



From the Office of
Councilman Sal DiCiccio

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COPERS 50 Highest Paid Retirees Based on Annual Benefit - Retirements Effective 7/1/2003 - 12/1/2013

Job Title	Benefit Effective Date	Annual Benefit	Years of Service	Age at Retirement	Vacation Payout	Sick Leave Payout	Vacation + Sick Payout	Deferred Compensation *	Total Walk Away	Total Annual Benefits Until Age 75	Assume benefits paid to retiree until 78 or 20 years (whichever is longer) plus 8 years at 80% reflecting J&S annuity	Years + Age	Value of Deferred Compensation Assuming 3% Annual Return**	Value of Deferred Compensation Assuming 5% Annual Return**
City Manager (NC)	12/1/2009	246812.88	37.83	63	33,685.84	236488.58	270174.42	\$223,091.33	\$493,265.75	\$2,961,756.00	6515860.03	100.83	\$268,449.47	\$305,406.93
City Manager (NC)	11/1/2013	232318.08	26.92	53	36,043.20	199403.68	235446.88	\$279,773.63	\$515,220.51	\$5,110,996.00	7294787.71	79.92	\$358,451.25	\$427,067.35
Asst City Manager (NC)	12/1/2009	155568.96	31.42	55	46,120.50	46940.42	93060.92	\$156,274.84	\$249,335.76	\$3,111,380.00	4573727.42	86.42	\$188,048.09	\$213,936.68
Senior Exec Asst/City Mgr	5/1/2008	151077.72	37.00	58	24,236.00	65511.90	89747.90	\$129,019.89	\$218,767.79	\$2,568,326.00	3988451.81	95.00	\$151,413.17	\$169,168.21
Deputy City Manager (NC)	3/1/2009	140961.24	32.25	58	36,940.37	61499.22	98439.59	\$150,522.05	\$248,961.64	\$2,396,337.00	3721376.74	90.25	\$178,986.21	\$201,880.58
Exec Asst to City Council (f	1/1/2009	140070.00	33.00	51	32,551.68	30255.62	62807.30	\$125,246.97	\$188,054.27	\$3,361,680.00	4678338.00	84.00	\$148,539.65	\$167,220.78
Deputy City Manager (NC)	8/1/2005	140058.84	33.50	55	35,716.50	58186.15	93902.65	\$78,779.98	\$172,682.63	\$2,801,180.00	4117729.90	88.50	\$88,558.68	\$95,955.54
Deputy City Manager (NC)	1/1/2006	133810.44	30.50	52	33,031.68	42107.30	75138.98	\$75,615.12	\$150,754.10	\$3,077,630.00	4335458.26	82.50	\$85,553.98	\$93,125.61
Chief Presiding Judge (NC)	12/1/2005	133713.96	34.42	59	38,187.00	45170.98	83357.98	\$95,288.42	\$178,646.40	\$2,139,424.00	3530048.54	93.42	\$107,673.29	\$117,094.94
Personnel Director (NC)	9/1/2006	131656.20	33.00	58	32,742.00	38585.36	71327.36	\$98,737.42	\$170,064.78	\$2,238,152.00	3475723.68	91.00	\$112,883.69	\$123,784.02
Exec Asst to the City Mgr (f	6/1/2010	130062.72	29.08	51	36,218.63	49011.78	85230.41	\$137,677.69	\$222,908.10	\$3,121,512.00	4344094.85	80.08	\$166,991.28	\$191,082.96
Deputy City Manager (NC)	4/1/2010	129446.76	29.75	52	16,545.01	0.00	16545.01	\$65,577.69	\$82,122.70	\$2,977,281.00	4194075.02	81.75	\$79,329.61	\$90,599.26
Asst City Manager (NC)	11/1/2005	127124.88	32.08	53	17,046.51	31117.32	48163.83	\$85,621.03	\$133,784.86	\$2,796,750.00	3991721.23	85.08	\$96,623.96	\$104,982.41
Deputy City Manager (NC)	6/1/2005	126409.44	30.33	53	34,525.95	26255.60	60781.55	\$79,112.98	\$139,894.53	\$2,780,998.00	3969256.42	83.33	\$88,702.94	\$95,936.48
Deputy City Manager (NC)	6/1/2012	123622.80	26.08	57	40,627.89	45889.99	86517.88	\$208,471.33	\$294,989.21	\$2,225,214.00	3387264.72	83.08	\$261,070.99	\$305,825.79
Budget & Research Directo	11/1/2007	122837.04	29.58	50	32,035.20	39679.28	71714.48	\$102,418.67	\$174,133.15	\$3,070,925.00	4225594.18	79.58	\$119,253.03	\$132,486.45
Asst Aviation Director	7/1/2012	121762.80	35.67	56	31,110.82	53285.56	84396.38	\$142,588.07	\$226,984.45	\$2,313,497.00	3458063.52	91.67	\$178,803.78	\$209,662.86
Public Works Director (NC)	11/1/2010	119228.04	29.17	55	37,575.50	35797.83	73373.33	\$157,746.54	\$231,119.87	\$2,384,560.00	3505304.38	84.17	\$192,606.76	\$221,464.23
City Clerk (NC)	1/1/2006	118593.12	36.17	54	28,905.75	47312.40	76218.15	\$82,392.37	\$158,610.52	\$2,490,453.00	3605230.85	90.17	\$93,222.04	\$101,472.30
Deputy City Manager (NC)	11/1/2005	118586.16	32.58	60	20,806.72	0.00	20806.72	\$73,223.42	\$94,030.14	\$1,778,790.00	3130674.62	92.58	\$82,633.17	\$89,781.35
Housing Director (NC)	4/1/2013	117836.16	30.50	53	31,370.40	21448.99	52819.39	\$174,172.82	\$226,992.21	\$2,592,392.00	3700055.42	83.50	\$221,062.40	\$261,541.67
Chief Counsel (NC)	12/1/2010	116959.32	30.00	54	32,697.00	37950.32	70647.32	\$146,040.61	\$216,687.93	\$2,456,139.00	3555563.33	84.00	\$178,551.00	\$205,502.12
Finance Director (NC)	4/1/2009	116853.60	29.83	50	32,416.81	45588.02	78004.83	\$133,796.34	\$211,801.17	\$2,921,350.00	4019763.84	79.83	\$159,307.48	\$179,856.14
Convention Center Dir (NC)	5/1/2009	114138.36	31.25	62	12,060.14	0.00	12060.14	\$108,041.01	\$120,101.15	\$1,483,794.00	3013252.70	93.25	\$128,811.10	\$145,564.98
Asst City Atty III*Pros (NC)	11/1/2011	113738.16	40.08	64	25,121.25	32920.00	58041.25	\$112,173.33	\$170,214.58	\$1,251,118.00	3002687.42	104.08	\$139,168.08	\$161,905.18
Chief Asst City Attorney (N	7/1/2011	113496.48	34.44	64	29,768.70	26532.31	56301.01	\$169,758.32	\$226,059.33	\$1,248,456.00	2996307.07	98.44	\$209,490.69	\$247,763.44
Asst Public Works Director	7/1/2013	109917.00	31.00	54	31,716.00	35162.47	66878.47	\$163,502.19	\$230,380.66	\$2,308,257.00	3341476.80	85.00	\$208,357.47	\$242,249.69
Asst City Atty IV (NC)	7/1/2011	109568.52	31.58	64	28,107.00	29674.75	57781.75	\$148,119.36	\$205,901.11	\$1,205,259.00	2892608.93	95.58	\$182,787.08	\$211,818.58
Water Services Director (N	5/1/2011	108208.68	28.33	58	31,553.55	32188.13	63741.68	\$132,414.70	\$196,156.38	\$1,839,553.00	2856709.15	86.33	\$162,972.01	\$188,487.53
City Judge (NC)	4/1/2013	107930.64	30.50	55	18,473.42	43597.26	62070.68	\$174,684.54	\$236,755.22	\$2,158,620.00	3173160.82	85.50	\$221,711.88	\$262,310.07

City Prosecutor (NC)	12/1/2007	107856.00	30.67	57	32,215.50	39517.68	71733.18	\$109,487.06	\$181,220.24	\$1,941,408.00	2955254.40	87.67	\$127,650.34	\$141,948.85
Deputy City Prosecutor (NC)	10/1/2010	107380.32	31.83	56	29,370.88	35769.54	65140.42	\$134,154.36	\$199,294.78	\$2,040,220.00	3049601.09	87.83	\$163,583.59	\$187,910.15
Asst Water Services Dir	9/1/2013	107324.64	26.92	56	31,716.00	34482.34	66198.34	\$187,956.20	\$254,154.54	\$2,039,175.00	3048019.78	82.92	\$240,165.50	\$285,565.89
Asst Water Services Dir-Ac	12/1/2005	107086.68	36.08	61	28,462.50	27741.45	56203.95	\$84,892.37	\$141,096.32	\$1,499,218.00	2827088.35	97.08	\$95,926.04	\$104,319.78
Human Resources Director	4/1/2013	105307.92	25.83	54	34,078.05	37565.37	71643.42	\$153,942.62	\$225,586.04	\$2,211,468.00	3201360.77	79.83	\$195,385.96	\$231,163.56
Asst Chief Counsel (NC)	10/1/2010	105180.72	31.75	56	29,502.00	44187.44	73689.44	\$147,632.19	\$221,321.63	\$1,998,439.00	2987132.45	87.75	\$180,018.03	\$206,788.56
Lead Info Tech Systems Sp	11/1/2010	102641.40	33.42	51	24,700.50	37867.51	62568.01	\$56,763.85	\$119,331.86	\$2,463,384.00	3428222.76	84.42	\$69,308.02	\$79,692.16
City Librarian (NC)	11/1/2011	102049.08	31.83	58	26,738.88	14241.36	40980.24	\$170,536.45	\$211,516.69	\$1,734,833.00	2694095.71	89.83	\$211,576.41	\$246,143.49
City Auditor (NC)	6/1/2011	102027.84	28.42	52	24,597.34	38279.50	62876.84	\$152,857.97	\$215,734.81	\$2,346,644.00	3305702.02	80.42	\$188,383.66	\$218,090.68
Planning & Dev Dir (NC)	11/1/2012	101707.08	29.58	57	11,200.32	11978.12	23178.44	\$111,430.67	\$134,609.11	\$1,830,726.00	2786773.99	86.58	\$140,483.50	\$165,383.15
Asst Planning Director	1/1/2005	101704.80	34.42	58	24,057.00	28189.46	52246.46	\$64,821.94	\$117,068.40	\$1,728,985.00	2685006.72	92.42	\$72,211.08	\$77,745.19
Municipal Court Administra	10/1/2010	101225.76	33.00	65	24,273.00	23614.93	47887.93	\$104,214.08	\$152,102.01	\$1,012,260.00	2672360.06	98.00	\$127,075.36	\$145,972.77
Asst Development Services	5/1/2009	100083.12	32.58	54	24,429.60	23048.39	47477.99	\$111,277.51	\$158,755.50	\$2,101,743.00	3042526.85	86.58	\$132,669.79	\$149,925.56
Street Transportation Dir (N	1/1/2008	100002.24	30.25	62	35,132.16	51600.36	86732.52	\$114,347.82	\$201,080.34	\$1,300,026.00	2640059.14	92.25	\$133,492.29	\$148,584.79
Info Tech Project Manager	12/1/2010	99724.80	32.17	57	23,485.50	33443.87	56929.37	\$60,065.77	\$116,995.14	\$1,795,050.00	2732459.52	89.17	\$73,437.13	\$84,521.99
Asst to the Fire Chief	5/1/2010	99380.52	33.08	61	25,886.58	40047.51	65934.09	\$106,479.36	\$172,413.45	\$1,391,334.00	2623645.73	94.08	\$128,979.30	\$147,444.50
Asst Chief Counsel (NC)	6/1/2006	99169.08	38.00	61	26,977.50	32355.02	59332.52	\$83,423.70	\$142,756.22	\$1,388,366.00	2618063.71	99.00	\$95,004.24	\$103,889.52
Deputy City Manager (NC)	11/1/2003	98827.44	24.00	56	29,373.28	26315.34	55688.62	\$35,722.50	\$91,411.12	\$1,877,713.00	2806699.30	80.00	\$39,133.44	\$41,641.50
Community & Econ Dev Dir	1/1/2006	98072.52	31.42	58	3,152.76	0.00	3152.76	\$65,931.25	\$69,084.01	\$1,667,241.00	2589114.53	89.42	\$74,597.26	\$81,199.21
Asst City Atty IV (NC)	1/1/2008	97885.44	32.92	57	27,693.00	39662.53	67355.53	\$82,333.75	\$149,689.28	\$1,761,930.00	2682061.06	89.92	\$96,118.32	\$106,985.36
Totals:		<u>6017006.40</u>					<u>3512448.31</u>	<u>6,148,154.08</u>	<u>9,660,602.39</u>	<u>111,301,942.00</u>	<u>173969615.28</u>		<u>7,445,213.49</u>	<u>8,519,850.82</u>

Average
Service 31.72
Age 56.56

Walk Away
\$193,212.05

Years+Age
88.28

Notes

List includes only current, active benefit recipients as of 12/1/2013.

(DROP) Deferred Retirement Option Plan

* Deferred Compensation History Totals from 1998 to present due to data system conversion. Indicates city contributions over the course of employee's career. and interest was accrued monthly. These are estimates to provide a sense of the value employees could have ultimately walked away with.

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