	\$ 825			\$ 895	\$ 545	\$ 651		\$ 993	\$ 323		\$ 791	\$ 785	
	Ongoing Retention Incentive													
Allow	Auto	\$ 400			\$ 480	\$ 425	\$ 500		\$ 300			\$ 350		
Benefit Package Total		\$ 7,169	\$ 0	\$ 0	\$ 6,278	\$ 5,106	\$ 5,665	\$ 0	\$ 5,955	\$ 5,321	\$ 0	\$ 5,931	\$ 5,893	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		IT Manager	IT Manager	IT Manager	[Deputy CIO/Senior Network Architect]	N/C	N/C	N/C	IT Manager	N/C	IT Manager	Innovation and Technology Officer II	Information Technology Manager	Information Technology Manager
	Top Step	\$ 12,901	\$ 14,609	\$ 12,786	\$ 13,692				\$ 12,767		\$ 12,863	\$ 13,560	\$ 15,181	\$ 12,582
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62				2%@62		2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security										\$ 798			
	Deferred Compensation			\$ 274					\$ 217		\$ 480	\$ 100		\$ 881
	Other Ret.				\$ 199									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715	\$ 2,048								\$ 1,800	\$ 1,400
	Health								\$ 1,748		\$ 1,950	\$ 1,640		
	Dental								\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical													
	Other Ins.										\$ 13			\$ 21
Leaves	Vacation	\$ 992	\$ 843	\$ 1,106	\$ 1,527				\$ 1,178		\$ 742	\$ 939	\$ 1,701	\$ 847
	Holidays	\$ 837	\$ 787	\$ 953	\$ 856				\$ 691		\$ 816	\$ 678	\$ 759	\$ 665
	Admin Leave & Wellness Leave	\$ 490	\$ 281	\$ 369	\$ 711				\$ 491		\$ 742	\$ 417	\$ 438	\$ 302
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 4,321	\$ 3,585	\$ 4,417	\$ 5,340	\$ 0	\$ 0	\$ 0	\$ 4,468	\$ 0	\$ 5,687	\$ 3,819	\$ 4,698	\$ 4,116

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		IT Technician II	IT Analyst I	IT Specialist	Help Desk III	Network Systems Technician II	IT Support Technician	Information Technology Technician	IT Technician	Information Technology Technician	Help Desk Technician	Innovation and Technology Technician II	Information Technology Technician II	N/C
	Top Step	\$ 6,780	\$ 6,965	\$ 6,236	\$ 5,314	\$ 6,046	\$ 6,717	\$ 7,594	\$ 7,350	\$ 8,118	\$ 6,166	\$ 6,604	\$ 6,720	
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	
	Employee Cost Share													
	Social Security						\$ 416				\$ 382			
	Deferred Compensation								\$ 133			\$ 100		
	Other Ret.				\$ 77									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048	\$ 342	\$ 1,800	\$ 1,378		\$ 2,281			\$ 1,800	
	Health					\$ 1,495			\$ 1,648		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 113		\$ 100				
	Other Ins.							\$ 26						
Leaves	Vacation	\$ 522	\$ 402	\$ 540	\$ 470	\$ 477	\$ 388	\$ 862	\$ 622	\$ 656	\$ 356	\$ 406	\$ 701	
	Holidays	\$ 440	\$ 375	\$ 465	\$ 332	\$ 233	\$ 362	\$ 438	\$ 398	\$ 546	\$ 439	\$ 330	\$ 336	
	Admin Leave & Wellness Leave	\$ 29						\$ 190						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,992	\$ 2,452	\$ 2,599	\$ 2,928	\$ 2,583	\$ 2,966	\$ 3,006	\$ 2,944	\$ 3,583	\$ 3,273	\$ 2,522	\$ 2,837	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Maintenance Supervisor	[Building Grounds Maintenance Supervisor/ Street Maintenance Supervisor]	[Building Maintenance Supervisor/ Grounds Supervisor/ Streets Supervisor/ Public Works Supervisor]	Maintenance Supervisor	Maintenance Supervisor	[Streets Supervisor/ Parks Services Supervisor]	Parks Maintenance Supervisor	Maintenance Supervisor	Maintenance Supervisor II	Field Services Coordinator	Building Services Supervisor	Maintenance Supervisor	Operations Supervisor
Retirement	Top Step	\$ 8,831	\$ 8,485	\$ 8,039	\$ 9,062	\$ 7,551	\$ 9,196	\$ 9,691	\$ 8,484	\$ 9,275	\$ 8,088	\$ 9,048	\$ 10,743	\$ 8,067
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 570				\$ 501			
	Deferred Compensation			\$ 274					\$ 150		\$ 100	\$ 100		\$ 565
Insurance	Other Ret.				\$ 131									
	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715	\$ 2,048	\$ 221	\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,416			\$ 1,748		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 123		\$ 100				
	Other Ins.							\$ 26			\$ 13			\$ 21
Leaves	Vacation	\$ 679	\$ 490	\$ 696	\$ 941	\$ 508	\$ 531	\$ 1,370	\$ 783	\$ 963	\$ 467	\$ 557	\$ 1,203	\$ 543
	Holidays	\$ 573	\$ 457	\$ 599	\$ 566	\$ 290	\$ 460	\$ 559	\$ 459	\$ 499	\$ 513	\$ 452	\$ 537	\$ 427
	Admin Leave & Wellness Leave	\$ 293		\$ 232	\$ 471		\$ 354		\$ 245		\$ 467		\$ 310	\$ 194
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,546	\$ 2,621	\$ 3,516	\$ 4,158	\$ 2,473	\$ 3,714	\$ 3,456	\$ 3,528	\$ 3,815	\$ 4,157	\$ 2,794	\$ 3,851	\$ 3,149

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Maintenance Worker II	[Building Grounds Maintenance Worker/ Street Maintenance Worker]	[Maintenance Worker/ Building Maintenance Worker]	[Facilities Maintenance Technician II/ Street Maintenance Worker]	Maintenance Technician II	[Street Maintenance Worker/ Facilities Maintenance Worker]	[Facilities Maintenance Mechanic/ Maintenance Worker II]	Maintenance Worker II	Street/Traffic Maintenance Worker	[Grounds Maintenance Worker II/ Maintenance Worker]	[Building Maintenance Specialist/ Street Maintenance Worker/ Park Maintenance Worker]	Maintenance Worker II	Maintenance Worker II
	Top Step	\$ 5,666	\$ 5,859	\$ 5,195	\$ 5,503	\$ 5,139	\$ 5,313	\$ 5,951	\$ 5,127	\$ 5,607	\$ 4,620	\$ 6,674	\$ 6,087	\$ 4,803
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 329				\$ 286			
	Deferred Compensation								\$ 133			\$ 25		\$ 100
	Other Ret.				\$ 80									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048		\$ 1,800	\$ 1,378		\$ 2,281			\$ 1,800	\$ 1,400
	Health					\$ 1,416			\$ 1,648		\$ 1,950	\$ 1,576		
	Dental					\$ 37			\$ 104		\$ 122	\$ 85		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 105		\$ 100		\$ 100		
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 436	\$ 338	\$ 450	\$ 487	\$ 346	\$ 307	\$ 675	\$ 434	\$ 453	\$ 267	\$ 385	\$ 635	\$ 323
	Holidays	\$ 368	\$ 315	\$ 387	\$ 344	\$ 198	\$ 286	\$ 343	\$ 277	\$ 377	\$ 329	\$ 334	\$ 304	\$ 254
	Admin Leave & Wellness Leave	\$ 25						\$ 149						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,829	\$ 2,328	\$ 2,432	\$ 2,959	\$ 1,997	\$ 2,722	\$ 2,676	\$ 2,636	\$ 3,211	\$ 2,978	\$ 2,505	\$ 2,739	\$ 2,098

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Management Aide	N/C	Management Aide	N/C	Administrative Coordinator	N/C	Management Aide	N/C	N/C	N/C	Police Administrative Specialist	Management Aide II	N/C
	Top Step	\$ 7,091		\$ 6,215		\$ 5,214		\$ 6,888				\$ 4,918	\$ 5,654	
Retirement	PEPRA	2%@62		2%@62		2%@62		2%@62				2%@62	2%@62	
	Employee Cost Share													
	Social Security													
	Deferred Compensation											\$ 100		
	Other Ret.													
Insurance	Cafeteria	\$ 2,001		\$ 1,595		\$ 309		\$ 1,378					\$ 1,800	
	Health					\$ 1,495						\$ 1,640		
	Dental					\$ 37						\$ 45		
	Vision													
	Retiree Medical							\$ 109						
	Other Ins.							\$ 26						
Leaves	Vacation	\$ 545		\$ 538		\$ 411		\$ 782				\$ 303	\$ 633	
	Holidays	\$ 460		\$ 463		\$ 201		\$ 397				\$ 246	\$ 283	
	Admin Leave & Wellness Leave	\$ 31						\$ 172						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,037	\$ 0	\$ 2,596	\$ 0	\$ 2,453	\$ 0	\$ 2,864	\$ 0	\$ 0	\$ 0	\$ 2,334	\$ 2,716	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Management Analyst II	Management Analyst II	Management Analyst	Management Analyst II	Management Analyst II	Management Analyst	Management Analyst	Management Analyst	Executive Program Administrator	Management Analyst	Senior Administrative Analyst	Management Analyst	Management Analyst II
	Top Step	\$ 9,423	\$ 8,280	\$ 8,940	\$ 7,648	\$ 7,579	\$ 8,323	\$ 9,232	\$ 9,076	\$ 9,141	\$ 7,619	\$ 9,023	\$ 8,395	\$ 7,870
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 516				\$ 472			
	Deferred Compensation			\$ 274					\$ 217		\$ 100	\$ 100		\$ 551
	Other Ret.				\$ 111									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715	\$ 2,048	\$ 403	\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,494			\$ 1,748		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 121		\$ 100				
	Other Ins.							\$ 26			\$ 13			\$ 21
Leaves	Vacation	\$ 725	\$ 478	\$ 774	\$ 853	\$ 598	\$ 480	\$ 1,305	\$ 838	\$ 949	\$ 440	\$ 625	\$ 940	\$ 530
	Holidays	\$ 612	\$ 446	\$ 666	\$ 478	\$ 292	\$ 416	\$ 533	\$ 491	\$ 492	\$ 484	\$ 451	\$ 420	\$ 416
	Admin Leave & Wellness Leave	\$ 313	\$ 159	\$ 258		\$ 131	\$ 320		\$ 349	\$ 176	\$ 440	\$ 278		\$ 189
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,650	\$ 2,758	\$ 3,687	\$ 3,490	\$ 2,955	\$ 3,532	\$ 3,362	\$ 3,786	\$ 3,969	\$ 4,044	\$ 3,138	\$ 3,160	\$ 3,107

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Media and Public Information Specialist	N/C	N/C	[Digital Media Specialist/ Social Media Specialist]	N/C	N/C	N/C	Communications Specialist	Community Outreach & Media Specialist	N/C	[Project Assistant/ Media Production Technician]	Multimedia Specialist II	Communications Information Specialist ¹
	Top Step	\$ 7,091			\$ 5,394				\$ 6,626	\$ 7,172		\$ 7,247	\$ 7,604	\$ 7,871
Retirement	PEPRA	2%@62			2%@62				2%@62	2%@62		2%@62	2%@62	
	Employee Cost Share													
	Social Security													
	Deferred Compensation								\$ 133			\$ 25		
	Other Ret.				\$ 78									
Insurance	Cafeteria	\$ 2,001			\$ 2,048					\$ 2,281			\$ 1,800	
	Health								\$ 1,648			\$ 1,576		
	Dental								\$ 104			\$ 85		
	Vision								\$ 40					
	Retiree Medical									\$ 100		\$ 100		
	Other Ins.													
Leaves	Vacation	\$ 545			\$ 477				\$ 561	\$ 579		\$ 418	\$ 793	
	Holidays	\$ 460			\$ 337				\$ 358	\$ 483		\$ 362	\$ 380	
	Admin Leave & Wellness Leave	\$ 31												
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,037	\$ 0	\$ 0	\$ 2,941	\$ 0	\$ 0	\$ 0	\$ 2,844	\$ 3,443	\$ 0	\$ 2,566	\$ 2,974	\$ 0

1 - City of Upland: Match is a part-time unbenefited classification.

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Media Production Coordinator	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Multimedia Coordinator	N/C
	Top Step	\$ 8,113											\$ 8,395	
Retirement	PEPRA	2%@62											2%@62	
	Employee Cost Share													
	Social Security													
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria	\$ 2,001											\$ 1,800	
	Health													
	Dental													
	Vision													
	Retiree Medical													
Leaves	Other Ins.													
	Vacation	\$ 624											\$ 876	
	Holidays	\$ 527											\$ 420	
	Admin Leave & Wellness Leave	\$ 35												
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,187	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,096	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Office Assistant II	N/C	Clerk Typist II	Office Assistant	Administrative Aide	Office Assistant	Senior Office Assistant	Office Assistant II	Executive Services Assistant	N/C	Office Specialist	Office Specialist II	Office Assistant
	Top Step	\$ 4,595		\$ 4,399	\$ 3,748	\$ 3,343	\$ 4,484	\$ 5,396	\$ 5,247	\$ 5,204		\$ 4,404	\$ 5,380	\$ 4,245
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 278							
	Deferred Compensation								\$ 133			\$ 25		\$ 100
	Other Ret.				\$ 54									
Insurance	Cafeteria	\$ 2,001		\$ 1,595	\$ 2,048		\$ 1,800	\$ 1,378		\$ 2,281			\$ 1,800	\$ 1,400
	Health					\$ 1,416			\$ 1,648			\$ 1,576		
	Dental					\$ 37			\$ 104			\$ 85		
	Vision								\$ 40					
	Retiree Medical							\$ 102		\$ 100		\$ 100		
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 353		\$ 381	\$ 332	\$ 225	\$ 259	\$ 612	\$ 444	\$ 420		\$ 254	\$ 561	\$ 286
	Holidays	\$ 298		\$ 328	\$ 234	\$ 129	\$ 241	\$ 311	\$ 284	\$ 350		\$ 220	\$ 269	\$ 225
	Admin Leave & Wellness Leave	\$ 20						\$ 135						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,673	\$ 0	\$ 2,303	\$ 2,669	\$ 1,807	\$ 2,578	\$ 2,564	\$ 2,652	\$ 3,152	\$ 0	\$ 2,260	\$ 2,630	\$ 2,031

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Park Ranger	N/C	N/C	Park Ranger	Park Ranger	N/C	Park Ranger	Park Ranger	Park Ranger	N/C	Park Ranger	Park Attendant II	Park Ranger
	Top Step	\$ 6,354			\$ 4,059	\$ 5,179		\$ 6,247	\$ 6,093	\$ 4,717		\$ 5,925	\$ 7,419	\$ 4,803
Retirement	PEPRA	2%@62			2%@62	2%@62		2%@62	2%@62	2%@62		2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security													
	Deferred Compensation							\$ 133				\$ 25		\$ 100
	Other Ret.				\$ 59									
Insurance	Cafeteria	\$ 2,001			\$ 2,048			\$ 1,378		\$ 2,281			\$ 1,800	\$ 1,400
	Health					\$ 1,416			\$ 1,648			\$ 1,576		
	Dental					\$ 37			\$ 104			\$ 85		
	Vision								\$ 40					
	Retiree Medical							\$ 106		\$ 100		\$ 100		
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 489			\$ 359	\$ 349		\$ 709	\$ 516	\$ 381		\$ 342	\$ 774	\$ 323
	Holidays	\$ 412			\$ 254	\$ 199		\$ 360	\$ 330	\$ 317		\$ 296	\$ 371	\$ 254
	Admin Leave & Wellness Leave	\$ 27						\$ 156						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,930	\$ 0	\$ 0	\$ 2,720	\$ 2,001	\$ 0	\$ 2,735	\$ 2,770	\$ 3,079	\$ 0	\$ 2,424	\$ 2,945	\$ 2,098

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Permit Center Coordinator	N/C	[Permit & Inspection Supervisor/ Permit Technician]	N/C	N/C	Senior Building Permit Technician	Senior Permit Technician	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 8,113		\$ 7,980			\$ 6,818	\$ 7,594						
Retirement	PEPRA	2%@62		2%@62			2%@62	2%@62						
	Employee Cost Share													
	Social Security						\$ 423							
	Deferred Compensation			\$ 274										
	Other Ret.													
Insurance	Cafeteria	\$ 2,001		\$ 1,715			\$ 1,800	\$ 1,378						
	Health													
	Dental													
	Vision													
	Retiree Medical							\$ 113						
Leaves	Other Ins.							\$ 26						
	Vacation	\$ 624		\$ 691			\$ 393	\$ 862						
	Holidays	\$ 527		\$ 595			\$ 341	\$ 438						
	Admin Leave & Wellness Leave	\$ 269		\$ 230			\$ 262	\$ 190						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,421	\$ 0	\$ 3,504	\$ 0	\$ 0	\$ 3,219	\$ 3,006	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Permit Technician II	Building Permit Technician	Permit Technician	Building Permit Technician	Development Technician II- Building	Permit Technician II	Permit Technician	Development Services Technician	Permit Center Technician	Permit Technician II	Permit Technician	Community Development Technician II	Development Services Technician II
	Top Step	\$ 6,746	\$ 6,155	\$ 6,237	\$ 5,209	\$ 5,344	\$ 6,389	\$ 6,888	\$ 6,626	\$ 7,538	\$ 6,166	\$ 5,789	\$ 7,604	\$ 5,852
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 396				\$ 382			
	Deferred Compensation								\$ 133			\$ 25		\$ 100
	Other Ret.				\$ 76									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048		\$ 1,800	\$ 1,378		\$ 2,281			\$ 1,800	\$ 1,400
	Health					\$ 1,416			\$ 1,648		\$ 1,950	\$ 1,576		
	Dental					\$ 37			\$ 104		\$ 122	\$ 85		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 109		\$ 100		\$ 100		
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 519	\$ 355	\$ 540	\$ 461	\$ 360	\$ 369	\$ 782	\$ 561	\$ 609	\$ 356	\$ 334	\$ 793	\$ 394
	Holidays	\$ 438	\$ 331	\$ 465	\$ 326	\$ 206	\$ 344	\$ 397	\$ 358	\$ 507	\$ 439	\$ 289	\$ 380	\$ 309
	Admin Leave & Wellness Leave	\$ 29						\$ 172						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,987	\$ 2,362	\$ 2,600	\$ 2,910	\$ 2,019	\$ 2,909	\$ 2,864	\$ 2,844	\$ 3,497	\$ 3,273	\$ 2,409	\$ 2,974	\$ 2,224

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Planning Technician	N/C	Planning Technician	Planning Technician	Development Technician II-Planning	Planning Technician	N/C	Development Services Technician	Planning Technician	N/C	Planning Technician	Planning Technician	Development Services Technician II
	Top Step	\$ 6,746		\$ 6,237	\$ 5,288	\$ 5,344	\$ 6,584		\$ 6,626	\$ 7,172		\$ 6,558	\$ 7,062	\$ 5,852
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62		2%@62	2%@62		2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 408							
	Deferred Compensation								\$ 133			\$ 25		\$ 100
	Other Ret.				\$ 77									
Insurance	Cafeteria	\$ 2,001		\$ 1,595	\$ 2,048		\$ 1,800			\$ 2,281			\$ 1,800	\$ 1,400
	Health					\$ 1,416			\$ 1,648			\$ 1,576		
	Dental					\$ 37			\$ 104			\$ 85		
	Vision								\$ 40					
	Retiree Medical									\$ 100		\$ 100		
	Other Ins.													\$ 21
Leaves	Vacation	\$ 519		\$ 540	\$ 468	\$ 360	\$ 380		\$ 561	\$ 579		\$ 378	\$ 737	\$ 394
	Holidays	\$ 438		\$ 465	\$ 331	\$ 206	\$ 355		\$ 358	\$ 483		\$ 328	\$ 353	\$ 309
	Admin Leave & Wellness Leave	\$ 29												
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,987	\$ 0	\$ 2,600	\$ 2,923	\$ 2,019	\$ 2,943	\$ 0	\$ 2,844	\$ 3,443	\$ 0	\$ 2,492	\$ 2,890	\$ 2,224

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Plans Examiner II	Data Not Available	Plans Examiner	Combination Plans Examiner	Development Technician II	Plans Examiner	N/C	Plans Examiner	Plans Examiner	Plans Examiner	Plans Examiner	Plan Checker	N/C
	Top Step	\$ 8,571		\$ 7,914	\$ 8,927	\$ 5,344	\$ 9,015		\$ 8,400	\$ 8,320	\$ 7,752	\$ 8,906	\$ 10,743	
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	
	Employee Cost Share													
	Social Security						\$ 559				\$ 481			
	Deferred Compensation								\$ 133			\$ 25		
	Other Ret.				\$ 129									
Insurance	Cafeteria	\$ 2,001		\$ 1,595	\$ 2,048		\$ 1,800			\$ 2,281			\$ 1,800	
	Health					\$ 1,416			\$ 1,648		\$ 1,950	\$ 1,576		
	Dental					\$ 37			\$ 104		\$ 122	\$ 85		
	Vision								\$ 40		\$ 25			
	Retiree Medical									\$ 100		\$ 100		
Leaves	Other Ins.													
	Vacation	\$ 659		\$ 685	\$ 790	\$ 360	\$ 520		\$ 711	\$ 672	\$ 447	\$ 514	\$ 1,121	
	Holidays	\$ 556		\$ 590	\$ 558	\$ 206	\$ 451		\$ 454	\$ 560	\$ 552	\$ 445	\$ 537	
	Admin Leave & Wellness Leave	\$ 37												
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,254	\$ 0	\$ 2,870	\$ 3,525	\$ 2,019	\$ 3,330	\$ 0	\$ 3,090	\$ 3,613	\$ 3,576	\$ 2,745	\$ 3,458	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Police Corporal	Police Corporal	Police Corporal	Police Corporal	N/C	Police Corporal	N/C	Police Corporal	Senior Police Officer	Police Corporal/Detective	N/C	N/C	Police Detective/Corporal
	Top Step	proposed	\$ 11,133	\$ 10,837	\$ 9,420		\$ 9,946		\$ 10,849	\$ 9,576	\$ 8,952			\$ 10,075
Retirement	PEPRA		2.7%@57	2.7%@57	2.7%@57		2.7%@57		2.7%@57	2.7%@57	2.7%@57			2.7%@57
	Employee Cost Share													
	Social Security						\$ 617							
	Deferred Compensation			\$ 250					\$ 200		\$ 100			\$ 350
	Other Ret.				\$ 137									
Insurance	Cafeteria		\$ 1,675	\$ 2,043	\$ 2,048		\$ 1,800							\$ 1,400
	Health								\$ 1,748	\$ 2,150	\$ 1,950			
	Dental								\$ 104	\$ 84	\$ 122			
	Vision								\$ 40	\$ 13	\$ 25			
	Retiree Medical			\$ 300	\$ 417					\$ 100				
	Other Ins.													\$ 21
Leaves	Vacation		\$ 642	\$ 938	\$ 1,024		\$ 574		\$ 918	\$ 552	\$ 516			\$ 736
	Holidays		\$ 599	\$ 755	\$ 589		\$ 727		\$ 814	\$ 442	\$ 689			\$ 581
	Admin Leave & Wellness Leave													
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 0	\$ 2,917	\$ 4,286	\$ 4,214	\$ 0	\$ 3,717	\$ 0	\$ 3,823	\$ 3,343	\$ 3,402	\$ 0	\$ 0	\$ 3,088

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Police Lieutenant	Police Lieutenant	Police Lieutenant	Police Lieutenant	Police Lieutenant	Police Lieutenant	N/C	Police Lieutenant	Police Lieutenant	N/C	Police Lieutenant	N/C	Police Lieutenant
	Top Step	\$ 14,132	\$ 16,527	\$ 17,040	\$ 14,831	\$ 14,292	\$ 14,822		\$ 16,246	\$ 14,976		\$ 17,171		\$ 15,713
Retirement	PEPRA	2.7%@57	2.7%@57	2.7%@57	2.7%@57	2.7%@57	2.7%@57		2.7%@57	2.7%@57		2.7%@57		2.7%@57
	Employee Cost Share						\$ 828							
	Social Security													
	Deferred Compensation	\$ 333		\$ 410					\$ 200			\$ 335		\$ 1,100
	Other Ret.				\$ 215									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 2,043	\$ 2,048	\$ 672	\$ 1,800							\$ 1,500
	Health					\$ 1,494			\$ 2,000	\$ 2,150		\$ 1,708		
	Dental					\$ 37			\$ 104	\$ 84				
	Vision								\$ 40	\$ 13				
	Retiree Medical			\$ 300	\$ 417					\$ 100		\$ 100		
	Other Ins.													\$ 21
Leaves	Vacation	\$ 1,087	\$ 953	\$ 1,475	\$ 1,611	\$ 1,127	\$ 855		\$ 1,500	\$ 1,210		\$ 1,651		\$ 1,148
	Holidays	\$ 826	\$ 890	\$ 1,188	\$ 927	\$ 550	\$ 1,083		\$ 937	\$ 691		\$ 925		\$ 831
	Admin Leave & Wellness Leave	\$ 469	\$ 318	\$ 492					\$ 469					
	Ongoing Retention Incentive	\$ 417												
Allow	Auto													
Benefit Package Total		\$ 5,133	\$ 3,836	\$ 5,907	\$ 5,219	\$ 3,880	\$ 4,566	\$ 0	\$ 5,249	\$ 4,249	\$ 0	\$ 4,719	\$ 0	\$ 4,600

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	N/C	Police Officer	Police Officer	Police Officer	Police Officer	N/C	Police Officer
	Top Step	\$ 9,021	\$ 9,600	\$ 10,076	\$ 8,962	\$ 10,016	\$ 9,001		\$ 9,838	\$ 9,122	\$ 7,928	\$ 9,192		\$ 8,905
Retirement	PEPRA	2.7%@57	2.7%@57	2.7%@57	2.7%@57	2.7%@57	2.7%@57		2.7%@57	2.7%@57	2.7%@57	2.7%@57		2.7%@57
	Employee Cost Share													
	Social Security						\$ 558							
	Deferred Compensation	\$ 250		\$ 250					\$ 200		\$ 100			\$ 100
	Other Ret.				\$ 130									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 2,043	\$ 2,048		\$ 1,800							\$ 1,400
	Health					\$ 1,494			\$ 1,748	\$ 2,150	\$ 1,950	\$ 1,708		
	Dental					\$ 37			\$ 104	\$ 84	\$ 122			
	Vision								\$ 40	\$ 13	\$ 25			
	Retiree Medical			\$ 300	\$ 417					\$ 100		\$ 100		
	Other Ins.													\$ 21
Leaves	Vacation	\$ 694	\$ 554	\$ 872	\$ 974	\$ 696	\$ 519		\$ 832	\$ 526	\$ 457	\$ 530		\$ 651
	Holidays	\$ 527	\$ 517	\$ 702	\$ 560	\$ 404	\$ 658		\$ 738	\$ 421	\$ 610	\$ 575		\$ 513
	Admin Leave & Wellness Leave	\$ 39												
	Ongoing Retention Incentive	\$ 417												
Allow	Auto													
Benefit Package Total		\$ 3,928	\$ 2,746	\$ 4,167	\$ 4,129	\$ 2,632	\$ 3,535	\$ 0	\$ 3,662	\$ 3,295	\$ 3,264	\$ 2,913	\$ 0	\$ 2,685

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Police Records Supervisor	Support Services Supervisor	Police Records Supervisor	Police Records Supervisor	Police Records Supervisor	N/C	N/C	Police Records Supervisor	Police Services Supervisor	Records Supervisor	Police Program Supervisor	N/C	Police Records Supervisor
	Top Step	\$ 8,033	\$ 8,280	\$ 7,212	\$ 6,922	\$ 5,899			\$ 7,097	\$ 7,806	\$ 6,401	\$ 6,880		\$ 6,460
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62			2%@62	2%@62	2%@62	2%@62		2%@62
	Employee Cost Share													
	Social Security										\$ 397			
	Deferred Compensation			\$ 274					\$ 150		\$ 72	\$ 100		\$ 452
	Other Ret.				\$ 100									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715	\$ 2,048	\$ 188				\$ 2,252				\$ 1,400
	Health					\$ 1,416			\$ 1,748		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical									\$ 100				
	Other Ins.													\$ 21
Leaves	Vacation	\$ 618	\$ 478	\$ 624	\$ 719	\$ 397			\$ 655	\$ 811	\$ 369	\$ 423		\$ 435
	Holidays	\$ 521	\$ 446	\$ 537	\$ 433	\$ 227			\$ 384	\$ 420	\$ 455	\$ 344		\$ 342
	Admin Leave & Wellness Leave	\$ 266			\$ 359				\$ 205					\$ 155
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,407	\$ 2,599	\$ 3,151	\$ 3,660	\$ 2,265	\$ 0	\$ 0	\$ 3,285	\$ 3,583	\$ 3,390	\$ 2,552	\$ 0	\$ 2,805

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Police Records Technician II	Support Services Specialist	Police Records Technician	Police Records Technician	Police Records Technician	Records Specialist II	N/C	Police Services Technician II	Police Records Technician	Records Specialist II	Police Records Specialist	N/C	Police Records Technician II
	Top Step	\$ 6,748	\$ 5,053	\$ 4,691	\$ 4,288	\$ 4,175	\$ 5,208		\$ 5,247	\$ 6,339	\$ 4,749	\$ 5,272		\$ 4,686
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62		2%@62
	Employee Cost Share													
	Social Security						\$ 323				\$ 294			
	Deferred Compensation								\$ 133		\$ 72	\$ 25		\$ 100
	Other Ret.				\$ 62									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048		\$ 1,800			\$ 2,281				\$ 1,400
	Health					\$ 1,416			\$ 1,648		\$ 1,950	\$ 1,576		
	Dental					\$ 37			\$ 104		\$ 122	\$ 85		
	Vision								\$ 40		\$ 25			
	Retiree Medical									\$ 100		\$ 100		
	Other Ins.													\$ 21
Leaves	Vacation	\$ 519	\$ 292	\$ 406	\$ 379	\$ 281	\$ 300		\$ 444	\$ 512	\$ 274	\$ 304		\$ 315
	Holidays	\$ 438	\$ 272	\$ 350	\$ 268	\$ 161	\$ 280		\$ 284	\$ 427	\$ 338	\$ 264		\$ 248
	Admin Leave & Wellness Leave	\$ 29												
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,987	\$ 2,239	\$ 2,351	\$ 2,758	\$ 1,895	\$ 2,704	\$ 0	\$ 2,652	\$ 3,320	\$ 3,075	\$ 2,354	\$ 0	\$ 2,084

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	N/C	Police Sergeant	Police Sergeant II	Police Sergeant	Police Sergeant	N/C	Police Sergeant
	Top Step	\$ 11,634	\$ 12,911	\$ 14,196	\$ 11,570	\$ 12,654	\$ 12,762		\$ 12,729	\$ 12,433	\$ 10,674	\$ 11,729		\$ 12,582
Retirement	PEPRA	2.7%@57	2.7%@57	2.7%@57	2.7%@57	2.7%@57	2.7%@57		2.7%@57	2.7%@57	2.7%@57	2.7%@57		2.7%@57
	Employee Cost Share													
	Social Security						\$ 791							
	Deferred Compensation	\$ 250		\$ 410					\$ 200		\$ 100	\$ 335		\$ 881
	Other Ret.				\$ 168									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 2,043	\$ 2,048		\$ 1,800							\$ 1,500
	Health					\$ 1,494			\$ 1,748	\$ 2,150	\$ 1,950	\$ 1,708		
	Dental					\$ 37			\$ 104	\$ 84	\$ 122			
	Vision								\$ 40	\$ 13	\$ 25			
	Retiree Medical			\$ 300	\$ 417					\$ 100		\$ 100		
	Other Ins.													\$ 21
Leaves	Vacation	\$ 895	\$ 745	\$ 1,229	\$ 1,257	\$ 879	\$ 736		\$ 1,175	\$ 717	\$ 616	\$ 677		\$ 919
	Holidays	\$ 680	\$ 695	\$ 990	\$ 723	\$ 511	\$ 933		\$ 955	\$ 574	\$ 821	\$ 789		\$ 665
	Admin Leave & Wellness Leave	\$ 50		\$ 410					\$ 147					\$ 121
	Ongoing Retention Incentive	\$ 417												
Allow	Auto													
Benefit Package Total		\$ 4,293	\$ 3,115	\$ 5,381	\$ 4,613	\$ 2,922	\$ 4,260	\$ 0	\$ 4,368	\$ 3,639	\$ 3,634	\$ 3,609	\$ 0	\$ 4,107

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Police Support Services Manager	Police Services Manager	Technical Services Manager	Support Services Manager	Deputy Director of Police Support Services	N/C	N/C	N/C	N/C	Police Operations Manager	Police Records/Information Manager	N/C	N/C
	Top Step	\$ 12,901	\$ 11,412	\$ 12,873	\$ 10,012	\$ 11,197					\$ 10,300	\$ 9,454		
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62					2%@62	2%@62		
	Employee Cost Share													
	Social Security										\$ 639			
	Deferred Compensation			\$ 274							\$ 403	\$ 100		
	Other Ret.				\$ 145									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715	\$ 2,048	\$ 548								
	Health					\$ 1,494					\$ 1,950	\$ 1,640		
	Dental					\$ 37					\$ 122	\$ 45		
	Vision										\$ 25			
	Retiree Medical													
	Other Ins.										\$ 13			
Leaves	Vacation	\$ 992	\$ 658	\$ 1,114	\$ 1,040	\$ 883					\$ 594	\$ 655		
	Holidays	\$ 698	\$ 614	\$ 959	\$ 626	\$ 431					\$ 654	\$ 473		
	Admin Leave & Wellness Leave	\$ 490	\$ 219	\$ 371	\$ 520	\$ 194					\$ 594	\$ 291		
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 4,181	\$ 3,167	\$ 4,434	\$ 4,379	\$ 3,587	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,993	\$ 3,203	\$ 0	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Principal Civil Engineer	Principal Engineer	Principal Engineer	Principal Civil Engineer	Principal Engineer	Principal Civil Engineer	N/C	Principal Civil Engineer	Principal Engineer	N/C	Principal Engineer	Principal Civil Engineer	Principal Engineer
	Top Step	\$ 13,494	\$ 11,696	\$ 11,158	\$ 12,041	\$ 12,345	\$ 12,404		\$ 10,329	\$ 13,435		\$ 14,742	\$ 15,948	\$ 12,582
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62		2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 769							
	Deferred Compensation			\$ 274					\$ 217			\$ 100		\$ 881
	Other Ret.				\$ 175									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715	\$ 2,048	\$ 594	\$ 1,800			\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,494			\$ 1,748			\$ 1,640		
	Dental					\$ 37			\$ 104			\$ 45		
	Vision								\$ 40					
	Retiree Medical									\$ 100				
	Other Ins.													\$ 21
Leaves	Vacation	\$ 1,038	\$ 675	\$ 966	\$ 1,250	\$ 973	\$ 716		\$ 953	\$ 1,395		\$ 1,021	\$ 1,786	\$ 847
	Holidays	\$ 730	\$ 630	\$ 831	\$ 753	\$ 475	\$ 620		\$ 559	\$ 723		\$ 737	\$ 797	\$ 665
	Admin Leave & Wellness Leave	\$ 513	\$ 225	\$ 322	\$ 625	\$ 214	\$ 477		\$ 397			\$ 454	\$ 460	\$ 302
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 4,281	\$ 3,204	\$ 4,108	\$ 4,851	\$ 3,787	\$ 4,382	\$ 0	\$ 4,017	\$ 4,471	\$ 0	\$ 3,996	\$ 4,844	\$ 4,116

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Property and Evidence Technician II	Support Services Specialist	N/C	N/C	[Latent Print and Evidence Specialist/ Property and Evidence Technician II]	Crime Scene Specialist	N/C	Property and Evidence Technician	[Crime Scene Technician/ Property Technician]	[Property and Evidence Technician/ Forensic Specialist]	[Police Property and Evidence Specialist/ Senior Forensic Specialist]	N/C	Forensic Technician
	Top Step	\$ 7,568	\$ 5,053			\$ 5,408	\$ 7,447		\$ 5,020	\$ 7,724	\$ 6,447	\$ 7,994		\$ 7,130
Retirement	PEPRA	2%@62	2%@62			2%@62	2%@62		2%@62	2%@62	2%@62	2%@62		2%@62
	Employee Cost Share													
	Social Security						\$ 462				\$ 400			
	Deferred Compensation								\$ 133		\$ 72	\$ 25		\$ 100
	Other Ret.													
Insurance	Cafeteria	\$ 2,001	\$ 1,675			\$ 316	\$ 1,800			\$ 2,281				\$ 1,400
	Health					\$ 1,495			\$ 1,648		\$ 1,950	\$ 1,576		
	Dental					\$ 37			\$ 104		\$ 122	\$ 85		
	Vision								\$ 40		\$ 25			
	Retiree Medical									\$ 100		\$ 100		
	Other Ins.													\$ 21
Leaves	Vacation	\$ 582	\$ 292			\$ 426	\$ 430		\$ 425	\$ 624	\$ 372	\$ 461		\$ 480
	Holidays	\$ 491	\$ 272			\$ 208	\$ 544		\$ 272	\$ 520	\$ 459	\$ 400		\$ 377
	Admin Leave & Wellness Leave	\$ 33												
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,107	\$ 2,239	\$ 0	\$ 0	\$ 2,483	\$ 3,236	\$ 0	\$ 2,621	\$ 3,525	\$ 3,399	\$ 2,647	\$ 0	\$ 2,378

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Public Information and Legislative Affairs Officer	[Public Information Officer/ Senior Management Analyst]	[Public Information Officer/ Communications Manager]	[Public Information Officer/ Chief Communications Officer]	N/C	N/C	Public Information and Intergovernmental Relations Officer	Public Information Officer	Chief Communications Officer	N/C	[Public Information Officer/ Intergovernmental Relations Officer]	N/C	N/C
Retirement	Top Step	\$ 13,569	\$ 11,133	\$ 10,387	\$ 10,081			\$ 11,216	\$ 11,683	\$ 12,298		\$ 13,055		
	PEPRA	2%@62	2%@62	2%@62	2%@62			2%@62	2%@62	2%@62		2%@62		
	Employee Cost Share													
	Social Security													
	Deferred Compensation			\$ 274					\$ 217			\$ 100		
Insurance	Other Ret.				\$ 146									
	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715	\$ 2,048			\$ 1,378		\$ 2,252				
	Health								\$ 1,748			\$ 1,640		
	Dental								\$ 104			\$ 45		
	Vision								\$ 40					
Leaves	Retiree Medical							\$ 131		\$ 100				
	Other Ins.							\$ 26						
	Vacation	\$ 1,044	\$ 642	\$ 899	\$ 1,124			\$ 1,672	\$ 1,078	\$ 1,277		\$ 904		
	Holidays	\$ 881	\$ 599	\$ 774	\$ 630			\$ 647	\$ 632	\$ 662		\$ 653		
	Admin Leave & Wellness Leave	\$ 515	\$ 214	\$ 300	\$ 523			\$ 280	\$ 449	\$ 237		\$ 402		
Allow	Ongoing Retention Incentive													
	Auto													
Benefit Package Total		\$ 4,441	\$ 3,131	\$ 3,962	\$ 4,472	\$ 0	\$ 0	\$ 4,134	\$ 4,268	\$ 4,528	\$ 0	\$ 3,743	\$ 0	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Public Works Inspector II	Public Works Inspector	Public Works Inspector	Public Works Inspector II	Field Engineering Inspector II	Public Works Inspector II	Construction Inspector	Public Works Inspector	Public Works Inspector	Construction Inspector II	Construction Inspector II	Public Works Inspector II	Public Works Inspector II
	Top Step	\$ 8,033	\$ 8,077	\$ 7,535	\$ 6,391	\$ 7,551	\$ 8,159	\$ 8,374	\$ 7,225	\$ 8,118	\$ 7,675	\$ 7,367	\$ 8,603	\$ 7,308
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 506				\$ 476			
	Deferred Compensation								\$ 133			\$ 25		\$ 100
	Other Ret.				\$ 93									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048		\$ 1,800	\$ 1,378		\$ 2,281			\$ 1,800	\$ 1,400
	Health					\$ 1,416			\$ 1,648		\$ 1,950	\$ 1,576		
	Dental					\$ 37			\$ 104		\$ 122	\$ 85		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 117		\$ 100		\$ 100		
	Other Ins.							\$ 26						\$ 21
Leaves	Vacation	\$ 618	\$ 466	\$ 652	\$ 565	\$ 508	\$ 471	\$ 950	\$ 611	\$ 656	\$ 443	\$ 425	\$ 898	\$ 492
	Holidays	\$ 521	\$ 435	\$ 562	\$ 399	\$ 290	\$ 439	\$ 483	\$ 391	\$ 546	\$ 546	\$ 368	\$ 430	\$ 386
	Admin Leave & Wellness Leave	\$ 35						\$ 209						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,175	\$ 2,576	\$ 2,809	\$ 3,106	\$ 2,252	\$ 3,216	\$ 3,163	\$ 2,927	\$ 3,583	\$ 3,561	\$ 2,579	\$ 3,128	\$ 2,399

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Public Works Manager	N/C	Public Works Service Manager	Maintenance Manager	Deputy Director of Public Works/Maintenance and Operations	Public Works Manager	Maintenance and Operations Division Manager	Maintenance Manager	[Maintenance Manager/ Fleet Maintenance Manager/ Street Maintenance Manager]	Field Services Superintendent	[Maintenance Services Manager/ Field Services Operations Manager]	[Maintenance Manager/ Maintenance Superintendent]	Operations Manager
	Top Step	\$ 12,901		\$ 11,654	\$ 11,860	\$ 12,345	\$ 11,396	\$ 12,984	\$ 11,248	\$ 11,026	\$ 10,067	\$ 13,002	\$ 13,434	\$ 11,121
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share													
	Social Security						\$ 707				\$ 624			
	Deferred Compensation			\$ 274					\$ 150		\$ 100	\$ 100		\$ 778
	Other Ret.				\$ 172									
Insurance	Cafeteria	\$ 2,001		\$ 1,715	\$ 2,048	\$ 594	\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	\$ 1,400
	Health					\$ 1,494			\$ 1,748		\$ 1,950	\$ 1,640		
	Dental					\$ 37			\$ 104		\$ 122	\$ 45		
	Vision								\$ 40		\$ 25			
	Retiree Medical							\$ 140		\$ 100				
	Other Ins.							\$ 26			\$ 13			\$ 21
Leaves	Vacation	\$ 992		\$ 1,009	\$ 1,232	\$ 973	\$ 657	\$ 1,948	\$ 1,038	\$ 1,145	\$ 581	\$ 900	\$ 1,505	\$ 749
	Holidays	\$ 698		\$ 868	\$ 741	\$ 475	\$ 570	\$ 749	\$ 608	\$ 594	\$ 639	\$ 650	\$ 672	\$ 588
	Admin Leave & Wellness Leave	\$ 490		\$ 336	\$ 616	\$ 427	\$ 438		\$ 324		\$ 581	\$ 400	\$ 388	\$ 267
	Ongoing Retention Incentive													
Allow	Auto							\$ 350						
Benefit Package Total		\$ 4,181	\$ 0	\$ 4,202	\$ 4,809	\$ 4,001	\$ 4,172	\$ 4,590	\$ 4,012	\$ 4,091	\$ 4,634	\$ 3,735	\$ 4,364	\$ 3,803

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Purchasing Specialist	Procurement and Contract Specialist	Management Aide	Purchasing Specialist II	Buyer	N/C	Management Aide	Purchasing and Contracts Coordinator	Procurement Specialist II	N/C	Procurement and Contract Specialist	Buyer II	N/C
	Top Step	\$ 7,091	\$ 6,965	\$ 6,215	\$ 5,642	\$ 4,723		\$ 6,888	\$ 6,561	\$ 8,615		\$ 8,047	\$ 7,062	
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62		2%@62	2%@62	
	Employee Cost Share													
	Social Security													
	Deferred Compensation								\$ 133			\$ 25		
	Other Ret.				\$ 82									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048			\$ 1,378		\$ 2,252			\$ 1,800	
	Health					\$ 1,416			\$ 1,648			\$ 1,576		
	Dental					\$ 37			\$ 104			\$ 85		
	Vision								\$ 40					
	Retiree Medical							\$ 109		\$ 100		\$ 100		
	Other Ins.							\$ 26						
Leaves	Vacation	\$ 545	\$ 402	\$ 538	\$ 499	\$ 318		\$ 782	\$ 555	\$ 895		\$ 464	\$ 737	
	Holidays	\$ 460	\$ 375	\$ 463	\$ 353	\$ 182		\$ 397	\$ 355	\$ 464		\$ 402	\$ 353	
	Admin Leave & Wellness Leave	\$ 31						\$ 172						
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,037	\$ 2,452	\$ 2,596	\$ 2,982	\$ 1,953	\$ 0	\$ 2,864	\$ 2,835	\$ 3,711	\$ 0	\$ 2,653	\$ 2,890	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Records Technician	Records Technician	Records Technician	City Clerk Service Specialist	N/C	N/C	N/C	Senior Records Coordinator	N/C	N/C	N/C	Records Coordinator	N/C
	Top Step	\$ 5,310	\$ 5,859	\$ 4,691	\$ 5,670				\$ 5,824				\$ 5,517	
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62				2%@62				2%@62	
	Employee Cost Share													
	Social Security													
	Deferred Compensation								\$ 133					
	Other Ret.				\$ 82									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,595	\$ 2,048								\$ 1,800	
	Health								\$ 1,648					
	Dental								\$ 104					
	Vision								\$ 40					
	Retiree Medical													
	Other Ins.													
Leaves	Vacation	\$ 408	\$ 338	\$ 406	\$ 632				\$ 493				\$ 576	
	Holidays	\$ 345	\$ 315	\$ 350	\$ 354				\$ 315				\$ 276	
	Admin Leave & Wellness Leave	\$ 23			\$ 294									
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 2,777	\$ 2,328	\$ 2,351	\$ 3,412	\$ 0	\$ 0	\$ 0	\$ 2,732	\$ 0	\$ 0	\$ 0	\$ 2,651	\$ 0

Agency		City of Menifee	City of Beaumont	City of Chino	City of Corona	City of Escondido	City of Indio	City of Moreno Valley	City of Murrieta	City of Palm Springs	City of Redlands	City of Riverside	City of Temecula	City of Upland
Benchmark/ Comparator Agency Match		Systems Administrator	IT Analyst II	IT Network Administrator	Network Analyst	Network Administrator II	Network Administrator	Assistant Network Administrator	N/C	Network Administrator	[Network Engineer/ Network Specialist]	Innovation and Technology Analyst II	Senior Information Technology Specialist	N/C
	Top Step	\$ 9,423	\$ 8,485	\$ 9,393	\$ 8,284	\$ 8,543	\$ 9,428	\$ 10,173		\$ 12,793	\$ 9,038	\$ 8,980	\$ 9,495	
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	
	Employee Cost Share						\$ 585				\$ 560			
	Social Security										\$ 100	\$ 100		
	Deferred Compensation			\$ 274										
	Other Ret.				\$ 120									
Insurance	Cafeteria	\$ 2,001	\$ 1,675	\$ 1,715	\$ 2,048	\$ 442	\$ 1,800	\$ 1,378		\$ 2,252			\$ 1,800	
	Health					\$ 1,495					\$ 1,950	\$ 1,640		
	Dental					\$ 37					\$ 122	\$ 45		
	Vision										\$ 25			
	Retiree Medical							\$ 126		\$ 100				
	Other Ins.							\$ 26			\$ 13			
Leaves	Vacation	\$ 725	\$ 490	\$ 813	\$ 733	\$ 674	\$ 544	\$ 1,438		\$ 1,329	\$ 521	\$ 622	\$ 991	
	Holidays	\$ 612	\$ 457	\$ 700	\$ 518	\$ 329	\$ 471	\$ 587		\$ 689	\$ 574	\$ 449	\$ 475	
	Admin Leave & Wellness Leave	\$ 313		\$ 271			\$ 363				\$ 521	\$ 276		
	Ongoing Retention Incentive													
Allow	Auto													
Benefit Package Total		\$ 3,650	\$ 2,621	\$ 3,773	\$ 3,419	\$ 2,976	\$ 3,762	\$ 3,554	\$ 0	\$ 4,369	\$ 4,386	\$ 3,132	\$ 3,265	\$ 0



Insurance | Risk Management | Consulting

Appendix III

Additional Benefits

Assignment Pay	
City of Menifee	
Bargaining Unit	Benefit
MCEA General	Not offered
MCEA Mid-Management	
MCEA Professional	
MCPEA	<p>Field Training employees who have to be certified to train receive assignment pay of 5% on hourly basis during the period of training.</p> <p>Employees receive 4 hours at time in one-half of regular rate of pay for time spent on court assignments.</p>
MPMA	<p>Sergeants receive special assignment pay equal to 5% of base salary for the following special assignments: Detective Supervisor(s); Traffic Supervisor(s); Problem Oriented Policing (POP) Supervisor(s); Professional Standards Training (PST) Sergeant(s); Special Enforcement Teams (SET) Sergeant(s). Special assignment pay does not exceed 5%.</p> <p>Employees who are in a temporary assignment receive at least 5% over the employees previous salary which includes base salary and any special assignment pay or the "1" Step of the higher level position, whichever is greater, for the duration of the temporary assignment.</p>
MPOA	<p>Employees receive 5% of base pay for special assignment for the following special assignments: Motor Officer; Detective; Traffic; School Resource Officer; Homeless Liaison Officer; Special Enforcement Team (SET) Detective; Problem Oriented Policing (POP) Officer; Task Force Detective; Canine Officer.</p> <p>Employees assigned as Field Training Officers will receive 3% of base salary, except during the duration of training period, at which time the FTO special assignment pay will be an additional 2% of base salary for a period applicable to the assignment. Assignment pay should not exceed 7% of base pay.</p> <p>Employees assigned to Canine Officers receive 14 hours per pay period (28 days) at one and one half times their regular pay.</p> <p>Employees who are in a temporary assignment receive at least 5% over the employees previous salary which includes base salary and any special assignment pay or the "A" Step of the higher level position, whichever is greater, for the duration of the temporary assignment.</p>
Non-Represented, Confidential	
Non-Represented, Executive	Not offered
City of Beaumont	
Bargaining Unit	Benefit
General Employees (SEIU)	<p>Employees who are assigned a trainee receive \$2.00 per hour for the actual hours of training time provided.</p> <p>Employee assigned to a different higher job classification for more than 30 consecutive days, receive an additional 5% differential pay, retroactive to the first day of service in the higher classification.</p>
ManagersProfessionalTechnical	Employee assigned to a different higher job classification for more than 30 consecutive days, receive an additional 5% differential pay, retroactive to the first day of service in the higher classification.
POA- (Police Officers Association)	<p>Sworn employees who are at the rank of Police Officer/Corporal who is a POST certified Field Training Officer and is assigned a trainee receives an additional 5% of base pay, only during the actual time.</p> <p>Any employee who is certified Motor Officer and is assigned to work on a motorcycle receives additional 5% of base pay, only during the actual time.</p> <p>Any employee, who is a certified "K9 Officer" and is assigned a canine receives an additional 5% of base pay, only during actual training and patrol time.</p> <p>Non Sworn employees who are assigned a trainee receive 5% of base pay for the actual hours of training time.</p> <p>Non Sworn employee assigned to a different higher job classification for more than 30 consecutive days, receive an additional 5% differential pay, retroactive to the first day of service in the higher classification.</p>

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PMU-(Police Management Unit)	Employee assigned to a different higher job classification for more than 30 consecutive days, receive an additional 5% differential pay, retroactive to the first day of service in the higher classification.
Unrepresented-Department Head	Employee assigned to a different higher job classification for more than 30 consecutive days, receive an additional 5% differential pay, retroactive to the first day of service in the higher classification.
City of Chino	
Bargaining Unit	Benefit
AFSCME-CPWS (Chino Public Works Services)	Employee assigned to a higher job classification for more than 20 consecutive days, receive an additional 5% above base salary rate or step "A" of the higher classifications pay, whichever is greater.
Teamsters-PTC (Professional, Technical and Clerical Unit)	
Confidential (Confidential Employee Assoc.)	
CPPEA-(Chino Police Professional Employee Assoc.)	Employees in the classifications of Crime Analyst, Crime Prevention & Community Outreach Specialist, Police Records Technician, Sr. Police Records Technician, Police Service Officer, Property and Evidence Technician and Public Safety Dispatcher I/II who are assigned to act as a Training Officer, actually supervising a trainee, and doing so for no less than 50% of the Training Officer's regularly scheduled shift, will earn 1 ½ hours of pay for each shift served as a Training Officer. Police Service Officers who are assigned additional duties that include prisoner transportation receive an additional \$100 per month. Employees who are assigned to "Special assignments" receive 5% above base salary rate if the assignment is above their classification. If the assignment is in a lower pay grade the employee will not receive additional compensation.
CPOA-(Chino Police Officers Assoc.)	Employees who are on assignment to a motorcycle will receive an additional 2.5% of employee's regular base rate of pay. Canine Handlers will receive 14 hours of straight time compensation in a 28-day pay cycle; four of those hours are for Canine Maintenance Compensation. Employee assigned to a higher job classification for more than 20 consecutive days, receive an additional 5% above base salary rate or step "A" of the higher classifications pay, whichever is greater.
CPMA-(Chino Police Management Assoc.)	Canine Handlers will receive 14 hours of straight time compensation in a 28-day pay cycle; four of those hours are for Canine Maintenance Compensation. Employees who are on assignment to a motorcycle will receive an additional 2.5% of employee's regular base rate of pay.
Unrepresented- Management	Employee assigned to a higher job classification for more than 20 consecutive days, receive an additional 5% above base salary rate or step "A" of the higher classifications pay, whichever is greater.
Unrepresented-Executive	
Unrepresented-Deputy Directors	
Unrepresented-Sworn Management	
City of Corona	
Bargaining Unit	Benefit
Corona Police Employee Association	Employees receive 5% of base pay for being assigned to the following assignments: Any employee assigned to a task force or team comprised of personnel from multiple agencies Canine; Domestic Violence Response Team; Field Training; FLEX Team; Employees in the Police Officer classification assigned to the Investigative Services Division (ISD) and employees in any classification assigned to ISD outside of the detective bureau; School Resources; Personnel and Training; Professional Standards Unit; Youth Diversion Team – which is reported as Juvenile Officer Premium; H.O.P.E. Team (Homeless Outreach & Psychological Evaluation); Tactical Flight Officer. Motor Officer, Accident Investigator, Commercial Enforcement Officer, or Corporal in the Traffic Division (understood to be "hazard pay"). Employees are not expected to perform any work related to their Motor while off duty. Employees performing the assignment of Canine Officer or Canine Detective receive 1.75 hours of overtime compensation or 2.625 hours of compensatory time off (CTO) per week which is considered compensation for hours worked under the FLSA for the time spent in the off-duty care and maintenance of the canine. The City provides 3 hours of overtime compensation paid as 4.5 hours of compensatory time off (CTO) per week, to each employee assigned as a School Resource Officer. Employees assigned to act in higher classification (one with a higher top step base salary) are paid at the higher of the bottom step of the higher classification or a step that is at least 5% higher than their base salary.

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Corona Police Supervisors Association	<p>Police Captains who are assigned as the Acting or Interim Chief of Police, when assigned to perform the tasks of the Chief of Police for more than 40 are paid the higher of the first step of the salary range of the Chief of Police or 7.5% more than their current base salary.</p> <p>Sergeants receive 5% of base pay to work in the following assignments: Any employee assigned to a task force or specialized team assigned by the Chief of Police; Relief Watch Commander; Traffic Division; FLEX Team; Investigative Services Division; Professional Standards Unit; FSD Captains Adjutant; Personnel and Training Sergeant.</p> <p>Employees assigned to act in higher classification (one with a higher top step base salary) are paid at the higher of the bottom step of the higher classification or a step that is at least 5% higher than their base salary.</p>
Corona Public Services Employees Association	<p>Librarians and Library Specialists receive 5% of base hourly rate of pay when assigned as Circulation in Charge or Librarian in Charge.</p> <p>Animal Control Officers assigned as trainers receive \$50.00 for each thirty (30) days of training provided on a cumulative basis.</p> <p>Animal Control Officer II's receive \$219.17 per month when assigned as Lead Animal Control Officers. If such assignment is for less than a full month, the pay is be pro-rated accordingly. Police Records Technician II's receive \$360.83 per month when assigned as Lead Records Technicians. If such assignment is for less than a full month, the pay is pro-rated accordingly.</p> <p>Public Safety Dispatcher I/II Flex receive \$484.17 per month when assigned as Relief Dispatch Supervisors. If such assignment is for less than a full month, the pay is pro- rated accordingly.</p> <p>Community Service Officer I/II Flex, Jailers and Public Safety Dispatcher I/II Flex receive \$120.83 per month when assigned as Training Officers. If such assignment is for less than a full month, the pay is pro-rated accordingly.</p>
Corona Supervisors Association	<p>For operational reasons, employees may be assigned to work in a classification with a higher salary range than their own classification. If such an assignment is made for more than 120 consecutive working hours, and a Personnel Action Form is completed, employees are compensated for all those hours worked in the higher classification as follows: Supervisory Position: The first step of that position or 7.5%, whichever is higher, except that in no case should the base salary exceed the top step for the higher range. Management Position: 7.5% above the top step of their current range, not to exceed the top step of the Management classification to which the employee is assigned, unless a higher amount is authorized by the City Manager.</p>
Non-represented Executive Group	<p>For operational reasons, employees may be assigned to work in a classification with a higher salary range than their own classification if the employee concurs. If such an assignment is made the employee IS paid at the "first" step of the higher classification's salary range or 7.5% more than the employee's actual compensation salary, whichever is greater, for the entire time served in the higher classification.</p>
Non-represented Management/Confidential Group	
City of Escondido	
Bargaining Unit	Benefit
Administrative/Clerical/Engineering Bargaining Unit	<p>When an employee is assigned to a temporary higher-level job and performs the work duties for more than 5 consecutive work days, they are entitled to receive a 5% increase above their regular pay or the minimum salary for the higher-level classification, whichever is greater.</p>
Executive Management	Not offered
Maintenance and Operations Bargaining Unit- Teamsters 911	<p>When a Maintenance Technician II or equivalent is assigned as a Lead Maintenance Technician the employee will receive \$0.97 per hour. If the employee is assigned for a minimum of 5 hours, they will receive the pay for the entire shift.</p> <p>When a Maintenance Technicians are assigned to a concrete crew, the employees will receive \$0.98 per hour for all hours worked.</p> <p>When a Wastewater Treatment Plant Operator works as a Relief Operator the employee receives \$0.97 per hour during the time they actually work.</p> <p>When an employee is assigned to a temporary higher-level job and performs the work duties for more than 5 consecutive work days, they are entitled to receive a 5% increase above their regular pay or the minimum salary for the higher-level classification, whichever is greater.</p>

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Management	When an employee is assigned to a temporary higher-level job and performs the work duties for more than 5 consecutive work days, they are entitled to receive a 5% increase above their regular pay or the minimum salary for the higher-level classification, whichever is greater. For Sworn Police Management: in excess of 127.5 hours worked. Compensation will be retroactive to the first day of the assignment.
POA- Non-Sworn Bargaining Unit	Public Safety Dispatcher II who works as an acting Public Safety Shift Supervisor during a shift and in the absence of a Public Safety Shift Supervisor, receives an hourly stipend equivalent to 5% above Step 5 (base salary) of a Public Safety Dispatcher II. When an employee is assigned to a temporary higher-level job and performs the work duties for more than 127.5 hours worker in the higher class, they are entitled to receive a 5% increase above their regular pay or the minimum salary for the higher-level classification, whichever is greater.
POA- Sworn Bargaining Unit	Employees assigned to Field Training Officer assignment receive additional 5% to the base rate of pay. Officers assigned to motorcycle duty receive an additional 3.5 hours each week worked to compensate for motorcycle cleaning and maintenance. Officers assigned to Canine Handling Duty receive 4 hours of overtime compensation for every week assigned such duty. Officers and Sergeants assigned to the Investigations Division as their regular duty assignment will receive an additional 5% to the base rate of pay. Officers and Sergeants assigned to the Special Weapons and Tactics (SWAT) Unit receive \$100 per month. When an employee is assigned to a temporary higher-level job and performs the work duties for more than 127.5 hours worker in the higher class, they are entitled to receive a 5% increase above their regular pay or the minimum salary for the higher-level classification, whichever is greater.
Supervisory Bargaining Unit	When an employee is assigned to a temporary higher-level job and performs the work duties for more than 5 consecutive work days, they are entitled to receive a 5% increase above their regular pay or the minimum salary for the higher-level classification, whichever is greater.
UCT- Unclassified	
City of Indio	
Bargaining Unit	Benefit
Executive	Not offered
ICEA (Indio City Employees Assoc.)	When an employee is assigned to a temporary higher-level job and performs the work duties for more than 20 consecutive work days within a 6 month period, they are entitled to receive a 5% increase above their base salary or the minimum salary for the higher-level classification, whichever is greater.
IPOA (Indio Police Officers Assoc.)	Employees assigned to the following assignments receive a 4% increase of the employee's regular hourly rate of pay: Detective; School Resource Officer; Specialized Investigative Detail (as approved by the Police Chief); Quality of Life Team; Traffic Officers; Canine Handlers; Field Training Officers (must be POST certified); Range Master; Communications Training Officer. Qualifying employees have a maximum of two (2) special assignments.
MCP- Management, Confidential, and Unrepresented	When an employee is assigned to a temporary higher-level job and performs the work duties for more than 10 consecutive work days within a 6 month period, they are entitled to receive a 5% increase above their base salary or the minimum salary for the higher-level classification, whichever is greater.
PCU (Police Command Unit Assoc.)	When an employee is assigned to a temporary higher-level job and performs the work duties for more than 20 consecutive work days within a 6 month period, they are entitled to receive a 5% increase above their base salary or the minimum salary for the higher-level classification, whichever is greater.
SEIU	
City of Moreno Valley	
Bargaining Unit	Benefit
MVCEA-NE(Moreno Valley City Employees Association)	Not offered
MVMA-DMG-(Moreno Valley Management Association- Division Management)	
MVMA-PAM-(Moreno Valley Management Association- Professional/Administrative Management)	
MVCME-PAM-CONF(Moreno Valley Confidential Management Employees)	
Executive Mgmt	
City of Murrieta	

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Confidential Employees	Not offered
Department Heads	
Management Employees	
MGEA (Murrieta General Employees Association)	<p>Public Safety Communications Dispatcher will receive an additional 5% over the employee's base rate of pay for each day or portion thereof, during which they are assigned a trainee employee by the Police Chief or the Police Chief's designee.</p> <p>Employees receive a minimum of 2 hours at the rate if time and one-half for court assignments, including court appearances as well as being placed "on call" for such appearances when such appearances occur outside the regular work shift.</p> <p>During a temporary assignment, the employee will receive a salary adjustment, either approximately 5% or the salary at the "A" step of the higher-level position's salary range, whichever is greater.</p>
MPMA (Murrieta Police Management Association)	During a temporary assignment, the employee will receive a salary adjustment, either approximately 5% or the salary at the "A" step of the higher-level position's salary range, whichever is greater.
MPOA (Murrieta Police Officers Association)	<p>School Resource Officer Pay: Any sworn employee assigned as a School Resources Officer receives 5% of the employee's actual base salary step per month.</p> <p>Field Training Officer Pay: Any sworn employees assigned as a Field Training Officer, for each day or portion thereof, in which they are assigned a trainee, receives 5% of the employee's actual base salary step per month.</p> <p>Canine Handler Pay: Any sworn employee assigned as a canine handler will receives 14 hours of straight time compensation per 28 days pay cycle.</p> <p>Task Force Officer (TFO)/Special Enforcement Team (SET) Pay: Any sworn employee assigned to the Special Enforcement Team (SET) or assigned to any task force to include any state, regional or local task force including any Gang Task Force (GTF), Gang Impact Team (GIT), narcotics, auto theft, fugitive apprehension, real estate fraud, or any other special team receives 5% of the employee's actual base salary step per month.</p> <p>Motorcycle Officer Pay: Any sworn employee assigned as a Motor Officer in the Traffic Division, receive 5% of the employee's actual base salary step per month.</p> <p>Traffic Assignment Pay: Any sworn employee assigned to the Traffic Division, receives 5% of the employee's actual base salary step per month.</p> <p>Administrative Sergeant Pay: Any sworn employee assigned as an Administrative Sergeant, receives 5% of the employee's actual base salary step per month.</p> <p>Community Policing Pay: Any sworn employee assigned to the Domestic Violence Response Team (DVRT), Community Policing Team (CPT) or Clinical Behavioral Assessment Team (CBAT), receives 5% of the employee's actual base salary step per month.</p> <p>POST Training Officer Coordinator Pay: Any sworn employee assigned as the POST Training Officer Coordinator, receives 5% of the employee's actual base salary step per month.</p>
MSA (Murrieta Supervisors Association)	During a temporary assignment, the employee will receive a salary adjustment, either approximately 5% or the salary at the "A" step of the higher-level position's salary range, whichever is greater.
City of Palm Springs	
Bargaining Unit	Benefit
Executive - EX2,EX3,EX4	Employees who are assigned to perform the majority of the job duties for a higher level classification for more than two days receive additional pay equal to lowest step on the range of the higher classification which will be 5% but not to exceed the top step of the classification.
MAPS- (Management Association of Palm Springs)	
PEAPS- (Public Employees Association of Palm Springs)	
PSPMA- (Palm Springs Police Management Association)	Not offered
PSPOA- (Palm Springs Police Officers' Association)	<p>Officers receive 5% while assigned as Motor Officers, In addition, Motor Officers receive 3 hours of pay per month at the rate of \$15 per hour for the off-duty responsibilities related to caring for their Motor Unit.</p> <p>Officers assigned to the Canine Program receive 5% while assigned as Canine Officers. In addition, Canine Officers receive 15 hours of pay per month at the rate of \$15 per hour at time and one half for all off duty hours spent caring, grooming, feeding, and otherwise maintaining their canine unit.</p> <p>Officers designated Field Training Officers (FTO)receive an additional 5% pay while assigned as Field Training Officers.</p>
City of Redlands	
Bargaining Unit	Benefit
RADD-(Redlands Association of Department Directors)	Not offered
RAME-(Redlands Association of Mgmt. Employees)	

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RAMME-(Redlands Association of Mid Management Employees)	Employees who complete important tasks beyond their regular duties, with increased responsibility and personal risk to the city receive 10% of base salary. (Special assignment pay is granted based on a Department Head's recommendation to the City Manager.)
RASME-(Redlands Association of Safety Management Employees)	Not offered
RCSEA-(Redlands Civilian Safety Employee Association)	Female Community Service Officers, Dispatchers, and Records Specialists assigned to position after July 1, 2004, will receive a 2.5% salary differential in recognition of the fact that they may have to perform matron duties. Female Records Specialists assigned to the position prior to July 1, 2004, also receive a 2.5% salary differential. Employees who complete important tasks beyond their regular duties, with increased responsibility and personal risk to the city receive 10% of base salary. (Special assignment pay is granted based on a Department Head's recommendation to the City Manager.)
RPOA-(Redlands Police Officer Association)	Employees assigned to be a Field Training Officer (FTO), during the time that a sworn police trainee is assigned to the FTO will receive 5% of base salary per pay period at straight time. Employees assigned to K-9 assignment receive 3.5 hours of compensatory time off, banked for each pay period during the K-9 assignment. Employees assigned to Crime Scene Technician duty receive additional one and one-half hours of pay per pay period at time and one-half.
Teamsters-(General Unit)	Employees who complete important tasks beyond their regular duties, with increased responsibility and personal risk to the city receive 10% of base salary. (Special assignment pay is granted based on a Department Head's recommendation to the City Manager.)
City of Riverside	
Bargaining Unit	Benefit
Executive	Not offered
Group I - Confidential and Supervisory	Customer Service Supervisor assigned to the working title Senior Customer Service Supervisor, and designated to participate in a six-month on-the-job management training program receive 5% (one salary step) increase.
Group II – Management, Professional, and Senior Management	Senior Librarian assigned lead responsibility for a special system-wide activity or assignment as designated by the Library Director receive 5% (one salary step) increase.
RPAA	Lieutenants assigned as Watch Commanders will receive a 5% patrol premium stipend.
RPOA	Employees who are assigned to Motorcycle Officer or Metro Team Sergeant (Red Team) receive 3% of base salary. Employees who are assigned to Collateral Metro (Blue/White team) or Metro Sniper Team or Hostage Negotiation Team Sergeant receive 1.5% of base salary. Employees that are regularly assigned responsibility for canine handling and care receive 15 hours per month paid at the premium rate equal to time and one half (1 ½) of the employees rate.
RPOA-Supervisory	Employees who are assigned to Motorcycle Sergeant or Metro Team Sergeant (Red Team) receive 3% of base salary. Employees who are assigned to Collateral Metro Sergeant (Blue/White team) or Metro Sniper Team Sergeant or Hostage Negotiation Team Sergeant receive 1.5% of base salary. Sergeants assigned to Patrol Division receive a 5% stipend (the following assignments are not considered part of Patrol Division: METRO, Traffic, UNET, and PACT). Sergeants when assigned to collateral canine duties receive 5% stipend.
SEIU- General	Employees in the following classifications with additional duties, responsibilities, or hazardous positions receive 5% increase (one additional salary step): Crew Leader, Public Safety Dispatchers in dispatcher training, Plan Check Engineers checking structural building plans, and Public Safety Dispatchers or Supervisors with a current Emergency Medical Dispatching (EMD) certificate, Wastewater Collection Systems Technician I/II who operates the TV camera truck, Air Conditioning Technician assigned to maintain and program the Energy Management System, Current employee assigned to the working title of Construction Inspector for the Springs Generation Project. Employees receive a temporary 5% pay increase during periods when employees are temporarily assigned by a supervisor to assume lead duties.
City of Temecula	
Bargaining Unit	Benefit

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MCP- Confidential	When an employee is assigned to a temporary higher-level job due to a job vacancy or someone's leave, their salary will increase by 5% to 10% during that temporary assignment, or it will be set at the starting rate for the temporary position, whichever is higher. If the temporary assignment involves non-represented management duties, the salary increase will be about 10%, or it will match the starting rate for the temporary position, whichever is higher.
MCP- Management	The employee's exempt or non-exempt status will follow the temporary management role. Non-exempt employees taking on an exempt temporary upgrade will receive Administrative/Executive Leave, adjusted based on their pro-rated time worked.
MCP-Executive Management	When employees is assigned temporarily to a higher-level role that is not related to a vacancy or leave of absence, they will be compensated on an hour-for-hour basis. Each instance of performing higher-level work will be paid at a rate equivalent to a 5-10% increase or the starting rate for the higher position, whichever is greater. The employee's exempt or non-exempt status will remain the same, and they won't qualify for Administrative/Executive Leave. Temporary upgrade work should be accurately reported on the timesheet for the corresponding pay period.
Teamsters	
City of Upland	
Bargaining Unit	Benefit
Executive Management Unit	Not offered
Non-Represented/Confidential Unit	
Upland City Employees Association	<p>Female dispatchers designated as Matrons, performing all duties normally associated, receive a salary differential of 2.5% of base salary. Female Police Services Technicians and Female Forensic Specialist who are assigned to perform matron duties will also receive 2.5% of base salary.</p> <p>Employees chosen by the Department Head to provide training to colleagues in the same or lower job positions or assigned to special projects will be eligible for Special Assignment Pay. This additional pay will be 5% of their base salary, and it will be provided for up to twelve (12) months unless a longer period is requested by the Department Head and approved by the Human Resources department.</p> <p>When employee is assigned to a higher classification, the employee will start receiving additional pay equal to 5% of their current classification's salary or the starting rate of the higher classification (whichever is higher) after they've worked in the higher classification for five (5) working days within a calendar year. Payment for the higher classification duties is limited to a maximum of twelve (12) months.</p>
Upland Mid-Management Employee Association	Not offered
Upland Police Management Association	
Upland Police Officers Association	<p>Police Officers will receive 5% of base salary when assigned to the following special details: Impact Officers, Canine Officers, Motorcycle Officers, Narcotics Officers, School Resource Officers, Specialized Investigations Unit (SIU) Officer, Personnel and Training Coordinator, and Detective Lead.</p> <p>Field Training Officers (FTO's) receive 5% of base salary when assigned as a FTO and only while serving in that capacity.</p> <p>One Canine Officer receives 2.5% of base salary when assigned to the position of Lead Canine Officer. This Special Assignment Pay is not applicable to employees in the position of Corporal.</p>

Education Incentive Pay

City of Menifee	
Bargaining Unit	Benefit
MCEA General	Not offered
MCEA Mid-Management	
MCEA Professional	
MCPEA	Employees receive 2% of base pay for a Bachelors degree and 4% of base pay for a Masters degree, if the degree is applicable to their field of work and not required for their position.
MPMA	Employees receive 4% of base pay for a Bachelors degree and 6% of base pay for a Masters degree, if the degree is applicable to their field of work and not required for their position.
MPOA	Employees receive 3% of base pay for a Bachelors degree and 5% of base pay for a Masters degree, if the degree is applicable to their field of work and not required for their position.
Non-Represented, Confidential	
Non-Represented, Executive	Directors receive 5% of base salary for a Masters degree and Deputy Directors receive 2.5% of base salary. The degree should be in alignment with the position and should be above the minimum requirement for the position.
City of Beaumont	
Bargaining Unit	Benefit
General Employees (SEIU)	Employees receive a 2.5% of base pay for a AA or AS degree or 1 job related certification; 5% of base pay for a Bachelors degree or 2 job related certifications; 2.5% for a Masters degree or 3 job related certifications.
ManagersProfessionalTechnical	Not offered
POA- (Police Officers Association)	Employees who posses a AA or AS receive 2.5% salary increase; BA or BS receive an additional 5%; Masters degree receive an additional 2.5%.
PMU-(Police Management Unit)	Not offered
Unrepresented-Department Head	
City of Chino	
Bargaining Unit	Benefit
AFSCME-CPWS (Chino Public Works Services)	Not offered
Teamsters-PTC (Professional, Technical and Clerical Unit)	
Confidential (Confidential Employee Assoc.)	
CPPEA-(Chino Police Professional Employee Assoc.)	
CPOA-(Chino Police Officers Assoc.)	Employees with two or more years of service as a sworn Police employee will receive a lump sum at the time of receipt of a qualifying degree. 2.5% for AA/AS; 5% for BA/BS; 7% MA/MS; qualifying degrees must be in Police Science, Public Administration, Business Administration, Behavioral Science, or other course of study. Employees will be eligible to receive concurrently the one-time Educational Incentive Pay while continuing to receive P.O.S.T. Certificate Pay for all degrees received.
CPMA-(Chino Police Management Assoc.)	
Unrepresented- Management	Not offered
Unrepresented-Executive	
Unrepresented-Deputy Directors	
Unrepresented-Sworn Management	Deputy Chief of Police and Captain with two or more years of service will receive a lump sum at the time of receipt of a qualifying degree. 2.5% for AA/AS; 5% for BA/BS; 7% MA/MS; Employees will be eligible to receive concurrently the one-time Educational Incentive Pay while continuing to receive P.O.S.T. Certificate Pay for all degrees received.
City of Corona	
Bargaining Unit	Benefit
Corona Police Employee Association	Not offered
Corona Police Supervisors Association	
Corona Public Services Employees Association	
Corona Supervisors Association	
Non-represented Executive Group	
Non-represented Management/Confidential Group	
City of Escondido	
Bargaining Unit	Benefit
Administrative/Clerical/Engineering Bargaining Unit	Employees receive \$75 per month for an Associates degree and \$254 per month for a Bachelors degree. Employees must have completed two years of service with the Cityto be eligible to receive pay for either Associate's or Bachelor's degrees and the maximum is based on the highest level of degree achived.
Executive Management	Not offered
Maintenance and Operations Bargaining Unit- Teamsters 911 Management	
POA- Non-Sworn Bargaining Unit	
POA- Sworn Bargaining Unit	Employees receive 1% of base rate of pay for an Associates degree and 2% of base rate pf pay for a Bachelors degree.
Supervisory Bargaining Unit	Not offered
UCT- Unclassified	

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City of Indio	
Bargaining Unit	Benefit
Executive	Not offered
ICEA (Indio City Employees Assoc.)	Employees who earn an Associate of Arts degree will receive a 2.5% increase in their base pay, and those who earn a Bachelor of Arts or Science degree will receive a 5% increase in their base pay. This additional pay is granted to employees whose jobs do not require these degrees. To be eligible, the degree must be obtained while working for the City, and the department head must determine that it relates reasonably to the job duties. Employees whose job classification mandates a degree or acceptable alternatives as a prerequisite are not eligible for this education pay.
IPOA (Indio Police Officers Assoc.)	Employees hired after July 1, 2021 do not receive education incentive pay. Those employees already receiving educational incentive pay as of August 1, 2018, who earn both a qualifying AA and a BA or BS will receive a 5% increase in their base pay (non-cumulative).
MCP- Management, Confidential, and Unrepresented	Not offered
PCU (Police Command Unit Assoc.)	Employees hired after August 1, 2018 do not receive education incentive pay. Those employees already receiving educational incentive pay as of August 1, 2018, who earn both a qualifying AA and a BA or BS will receive a 5% increase in their base pay (non-cumulative).
SEIU	Employees who earn an Associate of Arts degree will receive a 2.5% increase in their base pay, and those who earn a Bachelor of Arts or Science degree will receive a 5% increase in their base pay. This additional pay is granted to employees whose jobs do not require these degrees. To be eligible, the degree must be obtained while working for the City, and the department head must determine that it relates reasonably to the job duties. Employees whose job classification mandates a degree or acceptable alternatives as a prerequisite are not eligible for this education pay.
City of Moreno Valley	
Bargaining Unit	Benefit
MVCEA-NE(Moreno Valley City Employees Association)	Employees receive 0.5% of base salary for AA/AS; 1% of base salary for BA/BS; and 2% of base salary for Masters; Incentive applies if the degree is higher than what is stated in the job description/classification, regardless of "experience in lieu of" language.
MVMA-DMG-(Moreno Valley Management Association- Division Management)	
MVMA-PAM-(Moreno Valley Management Association- Professional/Administrative Management)	
MVCME-PAM-CONF(Moreno Valley Confidential Management Employees)	
Executive Mgmt	
City of Murrieta	
Bargaining Unit	Benefit
Confidential Employees	Not offered
Department Heads	Police Chief receives 5% of base pay for a Masters degree.
Management Employees	Not offered
MGEA (Murrieta General Employees Association)	Not offered
MPMA (Murrieta Police Management Association)	Effective July 1, 2009, Police Lieutenants and Police Captains receive 5% for a Masters degree in addition to having POST Supervisory OR Management certificates OR having successfully completed the California Post Command College, or having graduated from the FBI National Academy. Employee receives compensation for one or the other of the certificates.
MPOA (Murrieta Police Officers Association)	Employees employed as of July 1, 2007, who possess a Associates degree receive \$1.50 per hour in addition to their base salary OR who possess a Bachelors degree receive \$3.75 per hour in addition to their base salary OR who possess a Masters degree receive \$4.50 per hour in addition to their base salary. Employees hired after July 7, 2007, are not eligible to receive incentive.
MSA (Murrieta Supervisors Association)	Not offered
City of Palm Springs	
Bargaining Unit	Benefit
Executive - EX2,EX3,EX4	Employees receive an additional 5% of base salary for a Master's degree, provided that the Master's degree is not required as part of the job qualifications.
MAPS- (Management Association of Palm Springs)	
PEAPS- (Public Employees Association of Palm Springs)	
PSPMA- (Palm Springs Police Management Association)	Employees receive an additional 3% of base salary for a Bachelor's degree or 5% of base salary for a Master's degree, provided that the degree is not required as part of the job qualifications. If an employee has both a Master's Degree and a POST Management Certification, they receive 4% for the Master's Degree and 5% for the P.O.S.T. Management Certification for a total of 9%.
PSPOA- (Palm Springs Police Officers' Association)	Employees receive an additional 1.5% of base pay for an Associate's degree, and 3.0% of base pay for a Bachelor's degree. Employees can only receive one level of pay for a degree.
City of Redlands	
Bargaining Unit	Benefit
RADD-(Redlands Association of Department Directors)	Not offered

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RAME-(Redlands Association of Mgmt. Employees)	Employees receive 3% increase in basic salary for holding a Master's degree, provided that having a Master's degree is not required as part of the minimum qualifications. If a Master's degree is required, employees are eligible for the incentive when they possess a Doctoral degree.
RAMME-(Redlands Association of Mid Management Employees)	
RASME-(Redlands Association of Safety Management Employees)	Not offered
RCSEA-(Redlands Civilian Safety Employee Association)	Employees receive 3% increase in basic salary for holding a Master's degree, provided that having a Master's degree is not required as part of the minimum qualifications. If a Master's degree is required, employees are eligible for the incentive when they possess a Doctoral degree.
RPOA-(Redlands Police Officer Association)	Not offered
Teamsters-(General Unit)	
City of Riverside	
Bargaining Unit	Benefit
Executive	Not offered
Group I - Confidential and Supervisory	
Group II – Management, Professional, and Senior Management	
RPAA	
RPOA	
RPOA-Supervisory	
SEIU- General	
City of Temecula	
Bargaining Unit	Benefit
MCP- Confidential	Not offered
MCP- Management	
MCP-Executive Management	
Teamsters	
City of Upland	
Bargaining Unit	Benefit
Executive Management Unit	Not offered
Non-Represented/Confidential Unit	Employees receive 2.5% above base salary for AA/AS; 5% above base salary for BA/BA; 7.5% above base salary for MA/MS. Degree must be job-related and above the minimum requirement required of the employee's position.
Upland City Employees Association	Employees receive 2.5% above base salary for AA/AS; 5% above base salary for BA/BA; 7.5% above base salary for MA/MS. Degree must be job-related and above the minimum requirement required of the employee's position. Employees hired prior to July 1, 2023, who have a degree that is above the minimum requirements required of the employee's position but is not job-related will be eligible to receive 2.5% above base salary.
Upland Mid-Management Employee Association	Employees receive 2.5% above base salary for AA/AS; 5% above base salary for BA/BA; 7.5% above base salary for MA/MS. Degree must be job-related and above the minimum requirement required of the employee's position.
Upland Police Management Association	Effective July 1, 2023 employees receive 2.5% of base salary for an Associate's Degree or 5% of base salary for a Bachelors Degree or 7.5% of base salary for a Graduate Degree (including Master's, Juris Doctorate, Doctorate).
Upland Police Officers Association	Employees receive 2.5% of base salary for an Associate's Degree (or equiv. college units) or 5% of base salary for a Bachelor's Degree (or equiv. college units).

Lump Sum Payments

City of Menifee	
Bargaining Unit	Benefit
MCEA General	Effective 07/01/2022 employees received one time "inflation stipend" of \$2,500.
MCEA Mid-Management	
MCEA Professional	
MCPEA	Not offered
MPMA	Sworn employees receive a \$5,000 retention incentive payment each year upon their employment anniversary.
MPOA	
Non-Represented, Confidential	
Non-Represented, Executive	Not offered
City of Beaumont	
Bargaining Unit	Benefit
General Employees (SEIU)	If the City's general fund revenues exceed the budgeted general fund revenues by 10% for any fiscal year, as determined by the City's annual financial audit, the City will offer a one-time 2.5% of base salary, lump sum, with the first payroll distribution in the calendar month beginning after publication of the City's audited financial statements.
ManagersProfessionalTechnical	
POA- (Police Officers Association)	
PMU-(Police Management Unit)	
Unrepresented-Department Head	
City of Chino	
Bargaining Unit	Benefit
AFSCME-CPWS (Chino Public Works Services)	Not offered
Teamsters-PTC (Professional, Technical and Clerical Unit)	
Confidential (Confidential Employee Assoc.)	
CPPEA-(Chino Police Professional Employee Assoc.)	
CPOA-(Chino Police Officers Assoc.)	
CPMA-(Chino Police Management Assoc.)	
Unrepresented- Management	
Unrepresented-Executive	
Unrepresented-Deputy Directors	
Unrepresented-Sworn Management	
City of Corona	
Bargaining Unit	Benefit
Corona Police Employee Association	Not offered
Corona Police Supervisors Association	
Corona Public Services Employees Association	
Corona Supervisors Association	
Non-represented Executive Group	
Non-represented Management/Confidential Group	
City of Escondido	
Bargaining Unit	Benefit
Administrative/Clerical/Engineering Bargaining Unit	Not offered
Executive Management	
Maintenance and Operations Bargaining Unit- Teamsters 911	
Management	
POA- Non-Sworn Bargaining Unit	
POA- Sworn Bargaining Unit	
Supervisory Bargaining Unit	
UCT- Unclassified	
City of Indio	
Bargaining Unit	Benefit
Executive	Employees received a one-time \$9,000 lump sum signing bonus.
ICEA (Indio City Employees Assoc.)	Employees working for the City as of August 30, 2021, received a one-time \$9,000 lump sum signing bonus.
IPOA (Indio Police Officers Assoc.)	On July 1, 2021, all employees received a \$9000 lump sum signing bonus.
MCP- Management, Confidential, and Unrepresented	On August 18, 2021, all employees and who have completed one year of service with the City received a \$9,000 signing bonus. MCU employees who have not yet completed one year of service but were working as of August 18, 2021, received the one-time payment within 30 days of completion of one year service with the City.
PCU (Police Command Unit Assoc.)	On July 1, 2021, all employees received a \$9000 lump sum signing bonus.
SEIU	On the September 17th , all employees received a \$9,000 lump sum signing bonus.
City of Moreno Valley	
Bargaining Unit	Benefit
MVCEA-NE(Moreno Valley City Employees Association)	Not offered
MVMA-DMG-(Moreno Valley Management Association- Division Management)	
MVMA-PAM-(Moreno Valley Management Association- Professional/Administrative Management)	
MVCME-PAM-CONF(Moreno Valley Confidential Management Employees)	

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Executive Mgmt	
City of Murietta	
Bargaining Unit	Benefit
Confidential Employees	Employees hired on or before October 15, 2019 received one time stipend of \$1,500.
Department Heads	
Management Employees	
MGEA (Murrieta General Employees Association)	Employees hired on or before July 3, 2022 received one time stipend of \$1,500 on second pay period in July 2022.
MPMA (Murrieta Police Management Association)	Not offered
MPOA (Murrieta Police Officers Association)	
MSA (Murrieta Supervisors Association)	Employees hired on or before October 15, 2019 received one time stipend of \$1,500.
City of Palm Springs	
Bargaining Unit	Benefit
Executive - EX2,EX3,EX4	Not offered
MAPS- (Management Association of Palm Springs)	Not offered
PEAPS- (Public Employees Association of Palm Springs)	Not offered
PSPMA- (Palm Springs Police Management Association)	On July 1, 2022 employees received a lump sum payment of \$2,500.
PSPOA- (Palm Springs Police Officers' Association)	On July 1, 2022 employees received a lump sum payment of \$5,000.
City of Redlands	
Bargaining Unit	Benefit
RADD-(Redlands Association of Department Directors)	Not offered
RAME-(Redlands Association of Mgmt. Employees)	
RAMME-(Redlands Association of Mid Management Employees)	
RASME-(Redlands Association of Safety Management Employees)	
RCSEA-(Redlands Civilian Safety Employee Association)	
RPOA-(Redlands Police Officer Association)	
Teamsters-(General Unit)	
City of Riverside	
Bargaining Unit	Benefit
Executive	In January 2022, employees received a one-time non-PERSable stipend of \$10,000.
Group I - Confidential and Supervisory	
Group II – Management, Professional, and Senior Management	
RPAA	
RPOA	
RPOA-Supervisory	
SEIU- General	
City of Temecula	
Bargaining Unit	Benefit
MCP- Confidential	Not offered
MCP- Management	
MCP-Executive Management	
Teamsters	
City of Upland	
Bargaining Unit	Benefit
Executive Management Unit	Employees receive a one time lump sum of \$5,000. (American Rescue Plan Act (ARPA) funding.) The employee must be actively employed by the City during the time period of July 1, 2022 through June 30, 2023 and remain currently employed on the scheduled payment date.
Non-Represented/Confidential Unit	Employees receive a one time lump sum of \$5,000. (American Rescue Plan Act (ARPA) funding.) The employee must be actively employed by the City during the time period of July 1, 2022 through June 30, 2023 and remain currently employed on the scheduled payment date.
Upland City Employees Association	The City will issue a one-time payment for Essential Worker Premium Pay of up to \$5,000 to each employee who was physically reported to work and has been actively employed by the City during the time period of July 1, 2022, through June 30, 2023, and remains currently employed as of the scheduled payment date.
Upland Mid-Management Employee Association	Employees receive a one time lump sum of \$5,000. (American Rescue Plan Act (ARPA) funding.) The employee must be actively employed by the City during the time period of July 1, 2022 through June 30, 2023 and remain currently employed on the scheduled payment date.
Upland Police Management Association	The City will issue a one-time payment for Essential Worker Premium Pay of up to \$5,000 to each employee who was physically reported to work and has been actively employed by the City during the time period of July 1, 2022, through June 30, 2023, and remains currently employed as of the scheduled payment date.
Upland Police Officers Association	

POST Certification Pay

City of Menifee	
Bargaining Unit	Benefit
MCEA General	Not offered
MCEA Mid-Management	
MCEA Professional	
MCPEA	
MPMA	Employees receive 3% of base pay for P.O.S.T. Supervisory certificate and 5% of base pay for P.O.S.T. Management certificate. Incentives do not compound.
MPOA	Employees receive 3% of base pay for P.O.S.T. Intermediate certificate and 3% of base pay for P.O.S.T. Advanced certificate. Employees do not receive more than 5% and incentives do not compound.
Non-Represented, Confidential	
Non-Represented, Executive	Not offered
City of Beaumont	
Bargaining Unit	Benefit
General Employees (SEIU)	Not offered
ManagersProfessionalTechnical	Not offered
POA- (Police Officers Association)	Employees who possess a P.O.S.T. Intermediate certificate receive 2.5% salary increase; P.O.S.T. Advanced certificate receive an additional 5%; P.O.S.T. Supervisory certificate receive an additional 2.5%.
PMU-(Police Management Unit)	Employees who possess a P.O.S.T. Management certificate receive an additional 2.5% salary increase.
Unrepresented-Department Head	Not offered
City of Chino	
Bargaining Unit	Benefit
AFSCME-CPWS (Chino Public Works Services)	Not offered
Teamsters-PTC (Professional, Technical and Clerical Unit)	
Confidential (Confidential Employee Assoc.)	
CPPEA-(Chino Police Professional Employee Assoc.)	
CPOA-(Chino Police Officers Assoc.)	Police Officers and Corporal receive 6% monthly base salary for a P.O.S.T. Intermediate certificate or 12% of monthly base salary for an P.O.S.T. Advanced certificate.
CPMA-(Chino Police Management Assoc.)	Sworn employees receive 3% monthly base salary for a P.O.S.T. Intermediate certificate; 6% of monthly base salary for an P.O.S.T. Advanced certificate; either 6% of monthly base salary for an P.O.S.T. Supervisory certificate; or 9% of monthly base salary for an P.O.S.T. Management certificate.
Unrepresented- Management	Not offered
Unrepresented-Executive	
Unrepresented-Deputy Directors	
Unrepresented-Sworn Management	Chief of Police receive 12% of monthly base salary for P.O.S.T. Advanced certificate; 9% of monthly base salary for P.O.S.T. Management certificate; and 1% of monthly base salary for P.O.S.T. Executive certificate. Deputy Chief of Police and Captain receive 6% of monthly base salary for P.O.S.T. Intermediate certificate; 12% of monthly base salary for P.O.S.T. Advanced certificate; and 9% of monthly base salary for P.O.S.T. Management certificate. Deputy Chief of Police and Captain will be eligible to concurrently receive the onetime Educational Incentive Pay.
City of Corona	
Bargaining Unit	Benefit
Corona Police Employee Association	Employees receive 3% for P.O.S.T. Intermediate certificate or 8% of base salary for P.O.S.T. Advanced certificate. P.O.S.T. certificate pays are not cumulative and the employee receives the highest pay for which they are qualified.
Corona Police Supervisors Association	Police Sergeants and Police Lieutenants receive 3% of base pay for a P.O.S.T. Intermediate certificate or 8% of base pay for earning an P.O.S.T. Advanced Certificate. Police Captains receive 3% of base pay for a P.O.S.T. Supervisory certificate or 8% of base pay for a P.O.S.T. Management certificate. P.O.S.T. certificates are not cumulative. The employee receives the highest pay for which they are qualified.
Corona Public Services Employees Association	Not offered
Corona Supervisors Association	
Non-represented Executive Group	The Police Chief receives \$1,396.25 per month for obtaining and retaining a P.O.S.T Management certificate.
Non-represented Management/Confidential Group	All others not offered.
	Not offered
City of Escondido	
Bargaining Unit	Benefit
Administrative/Clerical/Engineering Bargaining Unit	Not offered
Executive Management	

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Maintenance and Operations Bargaining Unit- Teamsters 911	
Management	Police Management: employees receive 4.25% of base pay for P.O.S.T. Advanced certificate or 1% of base salary for P.O.S.T. Supervisory certificate or 0.50% of base salary for P.O.S.T. Management certificate.
POA- Non-Sworn Bargaining Unit	Public Safety Dispatcher I/II and Public Safety Shift Supervisor receive \$75 per month for P.O.S.T. Intermediate certificate or \$150 per month for P.O.S.T. Advanced certificate.
POA- Sworn Bargaining Unit	Police Officers and Police Sergeants receive 4% of base pay for P.O.S.T. Intermediate certificate or 5.25% of base salary for P.O.S.T. Advanced certificate. Police Sergeants receive a 2% of base pay for P.O.S.T. Supervisory certificate in addition to the first two certificates.
Supervisory Bargaining Unit	Not offered
UCT- Unclassified	
City of Indio	
Bargaining Unit	Benefit
Executive	Police Chief receives 15% P.O.S.T. Certificate pay
ICEA (Indio City Employees Assoc.)	Not offered
IPOA (Indio Police Officers Assoc.)	Police Officers, Police Corpals, and Police Dispatchers (I, II, and Senior) receive 7.5% pf pay for P.O.S.T. Intermediate certificate or 12.5% for P.O.S.T. Advanced certificate. For non-sworn employees other than Police Dispatchers receive POST Certificate Equivalence pay as follows: 6.25% for 8 years+15 units OR 6 years + 30 units OR 4 years + 60 units OR 2 years + 120 units. 12.5% for 12 years + 30 units OR 9 years + 60 units OR 6 years + 120 units. "years" refers to completed years of law enforcement agency service and "units" refers to Education Units as defined by POST.
MCP- Management, Confidential, and Unrepresented	Police Dispatch Supervisors receive 5% of pay for P.O.S.T. Advanced certificate or 10% for both P.O.S.T. Advanced certificate and P.O.S.T. Supervisory certificate. An employee with multiple POST certificates will be paid based on the highest one, without adding them together.
PCU (Police Command Unit Assoc.)	Police Sergeants and Police Lieutenants receive 7.5% of pay for P.O.S.T. Intermediate certificate; 12.5% of pay for P.O.S.T. Advanced certificate or for P.O.S.T. Supervisory certificate; 15% of pay for Both P.O.S.T. Advanced certificate and P.O.S.T. Supervisory certificate.
SEIU	Not offered
City of Moreno Valley	
Bargaining Unit	Benefit
MVCEA-NE(Moreno Valley City Employees Association)	Not offered
MVMA-DMG-(Moreno Valley Management Association- Division Management)	
MVMA-PAM-(Moreno Valley Management Association- Professional/Administrative Management)	
MVCME-PAM-CONF(Moreno Valley Confidential Management Employees)	
Executive Mgmt	
City of Murrieta	
Bargaining Unit	Benefit
Confidential Employees	Not offered
Department Heads	
Management Employees	
MGEA (Murrieta General Employees Association)	
MPMA (Murrieta Police Management Association)	Police Lieutenants who possess a P.O.S.T. Supervisory certificate receive 5% in addition to their base pay. Police Captains who possess a P.O.S.T. Management certificate receive 5% in addition to their base pay.
MPOA (Murrieta Police Officers Association)	Employees employed as of July 1, 2007, who possess an Intermediate P.O.S.T. certification receive \$1.50 per hour in addition to their base salary OR who possess an Advanced P.O.S.T. certification receive \$3.00 per hour in addition to their base salary. Employees hired after July 7, 2007, are not eligible to receive incentive.
MSA (Murrieta Supervisors Association)	Not offered
City of Palm Springs	
Bargaining Unit	Benefit
Executive - EX2,EX3,EX4	Not offered
MAPS- (Management Association of Palm Springs)	Not offered
PEAPS- (Public Employees Association of Palm Springs)	Not offered
PSPMA- (Palm Springs Police Management Association)	Employees receive a 5% of base salary for possessing a P.O.S.T. Management certificate. If an employee has both a Master's Degree and a POST Management Certification, they receive 4% for the Master's Degree and 5% for the P.O.S.T. Management Certification for a total of 9%.
PSPOA- (Palm Springs Police Officers' Association)	Not offered
City of Redlands	
Bargaining Unit	Benefit

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RADD-(Redlands Association of Department Directors)	Not offered
RAME-(Redlands Association of Mgmt. Employees)	
RAMME-(Redlands Association of Mid Management Employees)	
RASME-(Redlands Association of Safety Management Employees)	Employees receive 12.5% of base salary for an Advanced P.O.S.T. certificate. Additionally, employees also receive 10% of base salary for P.O.S.T. Supervisory or Management certificates. This certification pay cannot exceed 22.5% of base salary.
RCSEA-(Redlands Civilian Safety Employee Association)	Not offered
RPOA-(Redlands Police Officer Association)	Effective July 1, 2023 employees receive 5% of base salary for P.O.S.T. Basic certificate; 14% of base salary for P.O.S.T. Intermediate certificate; and 22.5% of base salary for P.O.S.T. Advanced certificate. Amounts cannot be compounded upon each other.
Teamsters-(General Unit)	Not offered
City of Riverside	
Bargaining Unit	Benefit
Executive	Not offered
Group I - Confidential and Supervisory	
Group II – Management, Professional, and Senior Management	
RPAA	Employees receive 10% premium for P.O.S.T. Intermediate certificate or 15% premium for P.O.S.T. Advanced certificate and 2.5 for P.O.S.T. Management certificate.
RPOA	Employees receive 10% premium for P.O.S.T. Intermediate certificate or 15% premium for P.O.S.T. Advanced certificate.
RPOA-Supervisory	
SEIU- General	Not offered
City of Temecula	
Bargaining Unit	Benefit
MCP- Confidential	Not offered
MCP- Management	
MCP-Executive Management	
Teamsters	
City of Upland	
Bargaining Unit	Benefit
Executive Management Unit	Not offered
Non-Represented/Confidential Unit	
Upland City Employees Association	
Upland Mid-Management Employee Association	
Upland Police Management Association	Effective July 1, 2023 employees receive 2.5% of base salary for P.O.S.T. Intermediate certificate or 7.5% of base salary for P.O.S.T. Advance certificate.
Upland Police Officers Association	Employees receive 2.5% of base salary for P.O.S.T. Intermediate certificate or 7.5% of base salary for P.O.S.T. Advance certificate.

Uniform Allowance-Reimbursement

City of Menifee	
Bargaining Unit	Benefit
MCEA General	Not offered
MCEA Mid-Management	
MCEA Professional	
MCPEA	Employees who are required to wear a uniform receive \$600 per year.
MPMA	Employees who are not assigned to uniformed patrol or required to wear uniform receive \$850 per year. Employees assigned to uniform patrol or required to wear a uniform as part of their assignment are provided uniforms.
MPOA	Employees receive \$1000 per year.
Non-Represented, Confidential	
Non-Represented, Executive	Police Chief receives \$1000 per year.
City of Beaumont	
Bargaining Unit	Benefit
General Employees (SEIU)	<p>The City provides the initial set of uniforms to the employee who is required to wear a uniform and then pays a uniform allowance of \$100.00 per month to employees in the following classification series: Animal Control Officers; Building Inspectors; Community Enhancement Officers; Public Works Inspectors.</p> <p>The City provides uniforms, for all employees in the following classification series: Building Grounds Maintenance Workers; Bus Drivers; Mechanics; Lead Building Grounds Maintenance Workers; Lead Bus Driver; Street Maintenance Workers; Wastewater Operators; Wastewater Collection System Workers.</p> <p>*As determined by the City, when safety boots or shoes need to be worn with uniform, employees receive boot reimbursement \$300 per year. (Eligible classifications: Animal Control Officers; Building Inspectors; Bus Drivers; Community Enhancement Officers; Equipment Mechanics; Equipment Operators; Maintenance Workers; Public Works Inspector; Wastewater Operators; Wastewater Collection System Workers.)</p>
ManagersProfessionalTechnical	<p>The Streets Maintenance Supervisor and Wastewater Collection Supervisor are provided uniforms.</p> <p>*As determined by the City, when safety boots or shoes need to be worn with uniform, employees receive boot reimbursement \$150 per year. (Eligible classifications: Assistant Director of Community Services; Building/Grounds Maintenance Supervisor; Chief Building Official; Chief Plant Operator; Environmental Compliance Manager; Public Works Manager; Street Maintenance Supervisor; Transit Manager; Vehicle Maintenance Supervisor; Wastewater Collections Supervisor; Wastewater Plant Supervisor.)</p>
POA- (Police Officers Association)	Sworn employees receive \$100 per month. Public Safety Dispatchers and Support Services Specialist receive \$100 per month.
PMU-(Police Management Unit)	Employees receive \$100 per month.
Unrepresented-Department Head	Police Chief is provided uniform.
City of Chino	
Bargaining Unit	Benefit
AFSCME-CPWS (Chino Public Works Services)	Not offered; uniforms provided by the City.
Teamsters-PTC (Professional, Technical and Clerical Unit)	
Confidential (Confidential Employee Assoc.)	
CPPEA-(Chino Police Professional Employee Assoc.)	Employees in the classifications of Crime Prevention & Community Outreach Specialist, Crime Analyst, Police Records Technician, Sr. Police Records Technician, Police Service Officer, Property and Evidence Technician, and Public Safety Dispatcher I and II will be provided with a uniform cleaning allowance of \$770 per year.
CPOA-(Chino Police Officers Assoc.)	Employees receive \$770 per year.
CPMA-(Chino Police Management Assoc.)	Sergeants in uniformed assignments receive \$770 per year; Sergeants in non-uniformed assignments receive \$960 per year; and Lieutenants receive \$1,200 per year.
Unrepresented- Management	Public Safety Dispatch Supervisors and Police Records & Evidence Supervisors receive \$700 per year.
Unrepresented-Executive	Not offered
Unrepresented-Deputy Directors	
Unrepresented-Sworn Management	Employees receive \$1,200 per year.
City of Corona	
Bargaining Unit	Benefit
Corona Police Employee Association	Employees receive \$132.31 per pay period. The City also reimburses for the cost of a ballistic safety vest up to \$1,500 once every five years.
Corona Police Supervisors Association	

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Corona Public Services Employees Association	<p>Employees in the classifications of Animal Control Officer, Animal Care Attendant and Jailer receive uniform allowance of \$840.00 upon hire into these classifications. Upon completing 1 year of employment in the classification, employees in these classifications receive \$32.31 per pay period. These employees are required to use their uniform allowance to clean their uniforms and purchase new uniforms if directed by their supervisor to replace an existing uniform.</p> <p>Employees in classifications who are maintenance members assigned to Facilities Maintenance, Park Rangers, Fleet Services, Water, Water Reclamations, Street Maintenance, Park Maintenance, and Warehouse divisions are provided uniforms.</p> <p>Employees in the classifications of Police Records Technician, Public Safety Dispatcher, Crime Prevention Specialist, Property and Evidence Technician, Rangemaster and Community Service Officer, are provided uniforms.</p> <p>Employees in all other classifications who are required to wear uniforms are also provided uniforms.</p>
Corona Supervisors Association	Employees who are required to wear uniforms are provided uniforms.
Non-represented Executive Group	<p>The Police Chief receives \$132.31 per pay period. The City also reimburses for the cost of a ballistic safety vest up to \$1,500 once every five years. The Fire Chief receives \$85.62 per pay period.</p> <p>All others not offered.</p>
Non-represented Management/Confidential Group	Not offered
City of Escondido	
Bargaining Unit	Benefit
Administrative/Clerical/Engineering Bargaining Unit	<p>The Fire Prevention Specialist receives a uniform allowance of \$800 per year and is provided safety equipment (shoes, steel toed/shank boots, jackets, etc.)</p> <p>The following classifications receive safety shoe allowance of \$150 per year: Associate Chemist; Building Inspector; Engineer II (Survey Crew); Engineering Technician (Survey Crew); Environmental Compliance Inspector I; Environmental Compliance Inspector II; Facilities Project Coordinator; Field Engineering Inspector I; Field Engineering Inspector II; Lab Quality Assurance Officer; Laboratory Technician I; Laboratory Technician II; Property and Evidence Technician I; Property and Evidence Technician II; Purchasing/Inventory Control Coordinator; Senior Environmental Compliance Inspector; Senior Industrial Waste Inspector; Senior Property and Evidence Technician.</p>
Executive Management	Police Chief receives a \$700 per year.
Maintenance and Operations Bargaining Unit- Teamsters 911	<p>The following classifications receive a uniform allowance of \$650 per year: Park Range I and II.</p> <p>Employees receive a safety shoe allowance \$150 per year.</p>
Management	Police Captain and Police Lieutenant receive a uniform allowance of \$700 per year. Lakes & Open Space Superintendent receives a uniform allowance of \$650 per year. Canal Superintendent receives \$150 per year for safety shoes.
POA- Non-Sworn Bargaining Unit	Community Service Officer and Safety Dispatch employees receive \$800 per year.
POA- Sworn Bargaining Unit	Employees receive \$800 per year.
Supervisory Bargaining Unit	<p>The Lakes and Open Space Supervisor receives a uniform allowance of \$650 per year. The City provides uniforms for all Building Maintenance employees.</p> <p>The following classifications receive safety shoe allowance of \$150 per year: Building Maintenance Supervisor; Control Systems Technician Supervisor; Custodial Supervisor; Environmental Compliance Supervisor; Field Engineering Supervisor; Lakes & Open Space Supervisor; Maintenance Supervisor; Meter Services Supervisor; Plant Systems Technician Supervisor; Property and Evidence Supervisor; Senior Building Inspector; Senior Wastewater Collections Supervisor; Senior Water Distribution Supervisor; Supervising Chemist; Wastewater Treatment Plant Operations Supervisor.</p>
UCT- Unclassified	<p>EMS Program Coordinator receives a uniform allowance of \$650 per year.</p> <p>Assistant Canal Superintendent; Canal Assistant I/II; Senior Safety Analyst; Safety Trainer receive \$150 for safety shoes. All others not offered.</p>
City of Indio	
Bargaining Unit	Benefit
Executive	Police Chief received \$140 per month.
ICEA (Indio City Employees Assoc.)	<p>Code Enforcement Officer and Records Specialist receive \$100 per month.</p> <p>The City provides uniforms to employees who are required to wear distinctive uniforms and who work in Public Works.</p>
IPOA (Indio Police Officers Assoc.)	Peace Officers receive \$140 per month. Community Services Officers, Dispatchers, Senior Dispatchers, Property and Evidence Officer, and Crime Analyst receive \$80 per month.

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MCP- Management, Confidential, and Unrepresented	Sworn employees receive \$140 per month. The City provides uniforms for employees who are required to wear distinctive uniforms while on duty.
PCU (Police Command Unit Assoc.)	Employees receive \$140 per month.
SEIU	The City provides uniforms for employees who are required to wear distinctive uniforms while on duty.
City of Moreno Valley	
Bargaining Unit	Benefit
MVCEA-NE(Moreno Valley City Employees Association)	Not offered; uniforms provided by the City.
MVMA-DMG-(Moreno Valley Management Association- Division Management)	
MVMA-PAM-(Moreno Valley Management Association- Professional/Administrative Management)	
MVCME-PAM-CONF(Moreno Valley Confidential Management Employees)	Not offered
Executive Mgmt	
City of Murrieta	
Bargaining Unit	Benefit
Confidential Employees	Not offered
Department Heads	Police Chief receives \$1800 per year.
Management Employees	Public Safety Communications Manager receives \$600 per year.
MGEA (Murrieta General Employees Association)	Employees in the following classifications receive \$600 per year: Code Enforcement Officer; Community Services Officer I; Community Services Officer II; EMS Coordinator; Police Services Technician I; Police Services Technician II; Property Evidence Technician; Public Safety Dispatcher I; Public Safety Dispatcher II. *As determined by the City, when safety boots or shoes need to be worn with uniform, the City will purchase boots in an amount of \$250 per year. (Eligible classifications EMS Coordinator; Fire Inspector; Maintenance Worker I) Fire Inspector receives \$1,850 per year.
MPMA (Murrieta Police Management Association)	Police Captains and Police Lieutenants receive \$1800 per year.
MPOA (Murrieta Police Officers Association)	Employees receive \$150 per month.
MSA (Murrieta Supervisors Association)	Employees in the following classifications receive \$600 per year: CAD/RMS Administrator- Public Safety Dispatch Supervisor; Code Enforcement Supervisor; Public Safety Radio Administrator; Police Records Supervisor; Public Safety Dispatch Supervisor.
City of Palm Springs	
Bargaining Unit	Benefit
Executive - EX2,EX3,EX4	
MAPS- (Management Association of Palm Springs)	Emergency Management Coordinator, Fire Marshal, and the Police Services Supervisor receive \$125 per month. Airport Operations Supervisor's are provided uniforms and \$30 per month for cleaning. Maintenance Supervisor, Fleet Manager, Streets Manager, Deputy Director of Maintenance and Facilities and Maintenance Superintendent receive \$175 per year for safety boots.
PEAPS- (Public Employees Association of Palm Springs)	The following classifications receive \$85 per month: Animal Services Officer; Police Records Technician; Police Services Officer; Community Services Officer; Fire Prevention Specialists; Jail Transport Officers. The following classifications receive \$30 per month: Plans Examiner II; Building Inspector; Code Compliance Officer; Airport Operations Specialist; Crime Scene Technician; Property Technician; Public Works Inspectors; Rangemaster. For classifications who receive \$85 per month, the uniform allowance is to compensate for both the acquisition and maintenance of uniforms. For classifications who receive \$30 per month, the uniform allowance is to compensate for maintenance of uniforms. The City pays employees \$175 per year for safety shoes to those positions that meet the general industry standard, the current ATSM Standard to those positions necessitating safety footwear protection.
PSPMA- (Palm Springs Police Management Association)	Employees receive \$125 per month, as a reimbursement for expenses incurred for acquisition and maintenance of uniforms and \$10 per month for safety equipment.
PSPOA- (Palm Springs Police Officers' Association)	Employees receive \$125 per month, as a reimbursement for expenses incurred for acquisition and maintenance of uniforms and \$10 per month for safety equipment. Motor Officers receive \$150 per month and \$10 per month for safety equipment.
City of Redlands	
Bargaining Unit	Benefit
RADD-(Redlands Association of Department Directors)	Police Chief and Fire Chief who wear their uniforms to public ceremonies or for operational necessity receive \$3,200 per year.
RAME-(Redlands Association of Mgmt. Employees)	Fire Marshall receives \$1,100 per year.

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RAMME-(Redlands Association of Mid Management Employees)	Deputy Fire Marshall and Emergency Services Coordinator receive \$1,100 per year. *As determined by the City, when safety boots or shoes need to be worn with uniform, employees receive footwear allowance \$150 per year. (Eligible classifications: Construction Manager; Deputy Fire Marshal; Laboratory Quality Manager; Field Services Coordinator; Field Services Project Supervisor; Laboratory Manager; Water Production Maintenance Superintendent; Water Distribution Superintendent; and Fleet Services Coordinator.)
RASME-(Redlands Association of Safety Management Employees)	Employees receive \$3,200 per year.
RCSEA-(Redlands Civilian Safety Employee Association)	Employees in the following classifications receive \$1,700 per year: Animal Services Officer; Animal Services Supervisor; Community Services Officer I/II; Digital Forensic Examiner; Dispatch Supervisor; Dispatcher I/II/III; Fire Prevention Inspector; Forensic Specialist; Property & Evidence Technician. *As determined by the City, when safety boots or shoes need to be worn with uniform, employees receive boot allowance \$225 per year. (Eligible classification: Kennel Attendant)
RPOA-(Redlands Police Officer Association)	Upon 6 months of employment within the Police Department, employees receive \$3,200 per year. *Every 5 years the City will reimburse employees for custom fitted load-bearing vest of similar quality to the Blankenship Police Supply Tactical, one pair of high-quality service boots meeting OSHA service requirements, and one pair of safety glasses, collectively in a total amount of \$1,100.
Teamsters-(General Unit)	Employees who wear uniforms will receive uniform rental and cleaning services paid for by the city, worth \$125 annually, instead of a uniform allowance. It's mandatory for these employees to wear the assigned uniform and suitable footwear to work every day. The following classifications receive uniforms instead of clothing allowance: Building Inspector I/II; Code Enforcement Officer I/II; Program Aid; Program Specialist; Sr. Building Inspector; Code Enforcement Officer. Non-uniformed employees in this unit receive a \$300 bonus instead of a uniform allowance. *As determined by the City, when safety boots or shoes need to be worn with uniform, employees receive boot allowance \$300 per year. (Eligible classification: Asphalt Worker ; Sr. Asphalt Worker; Building Inspector I/II ; Sr. Building Inspector; Building Maintenance Worker ; Sr. Building Maintenance Worker; Cemetery Caretaker I; Sr. Code Enforcement Officer; Cemetery Crew Leader; Sr. Construction Inspector; Code Enforcement Officer I/II; Sr. Customer Service Field Technician; Construction Inspector ; Sr. Equipment Operator; Cross Connection Control Inspector ; Sr. Grounds Maintenance Worker I/II; Customer Service Field Technician ; Sr. Grove Maintenance Worker; Electrical and Instrumentation Apprentice; Sr. Street Maintenance Worker I/II; Electrical and Instrumentation Technician ; Sr. Water Quality Technician; Electrician ; Tree Trimmer I/II; Equipment Mechanic I/II ; Utilities Maintenance Foreperson; Equipment Operator OIT/I/II ; Wastewater Collections System Supervisor; Fire Mechanic; Wastewater Collection Systems Worker I/II/III; Grounds Maintenance Worker I/II Wastewater Facilities Operator I/II/III/IV/V; Grove Maintenance Worker Wastewater Supervisor; Laboratory Analyst I/II/III/IV Water Distribution Crew Leader; Maintenance Worker I/II Water Distribution Operator; NPDES Inspector 1/11 Water Distribution Supervisor; Plant Mechanic I/II Water Meter Reader I/II; Regulatory Compliance Officer Water Production Maintenance Supervisor.)
City of Riverside	
Bargaining Unit	Benefit
Executive	The City provides uniforms for employees who are required to wear uniforms. Employees who are required by City Safety regulations (reference V-0001, August 2003) to wear safety footwear to work receive \$250 per year.
Group I - Confidential and Supervisory	
Group II – Management, Professional, and Senior Management	
RPA	Lieutenants who are assigned to SWAT team are provided uniforms.
RPOA	The City provides uniforms for employees who are required to wear uniforms.
RPOA-Supervisory	
SEIU- General	The City provides uniforms for employees who are required to wear uniforms. Employees who are required by City Safety regulations (reference V-0001, August 2003) to wear safety footwear to work receive \$250 per year.
City of Temecula	
Bargaining Unit	Benefit
MCP- Confidential	Employees that are responsible for field operations and that are routinely working in the field receive \$150 per year. *As determined by the City, when safety boots or shoes need to be worn with uniform, employees receive boot allowance \$175 per year.
MCP- Management	
MCP-Executive Management	
Teamsters	Building Inspectors, Landscape Inspectors, Public Works Inspectors, Code Enforcement Officers, and Fire Inspectors, are eligible to receive \$150 per year.
	Employees in Fire, Community Development, Public Works, and Community Services who are required to wear uniforms are provided the uniforms. *As determined by the City, when safety boots or shoes need to be worn with uniform, employees receive boot allowance \$175 per year.
City of Upland	

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Bargaining Unit	Benefit
Executive Management Unit	Police Chief receives \$1,000 per year.
Non-Represented/Confidential Unit	Not offered
Upland City Employees Association	<p>Upon completion of 12 month of employment the Business License Inspector and Building Inspector I/II receive \$200 per year.</p> <p>The following classifications of Police Department receive a \$400 per year: Animal Services Officer, Code Enforcement Officer, Forensic Technician, Homeless Services Coordinator, Parking Control Aide, Police Dispatcher I, Police Dispatcher II, Police Records Technician I, Police Records Technician II, Police Services Technician, and Senior Police Records Technician.</p> <p>The following classification receive \$200 per year for work boots: Animal Services Officer Business License Inspector; Building Inspector I/II; Senior Building Inspector; Code Enforcement Officer; Custodian; Equipment Mechanic; Environmental Compliance; Inspector I/II; Facilities Coordinator; Facilities Technician; Forensic Technician; IT Specialist; Lead Equipment Mechanic; Lead Utility Worker (Water and; Sewer); Lead Water Treatment Operator; Lead Water Meter Technician; Maintenance Coordinator; Maintenance Worker I/II; Parking Control Aide; Police Service Technician; Public Works Inspector I/II; Water Meter Technician; Utility Worker I/II (Water and Sewer); Warehouse and Inventory Technician.</p>
Upland Mid-Management Employee Association	<p>Upon completion of 12 months of employment the Police Dispatch Supervisor, Animal Services Supervisor, and Police Records Supervisor receive \$300 per year.</p> <p>The City provides work boots annually up to \$200 per pair for the following classifications: Animal Services Supervisor, Assistant Engineer, Associate Engineer, Building Official, Chief Water Treatment Operator, Engineering Manager, Environmental Quality Administrator, Maintenance Supervisor, Operations Manager, Senior Engineer, Utilities Manager, & Utility System Supervisor.</p>
Upland Police Management Association	Upon completion of 12 month of employment employees receive \$1,000 per year.
Upland Police Officers Association	

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