

**State Controller's Office - Division of Accounting and Reporting**  
**Cities - Local Government Compensation Report - Calendar Year 2016**

**Preparer Contact Information**

Entity Name Poway  
 Human Resources Web Page http://poway.org/248/Human-Resources  
 Employees Hold more than One Position? No (Enter 'Yes' or 'No') 'Save As' Filename 2016-11983770400.xlsx

Preparer Name Peter Moote  
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Line #	Elected Official Enter 'Y'	Department	Classification	Multiple Positions Footnote	Annual Salary Minimum	Annual Salary Maximum	--- Total Wages Subject to Medicare (Box 5 of W-2): ---				Applicable Defined Benefit Pension Formula	"----- Employer Contribution: -----"			Health, Dental, Vision
							Total Regular Pay	Overtime Pay	Lump Sum Pay	Other Pay		Retirement Plan: Employees' Share Paid by Employer	Defined Benefit Plan: Employer's Share	Deferred Compensation/Defined Contribution Plan	
1.		Administrative Services Department	Accounting Technician II		42,006	51,059	50,206	92	359	-	2.7% @ 55	-	20,522	1,550	8,753
2.		Administrative Services Department	Accounting Technician II		42,006	51,059	39,991	1,798	1,827	-	2.7% @ 55	-	17,577	1,444	7,025
3.		Administrative Services Department	Accounting Technician II		42,006	51,059	9,700	-	-	-	2% @ 62	-	1,967	415	2,316
4.		Administrative Services Department	Accounting Technician II		42,006	51,059	35,311	-	1,664	-	2.7% @ 55	-	14,526	1,065	6,094
5.		Administrative Services Department	Administrative Assistant III		41,680	50,664	7,695	-	-	-	N/A	-	-	-	-
6.		Administrative Services Department	Administrative Assistant III		41,680	50,664	2,497	-	-	-	N/A	-	-	-	-
7.		Administrative Services Department	Assistant Director Administrative Services		112,950	137,309	125,912	-	5,925	2,522	2.7% @ 55	-	56,488	2,762	23,089
8.		Administrative Services Department	Customer Services Supervisor		55,064	66,929	26,775	79	-	-	2% @ 62	-	6,123	1,038	7,941
9.		Administrative Services Department	Customer Services Technician II		42,006	51,059	45,537	-	-	-	2% @ 62	-	9,227	1,788	11,672
10.		Administrative Services Department	Customer Services Technician II		42,006	51,059	49,929	1,873	-	-	2.7% @ 55	-	20,522	1,508	7,085
11.		Administrative Services Department	Finance Manager		99,776	121,285	118,209	-	4,096	1,924	2.7% @ 55	-	48,710	2,762	11,641
12.		Administrative Services Department	GIS Technician II		58,893	71,587	60,181	218	-	-	2% @ 62	-	11,547	1,863	8,085
13.		Administrative Services Department	Human Resources Manager		99,776	121,285	116,397	-	2,276	2,522	2% @ 60	-	22,729	2,762	8,085
14.		Administrative Services Department	Human Resources Technician		51,132	62,150	14,321	-	-	-	2% @ 62	-	3,226	-	1,937
15.		Administrative Services Department	Human Resources Technician I		49,885	60,634	3,578	-	1,898	-	2% @ 62	-	645	138	415
16.		Administrative Services Department	Human Resources Technician II		56,440	68,602	66,959	162	334	-	2.7% @ 55	-	27,448	1,799	8,476
17.		Administrative Services Department	Human Resources Technician II		56,440	68,602	32,052	-	-	-	2% @ 62	-	6,172	69	1,005
18.		Administrative Services Department	Information Technology Analyst		68,767	83,585	36,726	-	-	-	2% @ 62	-	7,425	1,229	4,609
19.		Administrative Services Department	Information Technology Analyst		68,767	83,585	78,107	-	2,019	598	2.7% @ 55	-	33,578	2,282	13,026
20.		Administrative Services Department	Information Technology Analyst		68,767	83,585	7,151	-	1,129	-	2% @ 62	-	1,238	263	1,135
21.		Administrative Services Department	Information Technology Manager		99,776	121,285	109,194	-	5,290	2,834	2.7% @ 55	-	48,710	2,762	16,759
22.		Administrative Services Department	Intern		32,560	39,578	4,080	-	-	-	N/A	-	-	-	-
23.		Administrative Services Department	Management Analyst		68,767	83,585	66,789	-	-	-	2% @ 60	-	12,948	2,004	8,722
24.		Administrative Services Department	Management Assistant		62,300	75,724	9,966	69	764	-	N/A	-	-	277	917
25.		Administrative Services Department	Network Administrator		75,906	92,262	83,001	-	866	910	2.7% @ 55	-	37,060	2,282	16,759
26.		Administrative Services Department	Senior Accountant		74,055	90,012	84,854	-	-	-	2.7% @ 55	-	36,157	2,282	10,372
27.		Administrative Services Department	Senior Accountant		74,055	90,012	83,793	-	-	-	2.7% @ 55	-	36,157	2,282	7,321
28.		Administrative Services Department	Senior Management Analyst		75,906	92,262	89,633	-	1,385	598	2.7% @ 55	-	37,060	2,282	8,230
29.		Community Services Department	Administrative Assistant II		35,941	43,687	30,908	2,015	-	-	2% @ 62	-	2,715	-	-
30.		Community Services Department	Administrative Assistant III		41,680	50,664	13,699	-	932	-	2% @ 62	-	2,963	770	3,265
31.		Community Services Department	Administrative Assistant III		41,680	50,664	46,186	208	-	-	2.7% @ 55	-	20,364	1,716	12,538
32.		Community Services Department	Administrative Assistant III		41,680	50,664	23,837	15	-	-	2% @ 62	-	4,742	1,033	5,211
33.		Community Services Department	Aquatics Coordinator		40,663	49,428	22,659	1,685	2,863	-	2% @ 62	-	4,095	570	5,516
34.		Community Services Department	Aquatics Coordinator		40,663	49,428	27,102	317	1,024	-	2% @ 62	-	3,597	630	4,160
35.		Community Services Department	Box Office Attendant		33,374	40,568	1,593	-	-	-	N/A	-	-	-	-
36.		Community Services Department	Box Office Attendant		33,374	40,568	78	-	-	-	N/A	-	-	-	-
37.		Community Services Department	Box Office Attendant		33,374	40,568	2,033	-	-	-	N/A	-	-	-	-
38.		Community Services Department	Box Office Attendant		33,374	40,568	430	-	-	-	N/A	-	-	-	-
39.		Community Services Department	Box Office Attendant		33,374	40,568	7,024	-	-	-	N/A	-	-	-	-
40.		Community Services Department	Box Office Attendant		33,374	40,568	7,137	-	-	-	N/A	-	-	-	-
41.		Community Services Department	Box Office Attendant		33,374	40,568	8,887	-	-	-	N/A	-	-	-	-
42.		Community Services Department	Box Office Coordinator		40,663	49,428	34,869	392	-	-	2.7% @ 55	-	15,002	650	5,244
43.		Community Services Department	Community Services Manager		99,776	121,285	120,162	-	2,531	2,522	2.7% @ 55	-	48,710	2,762	6,807
44.		Community Services Department	Director of Community Services		131,998	160,444	158,288	-	-	4,498	2.7% @ 55	-	64,427	3,362	11,641
45.		Community Services Department	Dock Attendant		26,724	32,484	5,716	-	-	-	N/A	-	-	-	-
46.		Community Services Department	Dock Attendant		26,724	32,484	263	-	-	-	2% @ 62	-	48	-	-
47.		Community Services Department	Dock Attendant		26,724	32,484	12,829	-	-	-	N/A	-	-	-	-
48.		Community Services Department	Dock Attendant		26,724	32,484	2,456	-	-	-	N/A	-	-	-	-
49.		Community Services Department	Dock Attendant		26,724	32,484	3,739	-	-	-	N/A	-	-	-	-

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50.		Community Services Department	Dock Attendant		26,724	32,484	8,745	-	-	-	N/A	-	-	-	-
51.		Community Services Department	Dock Attendant		26,724	32,484	12,200	-	-	-	N/A	-	-	-	-
52.		Community Services Department	Dock Attendant		26,724	32,484	2,110	-	-	-	N/A	-	-	-	-
53.		Community Services Department	Front of House Assistant		33,374	40,568	4,142	-	-	-	N/A	-	-	-	-
54.		Community Services Department	Front of House Assistant		33,374	40,568	2,006	-	-	-	N/A	-	-	-	-
55.		Community Services Department	Front of House Assistant		33,374	40,568	8,805	-	-	-	N/A	-	-	-	-
56.		Community Services Department	Front of House Assistant		33,374	40,568	32	-	-	-	N/A	-	-	-	-
57.		Community Services Department	Front of House Assistant		33,374	40,568	646	-	-	-	N/A	-	-	-	-
58.		Community Services Department	Front of House Assistant		33,374	40,568	5,095	-	-	-	N/A	-	-	-	-
59.		Community Services Department	Front of House Assistant		33,374	40,568	209	-	-	-	N/A	-	-	-	-
60.		Community Services Department	Front of House Assistant		33,374	40,568	309	-	-	-	N/A	-	-	-	-
61.		Community Services Department	Front of House Assistant		33,374	40,568	4,155	-	-	-	N/A	-	-	-	-
62.		Community Services Department	Front of House Assistant		33,374	40,568	1,075	-	-	-	N/A	-	-	-	-
63.		Community Services Department	Front of House Coordinator		40,663	49,428	30,393	983	211	-	2.7% @ 55	-	15,980	800	9,171
64.		Community Services Department	Lifeguard		28,077	34,128	5,305	-	-	-	N/A	-	-	-	-
65.		Community Services Department	Lifeguard		28,077	34,128	5,300	-	-	-	N/A	-	-	-	-
66.		Community Services Department	Lifeguard		28,077	34,128	8,126	-	-	-	N/A	-	-	-	-
67.		Community Services Department	Lifeguard		28,077	34,128	8,877	-	-	-	N/A	-	-	-	-
68.		Community Services Department	Lifeguard		28,077	34,128	12,509	-	-	-	N/A	-	-	-	-
69.		Community Services Department	Lifeguard		28,077	34,128	5,452	121	-	-	N/A	-	-	-	-
70.		Community Services Department	Lifeguard		28,077	34,128	10,172	64	-	-	N/A	-	-	-	-
71.		Community Services Department	Lifeguard		28,077	34,128	13,404	-	-	-	N/A	-	-	-	-
72.		Community Services Department	Lifeguard		28,077	34,128	4,827	46	-	-	N/A	-	-	-	-
73.		Community Services Department	Lifeguard		28,077	34,128	1,023	-	-	-	N/A	-	-	-	-
74.		Community Services Department	Lifeguard		28,077	34,128	5,172	5	-	-	N/A	-	-	-	-
75.		Community Services Department	Lifeguard		28,077	34,128	5,310	-	-	-	N/A	-	-	-	-
76.		Community Services Department	Lifeguard		28,077	34,128	6,025	16	-	-	N/A	-	-	-	-
77.		Community Services Department	Lifeguard		28,077	34,128	4,866	-	-	-	N/A	-	-	-	-
78.		Community Services Department	Lifeguard		28,077	34,128	1,695	-	-	-	N/A	-	-	-	-
79.		Community Services Department	Lifeguard		28,077	34,128	5,050	-	-	-	N/A	-	-	-	-
80.		Community Services Department	Lifeguard		28,077	34,128	4,043	51	-	-	N/A	-	-	-	-
81.		Community Services Department	Lifeguard		28,077	34,128	6,151	107	-	-	N/A	-	-	-	-
82.		Community Services Department	Lifeguard		28,077	34,128	5,669	-	-	-	N/A	-	-	-	-
83.		Community Services Department	Lifeguard		28,077	34,128	3,975	-	-	-	N/A	-	-	-	-
84.		Community Services Department	Lifeguard		28,077	34,128	8,714	-	-	-	N/A	-	-	-	-
85.		Community Services Department	Lifeguard		28,077	34,128	11,288	192	-	-	N/A	-	-	-	-
86.		Community Services Department	Lifeguard		28,077	34,128	8,755	-	-	-	N/A	-	-	-	-
87.		Community Services Department	Lifeguard		28,077	34,128	3,902	-	-	-	N/A	-	-	-	-
88.		Community Services Department	Lifeguard		28,077	34,128	6,269	-	-	-	N/A	-	-	-	-
89.		Community Services Department	Lifeguard		28,077	34,128	3,145	-	-	-	N/A	-	-	-	-
90.		Community Services Department	Lifeguard		28,077	34,128	7,777	-	-	-	N/A	-	-	-	-
91.		Community Services Department	Lifeguard		28,077	34,128	10,431	-	-	-	N/A	-	-	-	-
92.		Community Services Department	Lifeguard		28,077	34,128	9,516	-	-	-	N/A	-	-	-	-
93.		Community Services Department	Lifeguard		28,077	34,128	4,765	410	-	-	N/A	-	-	-	-
94.		Community Services Department	Lifeguard		28,077	34,128	3,854	-	-	-	N/A	-	-	-	-
95.		Community Services Department	Lifeguard		28,077	34,128	5,189	-	-	-	N/A	-	-	-	-
96.		Community Services Department	Lifeguard		28,077	34,128	8,241	32	-	-	N/A	-	-	-	-
97.		Community Services Department	Lifeguard		28,077	34,128	1,573	-	-	-	N/A	-	-	-	-
98.		Community Services Department	Lifeguard		28,077	34,128	9,646	35	-	-	N/A	-	-	-	-

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							Total Regular Pay	Overtime Pay	Lump Sum Pay	Other Pay		Retirement Plan: Employees' Share Paid by Employer	Defined Benefit Plan: Employer's Share	Deferred Compensation/Defined Contribution Plan	Health, Dental, Vision
99.		Community Services Department	Management Assistant		62,300	75,724	57,021	775	426	-	2.7% @ 55	-	23,200	1,506	11,641
100.		Community Services Department	Park Ranger		34,209	41,582	17,664	-	-	-	N/A	-	-	-	-
101.		Community Services Department	Park Ranger		34,209	41,582	17,175	-	-	-	2% @ 62	-	1,611	-	-
102.		Community Services Department	Park Ranger		34,209	41,582	6,172	-	-	-	N/A	-	-	-	-
103.		Community Services Department	Park Ranger		34,209	41,582	18,839	200	-	-	N/A	-	-	-	-
104.		Community Services Department	Recreation Coordinator		40,663	49,428	45,592	1,981	89	-	2% @ 62	-	8,750	988	8,373
105.		Community Services Department	Recreation Coordinator		40,663	49,428	36,765	485	-	-	2% @ 62	-	8,719	1,788	16,786
106.		Community Services Department	Recreation Coordinator		40,663	49,428	39,884	1,052	10	-	2% @ 62	-	7,694	1,032	8,288
107.		Community Services Department	Recreation Coordinator		40,663	49,428	51,576	-	-	598	2.7% @ 55	-	20,808	1,788	8,476
108.		Community Services Department	Recreation Coordinator		40,663	49,428	39,163	2,033	5	-	2% @ 62	-	7,523	988	12,000
109.		Community Services Department	Recreation Leader I		28,077	34,128	786	-	-	-	N/A	-	-	-	-
110.		Community Services Department	Recreation Leader I		28,077	34,128	5,393	54	-	-	N/A	-	-	-	-
111.		Community Services Department	Recreation Leader I		28,077	34,128	3,834	-	-	-	N/A	-	-	-	-
112.		Community Services Department	Recreation Leader I		28,077	34,128	5,274	15	-	-	N/A	-	-	-	-
113.		Community Services Department	Recreation Leader I		28,077	34,128	4,504	110	-	-	N/A	-	-	-	-
114.		Community Services Department	Recreation Leader I		28,077	34,128	7,585	55	-	-	N/A	-	-	-	-
115.		Community Services Department	Recreation Leader I		28,077	34,128	2,423	-	-	-	N/A	-	-	-	-
116.		Community Services Department	Recreation Leader I		28,077	34,128	3,739	-	-	-	N/A	-	-	-	-
117.		Community Services Department	Recreation Leader I		28,077	34,128	7,583	-	-	-	N/A	-	-	-	-
118.		Community Services Department	Recreation Leader I		28,077	34,128	6,002	-	-	-	N/A	-	-	-	-
119.		Community Services Department	Recreation Leader I		28,077	34,128	12,117	-	-	-	N/A	-	-	-	-
120.		Community Services Department	Recreation Leader I		28,077	34,128	6,904	55	-	-	N/A	-	-	-	-
121.		Community Services Department	Recreation Leader I		28,077	34,128	6,443	-	-	-	N/A	-	-	-	-
122.		Community Services Department	Recreation Leader I		28,077	34,128	6,975	69	-	-	N/A	-	-	-	-
123.		Community Services Department	Recreation Leader I		28,077	34,128	4,464	50	-	-	N/A	-	-	-	-
124.		Community Services Department	Recreation Leader I		28,077	34,128	1,633	-	-	-	N/A	-	-	-	-
125.		Community Services Department	Recreation Leader I		28,077	34,128	4,422	45	-	-	N/A	-	-	-	-
126.		Community Services Department	Recreation Leader I		28,077	34,128	14,222	48	-	-	N/A	-	-	-	-
127.		Community Services Department	Recreation Leader I		28,077	34,128	4,352	10	-	-	N/A	-	-	-	-
128.		Community Services Department	Recreation Leader I		28,077	34,128	4,343	45	-	-	N/A	-	-	-	-
129.		Community Services Department	Recreation Leader I		28,077	34,128	7,823	-	-	-	N/A	-	-	-	-
130.		Community Services Department	Recreation Leader I		28,077	34,128	4,827	45	-	-	N/A	-	-	-	-
131.		Community Services Department	Recreation Leader I		28,077	34,128	3,580	-	-	-	N/A	-	-	-	-
132.		Community Services Department	Recreation Leader I		28,077	34,128	4,457	-	-	-	N/A	-	-	-	-
133.		Community Services Department	Recreation Leader I		28,077	34,128	10,932	-	160	-	N/A	-	-	565	4,074
134.		Community Services Department	Recreation Leader I		28,077	34,128	4,801	16	-	-	N/A	-	-	-	-
135.		Community Services Department	Recreation Leader I		28,077	34,128	9,304	152	-	-	N/A	-	-	-	-
136.		Community Services Department	Recreation Leader I		28,077	34,128	7,032	-	2,372	-	N/A	-	-	-	-
137.		Community Services Department	Recreation Leader I		28,077	34,128	6,365	-	-	-	N/A	-	-	-	-
138.		Community Services Department	Recreation Leader I		28,077	34,128	5,244	389	-	-	N/A	-	-	-	-
139.		Community Services Department	Recreation Leader II		30,991	37,672	24,273	349	-	-	2% @ 60	-	4,802	713	410
140.		Community Services Department	Recreation Leader II		30,991	37,672	7,271	-	-	-	N/A	-	-	-	-
141.		Community Services Department	Recreation Leader II		30,991	37,672	204	-	-	-	N/A	-	-	-	-
142.		Community Services Department	Recreation Leader II		30,991	37,672	4,055	47	-	-	N/A	-	-	-	-
143.		Community Services Department	Recreation Leader II		30,991	37,672	14,100	106	-	-	N/A	-	-	-	-
144.		Community Services Department	Recreation Leader II		30,991	37,672	11,992	56	-	-	N/A	-	-	-	-
145.		Community Services Department	Recreation Leader II		30,991	37,672	13,250	76	-	-	N/A	-	-	-	-
146.		Community Services Department	Recreation Leader II		30,991	37,672	14,431	-	-	-	N/A	-	-	-	-
147.		Community Services Department	Recreation Leader II		30,991	37,672	14,097	86	-	-	N/A	-	-	-	-

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							Total Regular Pay	Overtime Pay	Lump Sum Pay	Other Pay		Retirement Plan: Employees' Share Paid by Employer	Defined Benefit Plan: Employer's Share	Deferred Compensation/ Defined Contribution Plan	Health, Dental, Vision
148.		Community Services Department	Recreation Leader II		30,991	37,672	10,814	-	-	-	2.7% @ 55	-	2,933	-	4,202
149.		Community Services Department	Recreation Leader II		30,991	37,672	21,130	189	-	-	2% @ 62	-	2,636	-	-
150.		Community Services Department	Recreation Supervisor		55,064	66,929	58,266	887	8	698	2.7% @ 55	-	25,282	1,799	12,555
151.		Community Services Department	Recreation Supervisor		55,064	66,929	61,180	2,285	-	598	2% @ 62	-	11,725	1,799	8,085
152.		Community Services Department	Recreation Supervisor		55,064	66,929	60,732	2,264	8,557	575	2% @ 55	-	11,617	1,730	8,530
153.		Community Services Department	Recreation Supervisor		55,064	66,929	59,790	3,413	-	698	2% @ 55	-	13,754	1,799	11,353
154.		Community Services Department	Senior Lifeguard		30,991	37,672	1,770	-	-	-	2% @ 62	-	323	-	-
155.		Community Services Department	Senior Lifeguard		30,991	37,672	20,601	388	-	-	2% @ 62	-	2,626	-	-
156.		Community Services Department	Senior Lifeguard		30,991	37,672	14,796	438	-	-	N/A	-	-	-	-
157.		Community Services Department	Senior Management Analyst		75,906	92,262	79,593	-	3,982	-	2.7% @ 55	-	37,060	2,282	16,760
158.		Community Services Department	Senior Park Ranger		37,760	45,899	44,566	328	-	979	2% @ 62	-	8,733	1,638	11,641
159.		Community Services Department	Senior Park Ranger		37,760	45,899	38,760	656	-	69	2.7% @ 55	-	18,199	1,638	12,695
160.		Community Services Department	Senior Park Ranger		37,760	45,899	27,616	166	-	-	2% @ 62	-	5,337	-	-
161.		Community Services Department	Senior Recreation Supervisor		63,857	77,617	76,731	-	3,349	598	2.7% @ 55	-	31,182	2,282	11,918
162.		Community Services Department	Stage Technician		36,839	44,780	10,795	339	-	-	N/A	-	-	-	-
163.		Community Services Department	Stage Technician		36,839	44,780	2,277	6	-	-	N/A	-	-	-	-
164.		Community Services Department	Stage Technician		36,839	44,780	2,121	-	-	-	N/A	-	-	-	-
165.		Community Services Department	Stage Technician		36,839	44,780	10,387	-	-	-	N/A	-	-	-	-
166.		Community Services Department	Stage Technician		36,839	44,780	2,037	-	-	-	N/A	-	-	-	-
167.		Community Services Department	Stage Technician		36,839	44,780	2,921	-	-	-	N/A	-	-	-	-
168.		Community Services Department	Stage Technician		36,839	44,780	23,411	2,963	-	-	2% @ 62	-	4,485	-	-
169.		Community Services Department	Stage Technician		36,839	44,780	3,258	-	-	-	N/A	-	-	-	-
170.		Community Services Department	Stage Technician		36,839	44,780	2,490	-	-	-	N/A	-	-	-	-
171.		Community Services Department	Stage Technician		36,839	44,780	17,155	92	-	-	N/A	-	-	-	-
172.		Community Services Department	Technical Theater Coordinator		40,663	49,428	51,211	7,610	492	-	2.7% @ 55	-	20,808	988	11,641
173.		Community Services Department	Technical Theater Coordinator		40,663	49,428	51,100	289	541	-	2.7% @ 55	-	20,808	988	11,918
174.		Development Services Department	Administrative Assistant III		41,680	50,664	50,762	-	-	-	2.7% @ 55	-	20,590	988	11,004
175.		Development Services Department	Administrative Assistant III		41,680	50,664	23,024	-	-	-	2% @ 62	-	4,774	608	5,128
176.		Development Services Department	Administrative Assistant III		41,680	50,664	12,720	22	696	-	2% @ 62	-	2,620	380	5,181
177.		Development Services Department	Associate Civil Engineer		82,533	100,318	81,710	-	1,301	-	2% @ 62	-	16,388	2,282	11,918
178.		Development Services Department	Associate Civil Engineer		82,533	100,318	86,511	-	-	-	2% @ 60	-	16,556	2,282	8,476
179.		Development Services Department	Associate Planner		67,090	81,546	75,799	-	880	-	2.7% @ 55	-	32,759	2,282	9,963
180.		Development Services Department	Associate Planner		67,090	81,546	75,419	-	2,792	-	2.7% @ 55	-	32,760	2,282	13,026
181.		Development Services Department	City Engineer		118,628	144,207	139,962	-	3,196	2,522	2.7% @ 55	-	57,910	2,762	10,136
182.		Development Services Department	City Planner		112,950	137,309	81,668	-	299	1,843	2% @ 62	-	16,810	2,018	9,500
183.		Development Services Department	Code Compliance Officer		57,851	70,317	12,132	-	-	-	2% @ 62	-	2,459	415	1,921
184.		Development Services Department	Code Compliance Officer		57,851	70,317	69,887	406	-	-	2.7% @ 55	-	28,252	1,799	6,807
185.		Development Services Department	Conservation Administrator		75,906	92,262	77,767	-	-	-	2% @ 60	-	14,869	2,282	11,292
186.		Development Services Department	Development Services Aide		33,374	40,568	4,733	-	-	-	2% @ 62	-	966	-	-
187.		Development Services Department	Development Services Aide		33,374	40,568	8,128	-	-	-	2% @ 62	-	1,364	-	-
188.		Development Services Department	Development Services Technician		47,157	57,322	56,058	-	504	-	2.7% @ 55	-	23,036	1,638	8,722
189.		Development Services Department	Director of Development Services		143,966	174,970	165,635	-	5,252	4,498	2.7% @ 55	-	70,257	3,362	16,759
190.		Development Services Department	Engineering Inspector		58,893	71,587	63,332	3,240	-	618	2% @ 62	-	12,123	1,788	11,641
191.		Development Services Department	Engineering Inspector		58,893	71,587	63,056	1,137	-	598	2% @ 62	-	12,119	1,788	11,918
192.		Development Services Department	Engineering Technician I		53,354	64,855	52,077	-	-	-	2% @ 62	-	11,133	988	12,905
193.		Development Services Department	Lead Engineering Inspector		71,755	87,222	72,964	2,013	-	598	2.7% @ 55	-	32,770	1,788	16,759
194.		Development Services Department	Management Analyst		68,767	83,585	70,855	-	375	-	2% @ 62	-	13,564	2,208	11,395
195.		Development Services Department	Senior Administrative Assistant		46,007	55,924	4,892	-	296	-	2.7% @ 55	-	1,806	208	619
196.		Development Services Department	Senior Administrative Assistant		46,007	55,924	30,985	-	-	-	2% @ 62	-	6,742	760	10,183

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**Preparer Contact Information**

Entity Name Poway  
 Human Resources Web Page http://poway.org/248/Human-Resources  
 Employees Hold more than One Position? No (Enter 'Yes' or 'No') 'Save As' Filename 2016-11983770400.xlsx

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Line #	Elected Official Enter 'Y'	Department	Classification	Multiple Positions Footnote	Annual Salary Minimum	Annual Salary Maximum	--- Total Wages Subject to Medicare (Box 5 of W-2) ---				Applicable Defined Benefit Pension Formula	"----- Employer Contribution: -----"			
							Total Regular Pay	Overtime Pay	Lump Sum Pay	Other Pay		Retirement Plan: Employees' Share Paid by Employer	Defined Benefit Plan: Employer's Share	Deferred Compensation/Defined Contribution Plan	Health, Dental, Vision
197.		Development Services Department	Senior Civil Engineer		100,832	122,562	16,248	-	-	92	2.7% @ 55	-	3,463	351	2,551
198.		Development Services Department	Senior Civil Engineer		100,832	122,562	115,459	-	1,840	598	2% @ 60	-	23,283	2,282	12,905
199.		Development Services Department	Senior Management Analyst		75,906	92,262	33,769	-	8,526	-	2.7% @ 55	-	12,495	878	3,635
200.		Development Services Department	Senior Management Analyst		75,906	92,262	24,687	-	-	-	2% @ 62	-	4,998	790	3,089
201.		Development Services Department	Senior Planner		77,804	94,568	92,364	-	-	-	2.7% @ 55	-	37,986	2,282	8,476
202.		Development Services Department	Special Projects Engineer		75,906	92,262	83,011	-	3,559	-	2.7% @ 55	-	37,060	5,697	16,759
203.		Legislative and Administrative	Administrative Assistant II		35,941	43,687	23,058	-	-	-	N/A	-	-	-	-
204.		Legislative and Administrative	Administrative Assistant III		41,680	50,664	46,041	-	54	-	2.7% @ 55	-	20,503	1,799	13,026
205.		Legislative and Administrative	Assistant City Manager		158,926	193,168	106,306	-	-	3,220	2% @ 62	-	21,684	2,586	10,518
206.		Legislative and Administrative	City Clerk		99,776	121,285	12,843	-	6,694	291	2% @ 60	-	2,340	319	863
207.		Legislative and Administrative	City Clerk		99,776	121,285	26,752	-	-	-	N/A	-	-	-	-
208.		Legislative and Administrative	City Clerk		99,776	121,285	66,433	-	288	1,746	2% @ 55	-	13,472	2,328	6,112
209.		Legislative and Administrative	City Manager		236,282	236,282	158,031	-	136,659	6,661	2% @ 60	-	30,751	16,203	12,048
210.		Legislative and Administrative	City Manager		236,282	236,282	200,449	-	5,799	5,631	2.7% @ 55	-	84,777	8,693	17,277
211.		Legislative and Administrative	Community Outreach Coordinator		68,767	83,585	28,851	-	-	-	2% @ 62	-	5,638	-	-
212.	Y	Legislative and Administrative	Councilmember		14,009	14,009	2,574	-	-	3,588	2.7% @ 55	-	5,719	-	23,089
213.	Y	Legislative and Administrative	Councilmember		14,009	14,009	13,754	-	-	4,186	2.7% @ 55	-	5,719	-	8,746
214.	Y	Legislative and Administrative	Councilmember		14,009	14,009	2,576	-	-	4,186	2% @ 62	-	2,704	-	23,089
215.	Y	Legislative and Administrative	Councilmember		14,009	14,009	7,212	-	-	4,498	2.7% @ 55	-	5,719	-	13,026
216.		Legislative and Administrative	Economic Development Manager		99,776	121,285	111,153	-	2,304	2,522	2% @ 62	-	22,729	2,762	16,000
217.		Legislative and Administrative	Executive Assistant to the City Manager		56,440	68,602	60,431	138	1,839	-	2.7% @ 55	-	26,784	1,799	13,026
218.		Legislative and Administrative	Management Analyst		68,767	83,585	73,656	-	1,853	92	2.7% @ 55	-	33,578	2,282	16,332
219.	Y	Legislative and Administrative	Mayor		21,908	21,908	9,329	-	-	4,498	2% @ 60	-	3,392	-	16,759
220.		Legislative and Administrative	Records Technician		43,790	53,229	10,107	395	-	-	2% @ 62	-	2,050	428	1,919
221.		Legislative and Administrative	Senior Administrative Assistant		46,007	55,924	41,719	1,810	364	-	2% @ 62	-	8,962	1,638	8,434
222.		Public Works Department	Administrative Assistant III		41,680	50,664	50,636	214	-	-	2.7% @ 55	-	20,515	988	11,395
223.		Public Works Department	Administrative Assistant III		41,680	50,664	45,238	169	-	-	2% @ 62	-	8,659	1,788	11,395
224.		Public Works Department	Administrative Assistant III		41,680	50,664	41,932	191	-	-	2% @ 62	-	8,234	988	6,807
225.		Public Works Department	Assessment District Specialist		57,456	69,841	69,389	997	1,319	276	2.7% @ 55	-	28,210	2,225	6,807
226.		Public Works Department	Assessment District Specialist		57,456	69,841	39,019	494	13,499	311	2.7% @ 55	-	14,582	1,038	6,498
227.		Public Works Department	Assistant Director of Public Works		103,361	125,637	120,606	-	1,886	2,522	2% @ 55	-	23,625	2,762	7,321
228.		Public Works Department	Construction Maintenance Crew Leader		48,336	58,755	49,491	1,917	-	10	2.7% @ 55	-	23,478	1,438	16,081
229.		Public Works Department	Construction Maintenance Crew Leader		48,336	58,755	49,924	5,547	-	1,900	2.7% @ 55	-	23,718	1,788	16,759
230.		Public Works Department	Construction Maintenance Crew Leader		48,336	58,755	58,230	1,085	-	-	2.7% @ 55	-	23,717	1,788	8,476
231.		Public Works Department	Construction Maintenance Supervisor		63,857	77,617	71,258	683	-	598	2.7% @ 55	-	31,288	1,799	13,026
232.		Public Works Department	Construction Maintenance Supervisor		63,857	77,617	72,852	1,841	482	598	2.7% @ 55	-	31,288	1,799	11,641
233.		Public Works Department	Construction Maintenance Worker I		37,760	45,899	27,593	153	-	5	2% @ 62	-	3,446	876	3,054
234.		Public Works Department	Construction Maintenance Worker I		37,760	45,899	18,847	245	-	-	2% @ 62	-	1,799	266	1,811
235.		Public Works Department	Construction Maintenance Worker I		37,760	45,899	10,905	-	-	-	N/A	-	-	-	-
236.		Public Works Department	Construction Maintenance Worker I		37,760	45,899	28,074	314	-	-	2% @ 62	-	4,023	1,294	6,257
237.		Public Works Department	Construction Maintenance Worker II		41,680	50,664	50,212	7,786	520	3,050	2.7% @ 55	-	20,471	1,788	8,476
238.		Public Works Department	Construction Maintenance Worker II		41,680	50,664	45,111	2,947	-	2,251	2% @ 62	-	8,704	988	7,321
239.		Public Works Department	Construction Maintenance Worker II		41,680	50,664	7,634	420	1,970	-	2% @ 62	-	1,505	390	863
240.		Public Works Department	Construction Maintenance Worker II		41,680	50,664	32,477	373	2,176	-	2% @ 62	-	6,147	798	8,992
241.		Public Works Department	Construction Maintenance Worker II		41,680	50,664	40,290	1,606	-	-	2% @ 62	-	8,903	1,348	12,905
242.		Public Works Department	Construction Maintenance Worker II		41,680	50,664	46,403	1,547	-	6	2% @ 62	-	8,904	988	6,416
243.		Public Works Department	Construction Maintenance Worker II		41,680	50,664	41,849	348	-	-	2.7% @ 55	-	20,470	988	16,677
244.		Public Works Department	Construction Maintenance Worker II		41,680	50,664	41,565	7,871	831	2,650	2.7% @ 55	-	20,470	1,788	15,581
245.		Public Works Department	Contract Specialist/Inspector		57,456	69,841	65,575	13,682	-	625	2.7% @ 55	-	28,179	1,788	10,372

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 Employees Hold more than One Position? No (Enter 'Yes' or 'No') 'Save As' Filename 2016-11983770400.xlsx

Preparer Name Peter Moote  
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Line #	Elected Official Enter 'Y'	Department	Classification	Multiple Positions Footnote	Annual Salary Minimum	Annual Salary Maximum	--- Total Wages Subject to Medicare (Box 5 of W-2) ---				Applicable Defined Benefit Pension Formula	"----- Employer Contribution: -----"			
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246.		Public Works Department	Cross-Connection Specialist		57,456	69,841	69,268	101	-	601	2.7% @ 55	-	28,168	2,438	11,353
247.		Public Works Department	Cross-Connection Specialist		57,456	69,841	60,287	3,476	-	2,098	2.7% @ 55	-	28,054	2,538	12,905
248.		Public Works Department	Customer Services Field Worker		47,157	57,322	46,408	605	19	-	2.7% @ 55	-	22,356	1,788	16,759
249.		Public Works Department	Customer Services Field Worker		47,157	57,322	48,935	421	-	-	2% @ 62	-	9,376	1,638	8,085
250.		Public Works Department	Director of Public Works		143,966	174,970	156,674	-	3,341	4,186	2% @ 60	-	31,115	3,362	9,878
251.		Public Works Department	Equipment Mechanci Trainee		41,680	50,664	45,989	447	-	-	2.7% @ 55	-	21,234	1,788	12,145
252.		Public Works Department	Facilities Maintenance Crew Leader		53,354	64,855	64,623	1,438	-	-	2.7% @ 55	-	28,769	988	17,932
253.		Public Works Department	Facilities Technician II		46,007	55,924	54,729	5,939	-	1,500	2% @ 60	-	10,579	1,788	7,321
254.		Public Works Department	Fleet Maintenance Supervisor		67,090	81,546	74,823	290	1,568	-	2.7% @ 55	-	32,865	1,799	17,932
255.		Public Works Department	Intern		32,560	39,578	3,791	-	-	-	N/A	-	-	-	-
256.		Public Works Department	Intern		32,560	39,578	7,001	-	-	-	N/A	-	-	-	-
257.		Public Works Department	Lead Customer Services Field Worker		54,688	66,476	63,836	472	-	-	2.7% @ 55	-	26,059	1,508	11,641
258.		Public Works Department	Management Analyst		68,767	83,585	70,917	-	474	-	2% @ 55	-	13,659	2,282	6,807
259.		Public Works Department	Management Analyst		68,767	83,585	13,484	-	-	-	N/A	-	-	-	-
260.		Public Works Department	Parks Maintenance Crew Leader		48,336	58,755	56,743	165	1,102	-	2.7% @ 55	-	23,761	1,352	8,722
261.		Public Works Department	Parks Maintenance Supervisor		67,090	81,546	77,591	1,604	-	598	2.7% @ 55	-	32,865	1,799	10,136
262.		Public Works Department	Parks Maintenance Worker I		37,760	45,899	40,983	1,723	117	-	2% @ 62	-	7,861	988	8,085
263.		Public Works Department	Parks Maintenance Worker I		37,760	45,899	20,080	283	1,297	-	2% @ 62	-	3,951	494	3,405
264.		Public Works Department	Parks Maintenance Worker I		37,760	45,899	39,102	1,242	-	-	2% @ 62	-	7,501	988	6,839
265.		Public Works Department	Parks Maintenance Worker I		37,760	45,899	23,699	-	-	-	N/A	-	-	-	-
266.		Public Works Department	Parks Maintenance Worker I		37,760	45,899	13,049	27	-	-	2% @ 62	-	2,653	1,062	2,369
267.		Public Works Department	Parks Maintenance Worker I		37,760	45,899	11,355	163	-	-	2% @ 62	-	295	38	218
268.		Public Works Department	Parks Maintenance Worker I		37,760	45,899	7,708	-	-	-	2% @ 62	-	-	-	-
269.		Public Works Department	Parks Maintenance Worker II		41,680	50,664	23,647	204	1,311	-	2.7% @ 55	-	10,910	1,370	7,115
270.		Public Works Department	Parks Maintenance Worker II		41,680	50,664	50,116	-	-	-	2.7% @ 55	-	20,470	988	11,004
271.		Public Works Department	Parks Maintenance Worker II		41,680	50,664	49,617	1,138	-	-	2.7% @ 55	-	20,470	1,703	6,807
272.		Public Works Department	Parks Maintenance Worker II		41,680	50,664	41,874	1,141	-	-	2.7% @ 55	-	20,470	1,638	16,677
273.		Public Works Department	Parks Maintenance Worker II		41,680	50,664	48,592	3,381	-	-	2.7% @ 55	-	20,470	1,710	8,476
274.		Public Works Department	Parks Maintenance Worker II		41,680	50,664	39,605	143	-	-	2.7% @ 55	-	15,774	798	5,194
275.		Public Works Department	Public Works Administrator		88,027	106,995	103,132	-	3,490	598	2.7% @ 55	-	41,923	2,282	12,155
276.		Public Works Department	Public Works Operations Manager		99,776	121,285	109,193	-	2,958	2,834	2.7% @ 55	-	48,710	2,762	16,759
277.		Public Works Department	Public Works Supervisor		63,857	77,617	72,112	55	3,369	598	2.7% @ 55	-	31,288	1,799	12,676
278.		Public Works Department	Public Works Utilities Manager		99,776	121,285	90,483	-	2,754	2,522	2.7% @ 55	-	40,182	2,762	16,759
279.		Public Works Department	Seasonal Const Maintenance Worker I		37,760	45,899	10,822	146	-	-	2% @ 62	-	1,954	-	-
280.		Public Works Department	Seasonal Const Maintenance Worker I		37,760	45,899	4,091	-	-	-	N/A	-	-	-	-
281.		Public Works Department	Seasonal Const Maintenance Worker I		37,760	45,899	8,669	100	-	-	N/A	-	-	-	-
282.		Public Works Department	Seasonal Parks Maintenance Worker		29,498	35,856	17,924	189	-	-	N/A	-	-	-	-
283.		Public Works Department	Seasonal Parks Maintenance Worker		29,498	35,856	783	-	-	-	N/A	-	-	-	-
284.		Public Works Department	Seasonal Parks Maintenance Worker		29,498	35,856	9,865	332	-	-	N/A	-	-	-	-
285.		Public Works Department	Seasonal Parks Maintenance Worker		29,498	35,856	5,545	-	-	-	N/A	-	-	-	-
286.		Public Works Department	Senior Administrative Assistant		46,007	55,924	43,114	202	-	-	2% @ 62	-	8,913	988	10,136
287.		Public Works Department	Senior Equipment Mechanic		56,603	68,801	65,838	2,496	-	100	2.7% @ 55	-	27,771	988	10,478
288.		Public Works Department	Senior Equipment Mechanic		56,603	68,801	59,894	658	2,219	-	2.7% @ 55	-	27,750	1,938	12,145
289.		Public Works Department	Senior Management Analyst		75,906	92,262	90,159	-	3,982	-	2.7% @ 55	-	37,060	2,282	6,807
290.		Public Works Department	Senior Parks Maintenance Crew Leader		53,354	64,855	57,027	1,071	-	598	2.7% @ 55	-	26,246	1,788	17,551
291.		Public Works Department	Senior Parks Maintenance Crew Leader		53,354	64,855	56,147	2,343	-	598	2.7% @ 55	-	26,165	1,638	16,759
292.		Public Works Department	Senior Utility Systems Technician		66,632	80,994	73,987	1,402	721	4,400	2% @ 62	-	14,814	4,600	10,136
293.		Public Works Department	Utility Systems Mechanic		60,365	73,377	67,177	-	774	4,350	2% @ 60	-	13,692	988	13,026
294.		Public Works Department	Utility Systems Mechanic		60,365	73,377	69,326	581	1,351	5,050	2.7% @ 55	-	29,586	1,788	12,186

**State Controller's Office - Division of Accounting and Reporting**  
**Cities - Local Government Compensation Report - Calendar Year 2016**

**Preparer Contact Information**

Entity Name Poway  
 Human Resources Web Page http://poway.org/248/Human-Resources  
 Employees Hold more than One Position? No (Enter 'Yes' or 'No') 'Save As' Filename 2016-11983770400.xlsx

Preparer Name Peter Moote  
 Phone Number (858) 668-4414  
 E-mail Address pmoote@poway.org

Line #	Elected Official Enter 'Y'	Department	Classification	Multiple Positions Footnote	Annual Salary Minimum	Annual Salary Maximum	--- Total Wages Subject to Medicare (Box 5 of W-2) ---				Applicable Defined Benefit Pension Formula	"----- Employer Contribution: -----"			
							Total Regular Pay	Overtime Pay	Lump Sum Pay	Other Pay		Retirement Plan: Employees' Share Paid by Employer	Defined Benefit Plan: Employer's Share	Deferred Compensation/Defined Contribution Plan	Health, Dental, Vision
295.		Public Works Department	Utility Systems Mechanic		60,365	73,377	18,832	275	40	800	2.7% @ 55	-	7,249	266	1,342
296.		Public Works Department	Utility Systems Supervisor		81,742	99,356	95,102	1,025	887	598	2.7% @ 55	-	38,603	1,799	6,807
297.		Public Works Department	Utility Systems Technician		60,365	73,377	63,351	3,002	-	4,600	2% @ 62	-	13,715	2,088	16,759
298.		Public Works Department	Warehouse Associate		46,007	55,924	48,779	2,033	-	1,500	2.7% @ 55	-	21,542	1,638	12,033
299.		Public Works Department	Wastewater Utilities Crew Leader		50,783	61,730	22,393	614	3,117	350	2.7% @ 55	-	10,294	664	7,861
300.		Public Works Department	Wastewater Utilities Crew Leader		50,783	61,730	52,769	2,072	-	1,300	2.7% @ 55	-	24,912	1,638	16,786
301.		Public Works Department	Wastewater Utilities Supervisor		67,090	81,546	66,897	3,292	31	2,045	2% @ 62	-	10,219	988	11,353
302.		Public Works Department	Wastewater Utilities Worker I		39,672	48,223	45,646	1,223	145	-	2% @ 62	-	8,752	1,638	10,820
303.		Public Works Department	Wastewater Utilities Worker I		39,672	48,223	22,972	457	-	-	2% @ 62	-	4,593	1,240	3,621
304.		Public Works Department	Wastewater Utilities Worker I		39,672	48,223	40,685	814	-	-	2% @ 62	-	7,661	1,638	6,765
305.		Public Works Department	Wastewater Utilities Worker II		42,722	51,931	14,029	-	225	-	2% @ 62	-	2,261	624	2,135
306.		Public Works Department	Water Meter Reader		33,374	40,568	14,427	195	-	-	2% @ 62	-	2,801	-	-
307.		Public Works Department	Water Meter Reader		33,374	40,568	15,526	200	-	-	2% @ 62	-	3,000	-	-
308.		Public Works Department	Water Treatment Plant Operator III		66,632	80,994	72,333	18,091	-	3,827	2.7% @ 55	-	34,194	1,768	16,677
309.		Public Works Department	Water Treatment Plant Operator III		66,632	80,994	69,387	3,833	413	987	2.7% @ 55	-	30,160	1,878	12,145
310.		Public Works Department	Water Treatment Plant Operator III		66,632	80,994	67,534	398	-	38	2% @ 60	-	12,952	1,788	6,807
311.		Public Works Department	Water Treatment Plant Operator III		66,632	80,994	72,738	11,966	-	3,576	2.7% @ 55	-	34,081	1,698	12,932
312.		Public Works Department	Water Treatment Plant Operator III		66,632	80,994	65,642	1,719	-	243	2.7% @ 55	-	30,250	1,788	12,905
313.		Public Works Department	Water Treatment Plant Operator III		66,632	80,994	73,090	12,056	-	3,548	2.7% @ 55	-	34,081	1,963	12,905
314.		Public Works Department	Water Treatment Plant Supervisor		81,742	99,356	77,592	-	3,751	506	2.7% @ 55	-	33,039	1,931	10,342
315.		Public Works Department	Water Treatment Plant Supervisor		81,742	99,356	77,955	8,648	608	2,952	2.7% @ 55	-	34,851	1,788	13,026
316.		Public Works Department	Water Utilities Crew Leader		50,783	61,730	48,808	2,260	-	-	2% @ 62	-	9,384	1,508	6,807
317.		Public Works Department	Water Utilities Distribution Supervisor		81,742	99,356	90,133	-	3,355	598	2.7% @ 55	-	40,014	2,282	16,759
318.		Public Works Department	Water Utilities Worker I		39,672	48,223	40,789	1,825	-	-	2% @ 62	-	7,852	988	6,562
319.		Public Works Department	Water Utilities Worker I		39,672	48,223	39,492	3,486	-	700	2% @ 62	-	8,006	1,508	8,670
320.		Public Works Department	Water Utilities Worker I		39,672	48,223	37,854	4,166	22	1,100	2% @ 62	-	8,841	1,638	16,759
321.		Public Works Department	Water Utilities Worker II		43,790	53,229	45,955	1,340	-	-	2.7% @ 55	-	21,735	988	15,870
322.		Safety Services Department	Administrative Assistant III		41,680	50,664	3,622	-	-	-	N/A	-	-	-	-
323.		Safety Services Department	Deputy Fire Chief		118,628	144,207	158,781	-	3,517	10,053	3% @ 50	-	44,745	2,762	11,292
324.		Safety Services Department	Director of Safety Services		143,966	174,970	173,978	-	6,894	-	3% @ 50	-	53,242	3,362	8,990
325.		Safety Services Department	Fire Battalion Chief		99,776	121,285	98,188	18,352	234	19,620	3% @ 50	-	35,356	1,593	12,905
326.		Safety Services Department	Fire Battalion Chief		99,776	121,285	92,855	13,627	-	23,869	3% @ 50	-	35,018	1,593	23,089
327.		Safety Services Department	Fire Battalion Chief		99,776	121,285	96,183	14,917	2,497	22,623	3% @ 50	-	35,312	1,593	16,759
328.		Safety Services Department	Fire Captain		81,102	98,580	71,352	20,948	14,645	2,793	3% @ 50	-	24,394	-	8,360
329.		Safety Services Department	Fire Captain/Paramedic		85,173	103,527	98,612	30,583	-	3,382	3% @ 50	-	33,755	106	7,085
330.		Safety Services Department	Fire Captain/Paramedic		85,173	103,527	94,175	33,914	-	4,175	3% @ 50	-	33,670	-	8,476
331.		Safety Services Department	Fire Captain/Paramedic		85,173	103,527	85,524	32,613	-	4,214	3% @ 50	-	33,734	-	23,089
332.		Safety Services Department	Fire Captain/Paramedic		85,173	103,527	81,549	74,887	3,371	4,214	3% @ 50	-	33,734	-	23,089
333.		Safety Services Department	Fire Captain/Paramedic		85,173	103,527	88,615	51,136	832	4,214	2% @ 55	-	33,734	-	16,759
334.		Safety Services Department	Fire Captain/Paramedic		85,173	103,527	88,998	51,520	1,505	4,214	3% @ 50	-	33,734	-	16,000
335.		Safety Services Department	Fire Captain/Paramedic		85,173	103,527	74,660	25,670	-	3,740	3% @ 50	-	29,956	-	22,597
336.		Safety Services Department	Fire Captain/Paramedic		85,173	103,527	74,337	41,315	-	3,677	3% @ 50	-	29,216	-	16,332
337.		Safety Services Department	Fire Captain/Paramedic		85,173	103,527	78,276	29,153	-	3,779	3% @ 50	-	30,089	-	16,000
338.		Safety Services Department	Fire Captain/Paramedic		85,173	103,527	85,621	36,773	4,267	4,214	3% @ 50	-	33,734	-	23,089
339.		Safety Services Department	Fire Captain/Paramedic		85,173	103,527	88,790	40,486	-	4,214	3% @ 50	-	33,734	-	16,759
340.		Safety Services Department	Fire Captain/Paramedic		85,173	103,527	85,298	41,916	755	3,740	3% @ 50	-	30,089	-	11,641
341.		Safety Services Department	Fire Division Chief		110,195	133,960	20,890	-	17,924	-	2% @ 55	-	3,690	319	931
342.		Safety Services Department	Fire Engineer/Paramedic		73,001	88,732	74,757	37,015	-	3,613	3% @ 50	-	28,930	-	16,759
343.		Safety Services Department	Fire Engineer/Paramedic		73,001	88,732	72,180	30,213	-	3,613	3% @ 50	-	28,930	-	16,786

**State Controller's Office - Division of Accounting and Reporting**  
**Cities - Local Government Compensation Report - Calendar Year 2016**

**Preparer Contact Information**

Entity Name [Poway](http://poway.org)  
 Human Resources Web Page <http://poway.org/248/Human-Resources>  
 Employees Hold more than One Position?  No (Enter 'Yes' or 'No') 'Save As' Filename [2016-11983770400.xlsx](#)

Preparer Name [Peter Moote](#)  
 Phone Number [\(858\) 668-4414](tel:(858)668-4414)  
 E-mail Address [pmoote@poway.org](mailto:pmoote@poway.org)

Line #	Elected Official Enter 'Y'	Department	Classification	Multiple Positions Footnote	Annual Salary Minimum	Annual Salary Maximum	--- Total Wages Subject to Medicare (Box 5 of W-2) ---				Applicable Defined Benefit Pension Formula	"----- Employer Contribution: -----"			
							Total Regular Pay	Overtime Pay	Lump Sum Pay	Other Pay		Retirement Plan: Employees' Share Paid by Employer	Defined Benefit Plan: Employer's Share	Deferred Compensation/Defined Contribution Plan	Health, Dental, Vision
344.		Safety Services Department	Fire Engineer/Paramedic		73,001	88,732	79,082	34,465	-	3,613	3% @ 50	-	28,930	-	13,917
345.		Safety Services Department	Fire Engineer/Paramedic		73,001	88,732	67,687	22,015	-	3,527	3% @ 50	-	28,261	-	16,759
346.		Safety Services Department	Fire Engineer/Paramedic		73,001	88,732	83,176	34,501	6,056	3,613	3% @ 50	-	28,930	-	8,476
347.		Safety Services Department	Fire Engineer/Paramedic		73,001	88,732	83,039	28,379	-	3,613	3% @ 50	-	28,930	-	10,863
348.		Safety Services Department	Fire Engineer/Paramedic		73,001	88,732	10,700	4,950	7,799	1,070	3% @ 50	-	3,191	-	821
349.		Safety Services Department	Fire Engineer/Paramedic		73,001	88,732	69,774	37,062	-	3,627	3% @ 50	-	28,261	-	22,597
350.		Safety Services Department	Fire Engineer/Paramedic		73,001	88,732	79,712	19,932	-	3,613	3% @ 50	-	28,930	-	10,136
351.		Safety Services Department	Fire Engineer/Paramedic		73,001	88,732	80,631	27,164	-	3,527	3% @ 50	-	28,261	-	11,641
352.		Safety Services Department	Fire Engineer/Paramedic		73,001	88,732	70,205	54,745	-	3,461	3% @ 55	-	14,440	-	16,818
353.		Safety Services Department	Fire Engineer/Paramedic		73,001	88,732	82,663	33,549	-	3,613	3% @ 50	-	28,930	-	12,155
354.		Safety Services Department	Fire Engineer/Paramedic		73,001	88,732	73,447	32,582	-	3,527	3% @ 50	-	28,502	-	16,759
355.		Safety Services Department	Fire Safety Inspector		57,851	70,317	63,302	4,481	-	598	2% @ 62	-	13,280	1,799	12,905
356.		Safety Services Department	Fire Safety Inspector		57,851	70,317	15,002	-	-	-	2% @ 62	-	451	69	337
357.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	70,665	37,230	-	3,052	2.7% @ 57	-	9,290	-	11,641
358.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	5,886	1,304	4,583	870	2.7% @ 57	-	806	-	450
359.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	62,894	31,126	-	3,080	2.7% @ 57	-	9,309	-	16,000
360.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	14,505	3,094	333	559	3% @ 55	-	2,836	-	3,227
361.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	26,861	8,848	6,046	1,341	3% @ 50	-	8,878	-	5,090
362.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	69,838	47,359	-	3,396	3% @ 50	-	27,221	-	16,759
363.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	78,103	27,813	-	3,396	3% @ 50	-	27,210	-	11,672
364.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	73,934	35,196	-	3,186	2.7% @ 57	-	9,719	-	8,373
365.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	70,089	50,224	-	3,396	3% @ 50	-	27,144	-	16,523
366.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	12,641	2,554	-	849	2.7% @ 57	-	1,737	-	1,950
367.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	7,169	1,908	514	671	3% @ 50	-	2,347	-	605
368.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	12,643	1,238	-	849	2.7% @ 57	-	1,737	-	1,675
369.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	12,640	3,447	-	849	2.7% @ 57	-	1,737	-	1,675
370.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	67,479	34,997	-	3,080	2.7% @ 57	-	9,309	-	10,136
371.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	77,966	62,341	-	3,396	2% @ 55	-	27,210	-	16,759
372.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	42,907	15,349	-	1,733	2.7% @ 57	-	5,721	-	8,090
373.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	25,137	9,857	-	1,132	2.7% @ 57	-	3,414	-	2,486
374.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	42,932	18,671	566	1,719	2.7% @ 57	-	5,721	-	4,526
375.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	59,948	34,506	-	3,052	2.7% @ 57	-	9,290	-	12,145
376.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	77,352	37,719	688	3,348	2.7% @ 57	-	10,203	-	11,918
377.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	78,136	39,573	-	3,396	3% @ 50	-	27,210	-	11,641
378.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	56,365	32,850	-	2,391	3% @ 50	-	26,680	-	8,582
379.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	68,377	31,894	-	2,953	2.7% @ 57	-	8,997	-	11,641
380.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	68,662	37,765	-	3,126	2.7% @ 57	-	9,441	-	9,597
381.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	40,714	23,232	-	1,733	2.7% @ 57	-	5,721	-	6,726
382.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	8,731	6,205	-	1,006	3% @ 50	-	25,871	-	16,759
383.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	22,924	7,019	-	1,132	2.7% @ 57	-	3,414	-	4,714
384.		Safety Services Department	Firefighter/Paramedic		68,642	83,435	59,232	37,152	-	2,663	2.7% @ 57	-	8,997	-	16,914
385.		Safety Services Department	Management Analyst		68,767	83,585	72,801	-	-	598	2% @ 62	-	14,017	2,134	11,004
386.		Safety Services Department	Senior Administrative Assistant		46,007	55,924	55,224	-	-	-	2.7% @ 55	-	22,475	1,788	11,489
387.		Safety Services Department	Senior Fire Safety Inspector		70,486	85,674	681	-	18	-	2.7% @ 55	-	2	176	664