

**City of Seaside
Salary Survey Data**

Position Title	Group	May 2022 Current Maximum monthly Salary	Maximum Monthly Salary based on Survey Data	Percent Behind Market (at or over market)	Equity Adjustm ent Jan 23, Jan 24, Jan 25	Rationale
ACM / Community Development Director	Exec	\$14,198	\$17,945	-26.4%	8.8%	Market and range placement.
Chief Building Official	Exec	\$11,386	\$13,790	-21.1%	7.0%	Market and range placement.
Assistant City Manager	Exec	\$14,198	\$17,063	-20.2%	6.7%	Market and range placement.
Public Works Director / City Engineer	Exec	\$14,437	\$16,733	-15.9%	5.3%	Internal Alignment
Recreation Services Director	Exec	\$13,456	\$15,355	-14.1%	4.7%	Market and range placement.
Human Resources Director / Risk Manager	Exec	\$14,041	\$15,355	-9.4%	3.1%	Internal Alignment
Finance Director	Exec	\$14,437	\$15,355	-6.4%	2.1%	Internal Alignment
Fire Chief*	Exec	\$17,182	\$16,733	2.6%	0	Market and range placement.
Police Chief*	Exec	\$17,623	\$16,984	3.6%	0	Market and range placement.
*No adjustment to be provided						
Legend for columns:						
Column 1 - Classification Title.						
Column 2 - Seaside labor association.						
Column 3 - Seaside's current monthly maximum salaries.						
Column 4 - Proposed Salary range number from the newly proposed salary range schedule.						
Column 3 - Percentage from Total Monthly Comp median is the market percentage differential the Seaside Benchmark classification is from the Market Median.						
Column 4 - Market or Internal placement shows the total monthly compensation market median dollar values derived from the market survey results, or the internal placement percentage.						
Column 4 - Monthly maximum salary of the newly proposed salary ranges.						
Column 5 - This percentage expresses the difference between Seaside's current salaries and the proposed salaries.						
Column 6 - This is the Relationship (to evaluate salary differential between related classifications)						
Column 6 - The rationale expresses how the proposed salary recommendation was arrived at (i.e., whether market results or internal alignments were used).						