

May 4, 2012

The Honorable Thomas J. Borris Presiding Judge of the Superior Court 700 Civic Center Drive West Santa Ana, California 92701

Re: City of La Palma Response to 2010-2011 Orange County Grand Jury Report *"Compensation Study of Orange County Cities"* 

Dear Judge Borris:

I am writing you today as a follow up to the City's September 1, 2011, response to the 2010-2011 Orange County Grand Jury Report *"Compensation Study of Orange County Cities,"* which was made public on June 9, 2011. In the City's response to Recommendation R-1, titled:

"Transparency – All cities in Orange County report their compensation information to the public on the Internet in an easily accessible manner. The Compensation Disclosure Model (Appendix 4) provides a sample as to the items that should be included in determining total compensation."

the City indicated that the recommendation had not yet been fully implemented, but would be prior to May 30, 2012. We are happy to report that the City has updated its website to include a page on Employee Compensation, which includes a 2011 Employee Compensation Summary detailing City Council, City Management, and all Full-Time employee compensation data along with an easily navigated summary of employee benefits and links to employment and labor agreements, as well as to the State Controller's compensation report. Part-time salary information will also be added to the summary in the near future. A link entitled "Employee Compensation" can be found on the City's homepage at www.cityoflapalma.org.

Once again, the City would like to thank the Orange County Grand Jury for its efforts in researching these issues and for giving the City an opportunity to respond to its findings and recommendations. Should you have any questions regarding the City's responses, please contact Laurie Murray, Administrative Services Manager, at (714) 690-3338.

Sincerely,

Terry Matz Interim City Manager

c: City Council City Attorney Orange County Grand Jury

> www.cityoflapalma.org 714 690 3300 7822 Walker Street FAX La Palma, CA 90623-1771 714 523 2141



May 4, 2012

Orange County Grand Jury 700 Civic Center Drive West Santa Ana, California 92701

Re: City of La Palma Response to 2010-2011 Orange County Grand Jury Report *"Compensation Study of Orange County Cities"* 

Gentlepersons:

Enclosed please find a copy of the City's follow up to its response to the 2010-2011 Orange County Grand Jury Report *"Compensation Study of Orange County Cities."* 

The City would like to thank the Orange County Grand Jury for its efforts in researching these issues and for giving the City an opportunity to respond to its findings and recommendations. Should you have any questions regarding the City's responses, please contact me at (714) 690-3338.

Sincerely,

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Laurie A. Murray Administrative Services Manager

Enclosure

www.cityoflapalma.org 714 690 3300 7822 Walker Street FAX La Palma, CA 90623-1771 714 523 2141



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City of La Palma 7822 Walker Street La Palma, CA 90623 Ph. (714) 690-3300 Fx: (714) 523-2141

Annual Employee Compensation Summary

The City of La Palma 2011 Compensation Report, provides detailed information, by position, of each full-time employee's total 2011 compensation broken out by salary and various benefits. Council Member compensation is listed first, followed by Executive Management Team compensation, followed by all full-time employee compensation sorted by highest paid to lowest paid. Compensation information for part-time employees will be added to this report in the near future

The report provides the position title; department; monthly salary rate as of December 31, 2011; annual salary rate as of December 31, 2011; actual 2011 base pay; overtime pay; specialty pay; other pay; leave payouts; insurance and medicare benefits; the cost to the City of pension benefits; and total 2011 compensation. A description of specialty and other pays can be found in the FY2011-12 Summary of Benefits.

### Employee Benefits Schedule

The Employee Benefits Schedule provides detailed information about the various benefits that City of La Palma employees receive depending on the employee bargaining unit they to. Information is provided on retirement benefits, including formulas and the cost to the City; health, dental, and vision benefits; life, add, and disability benefits; deferred compensation plans; paid time off benefits, including holidays, vacation, and administrative leave; leave cashout provisions; and other pays that may include, bilingual pay, boot allowance, uniform allowance, vehicle allowance, wellness benefits, Intermediate POST Certification pay, Advanced POST Certification pay, educational incentive pays, professional development pay, detective pay, motor officer pay, canine officer pay, field training officer pay, and corporal-in-charge pay

#### Labor Agreements

All current Memorandums of Understanding (MOU's) for the City's various labor groups are provided below:

<u>City Manager Agreement (The City Manager position is currently vacant; however the former City Manager's Agreement is</u> provided for general information purposes)

### Executive Management Salary and Benefits Resolution

La Palma General Employees Association (LPGEA)

La Palma Police Association (LPPA)

La Palma Professional Employees Association (LPPEA)

#### Other Compensation Information

When establishing salaries and benefits, the City Council strives to maintain affordability while ensuring that employees are fairly compensated for the work that they do. In general, La Palma employee salaries and total benefits tend to be below Orange County averages. The California State Controller also maintains a website, which contains a large database of government compensations; including La Palma's compensation data.

#### **City Council Member Compensation**

Each La Palma City Council member receives a monthly salary of \$300, as specified by La Palma Municipal Code Section 2-4. Like other part-lime staff, Council members are also enrolled in a 414h type of of retirement benefit (similar to a 401k), with the Council member paying 3.75% of their salary and the City matching that contribution. While Council members receive a small life insurance benefit (\$10,000), they do not receive health insurance benefits. Please note that some Council members receive additional compensation from regional committees that they are appointed to - for example, OC Fire Authority, OC Sanitation District, and the OC Vector Control District. The compensation rates for sitting on those committees are set and paid for by those agencies.

#### **Fiscal Responsibility**

Because the City Council has consistently been responsible with the public's funds, the General Fund Reserve – the City's "rainy day fund" – is expected to have a balance of \$11.3 million, or 117% of ongoing operating expenditures as of June 30, 2012. That figure has grown from \$4.2 million in 2002. The City Council voted to lower the utility users tax rate from 5% to 4% in each of the last few years to help residents and businesses cope with the current economic downturn. They were able to do so in 2011-12 while adopting a balanced budget that did not draw from the City's reserves.Further, a variety of La Palma financial documents are available on the City's <u>Finance</u> web page. These documents include the <u>Fiscal Year 2011-12</u> adopted Budget, 2010 Comprehensive Annual Financial Report (CAFR), previous year's budgets, and previous CAFR documents

The City of La Palma wants residents to be fully informed about their local government. If you have questions, comments, or concerns about any of the City's financial or labor documents, please contact the Administrative Services Manager/City Clerk, Laurie Murray at lauriem@cityoflapalma.org or call (714) 690-3338.

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				City of	La Palma 2	011 Compe	nsation Re	port						
		Monthly	Annual Salary			Compensation			Ben	efits		Pensions		
Title	Department	Salary Rate 12/31/2011	Rate 12/31/2011	Actual Annual Base Pay	Overtime Pay	Specialty Pay	Other Pay	Leave Payouts	Insurance Benefits	Medicare	Total Pension Cost (EE + ER)	Employee Paid Retirement Contribution	Employer Pension Cost	Total Compensation
City Council Member	Council	\$ 360.00	and the second sec	\$ 4,320.00	\$ -	\$ -	\$ -	\$ -	\$ 22.20	\$ 62.64	\$ 324.00	\$ (162.00)	\$ 162.00	\$ 4,566.84
City Council Member	Council	\$ 360.00	and the second second second	\$ 4,320.00	\$ -	\$ -	\$ -	\$ -	\$ 22.20	\$ 62.64	\$ 324.00	and the second s	and the second sec	\$ 4,566.84
City Council Member	Council	\$ 360.00		\$ 4,320.00	\$ -	\$ -	\$ -	<u>\$</u> -	\$ 22.20	\$ 62.64	\$ 324.00			\$ 4,566.84
City Council Member	Council	\$ 360.00		\$ 4,290.00	Ş -	Ş -	ş -	Ş -	\$ 22.20	\$ 62.21	\$ 321.75	and the second sec	The second s	\$ 4,535.28
City Council Member City Manager	Council Administration	\$ 360.00 \$ 14,395.92	\$ 4,320.00 \$ 172,751.04	\$ 4,290.00 \$ 172,751.07	\$ - ¢	\$ - \$ -	\$ -	\$ -	\$ 22.20	\$ 62.21	\$ 321.75	\$ (160.88)		\$ 4,535.28
Police Chief	Police	\$ 12,928.24	and the second se	\$ 172,731.07	\$ - ¢	ş - S -	\$ 9,687.51 \$ 5,064.39	\$ 12,042.74 \$ 15,769.61	\$ 7,429.38 \$ 11,821.32	\$ 2,826.44 \$ 2,630.63	\$ 36,787.34 \$ 49,071.21	\$ (2,501.57)	\$ 34,285.77	\$ 239,022.92
Police Captain	Police	\$ 11,505.76		\$ 138,069.15	\$ -	арана С	\$ 5,143.69	\$ 12,346.57	\$ 11,521.32	\$ 2,255.61	\$ 49,071.21	\$ (2,246.53) \$ (1,991.38)	\$ 46,824.68 \$ 42,673.99	\$ 233,513.85
Public Works Director/City Engineer	Public Works	\$ 12,040.29			\$ -	\$ -	\$ 3,410.83	\$ 13,793.41	\$ 12,230.84	\$ 2,263.89	\$ 29,603.75	\$ (2,032.29)	\$ 27,571.46	\$ 212,010.33 \$ 198,196.79
Community Development Director	Community Dev	\$ 11,277.48		\$ 132,851.14	s -	\$ _	\$ 3,399.30	\$ 5,440.46	\$ 12,048.36	\$ 2,054.52	\$ 28,326.96	\$ (1,959.68)	\$ 26,367.28	\$ 138,190.75
Administrative Services Manager	Administration	\$ 9,770.17	at house and house and house	\$ 118,530.49	\$ -	\$ -	\$ 3,718.42	\$ 11,611.48	\$ 13,010.80	\$ 2,074.17	\$ 25,222.19	\$ (1,697.76)	\$ 23,524.44	\$ 172,469.80
Finance Director (Separated in 2011)	Admin-Finance	\$ 11,143.89		\$ 108,254.98	\$ -	\$ -	\$ 1,086.00	\$ 25,509.91	\$ 11,537.85	\$ 1,955.34	\$ 22,672.56	\$ (1,164.97)	\$ 21,507.59	\$ 169,851.67
Recreation & Community Services Director	Recreation	\$ 9,403.25	and the second second second second second	\$ 105,507.29	s -	s -	\$ 2,620.66	\$ 3,048.30	\$ 9,802.80	THE R. P. LEWIS CO., LANSING MICH.	\$ 22,502.52	\$ (1,562.39)	\$ 20,940.14	\$ 143,636.77
Police Chief (Retired in 2011)	Police	\$ 14,253.39	\$ 171,040.69	\$ 740.08	\$ -	\$ -	\$ -	\$ 53,525.87	\$ -	\$ 786.86	\$ 221.14	\$ -	\$ 221.14	\$ 55,273.94
Police Sergeant	Police	\$ 8,786.17	\$ 105,434.04	\$ 105,434.16	\$ 17,411.82	\$ 12,343.50	\$ 1,500.00	\$ 21,630.29	\$ 12,601.32	\$ 2,295.64	\$ 38,101.07	\$ (588.89)	\$ 37,512.19	\$ 210,728.91
Police Sergeant	Police	\$ 8,786.17	\$ 105,434.04	\$ 105,434.16	\$ 26,185.36	\$ 5,271.76	\$ 900.00	\$ 1,703.16	\$ 11,904.29	\$ 2,022.67	\$ 35,813.37	\$ (553.53)	\$ 35,259.84	\$ 188,681.24
Police Sergeant	Police	\$ 8,786.17	\$ 105,434.04	\$ 105,434.16	\$ 14,752.57	\$ 5,871.70	\$ 900.00	\$ 6,528.52	\$ 12,301.32	\$ 1,935.56	\$ 36,007.45	\$ (556.53)	\$ 35,450.92	\$ 183,174.74
Police Sergeant	Police	\$ 8,786.17	\$ 105,434.04	\$ 105,434.16	\$ 11,008.84	\$ 5,871.70	\$ 900.00	\$ 9,739.26	\$ 11,030.76	\$ 1,955.98	\$ 36,007.45	\$ (556.53)	\$ 35,450.92	\$ 181,391.62
Police Sergeant	Police	\$ 8,786.17	\$ 105,434.04	\$ 105,434.16	\$ 17,603.01	\$ 5,271.76	\$ 900.00	\$ 3,177.47	\$ 11,701.32	\$ 1,919.60	\$ 35,813.37	\$ (553.53)	\$ 35,259.84	\$ 181,267.15
Police Sergeant	Police	\$ 8,786.17	\$ 105,434.04	\$ 105,433.90	\$ 12,230.05	\$ 5,271.76	\$ 2,157.00	\$ 1,703.16	\$ 11,997.82	\$ 1,838.54	\$ 35,813.28	\$ (553.53)	\$ 35,259.75	\$ 175,891.99
Police Corporal	Police	\$ 7,038.42	\$ 84,461.04	\$ 81,064.68	\$ 21,166.34	\$ 10,040.29	\$ 900.00	\$ 1,327.09	\$ 12,968.55	\$ 1,669.97	\$ 29,527.88	\$ (465.68)	\$ 29,062.21	\$ 158,199.13
Police Corporal	Police	\$ 7,038.42	\$ 84,461.04	\$ 83,191.81	\$ 12,472.32	\$ 7,028.80	\$ 1,500.00	\$ 6,688.28	\$ 12,280.32	\$ 1,607.78	\$ 29,176.77	\$ (456.42)	\$ 28,720.35	\$ 153,489.67
Police Corporal	Police	\$ 7,038.42	\$ 84,461.04	\$ 83,191.82	\$ 16,959.13	\$ 9,728.78	\$ 900.00	\$ 839.23	\$ 6,331.80	\$ 1,618.47	\$ 30,082.33	\$ (453.17)	\$ 29,629.16	\$ 149,198.39
Police Officer	Police	\$ 6,913.42		\$ 82,961.06	\$ 7,822.30	\$ 5,948.02	\$ 1,500.00	\$ 7,394.85	\$ 12,097.23	\$ 1,531.58	\$ 28,762.09	\$ (444.55)	\$ 28,317.54	\$ 147,572.58
Police Officer	Police	\$ 6,913.42		\$ 82,961.06	\$ 8,145.46		\$ 1,050.00	\$ 4,802.17	\$ 11,986.31	\$ 1,496.12	\$ 28,850.74	\$ (445.92)	\$ 28,404.82	\$ 145,068.01
Police Officer	Police	\$ 6,913.42		\$ 81,307.41	\$ 15,677.50	\$ 5,824.48	\$ 900.00	\$ 3,441.26	\$ 6,331.80	\$ 1,553.68	\$ 28,245.73	\$ (444.54)	\$ 27,801.18	\$ 142,837.30
Police Officer	Police	\$ 6,584.21	- A Contract of Co	\$ 77,567.13	\$ 20,394.41	\$ 1,935.40	\$ 925.00	\$ 7,864.98	\$ 6,331.80	\$ 1,575.96	\$ 25,755.71	\$ (404.93)	\$ 25,350.78	\$ 141,945.45
Police Officer	Police	\$ 6,913.42	\$ 82,961.04	\$ 82,961.04	\$ 13,459.85	\$ 2,074.02	\$ 900.00	\$ 151.26	\$ 12,031.32	\$ 1,443.42	\$ 27,508.84	\$ (414.55)	\$ 27,094.30	\$ 140,115.21
Police Officer Police Officer	Police	\$ 6,584.21		\$ 76,123.66	\$ 13,435.72	\$ 3,798.47	\$ 900.00	\$ 3,114.84	\$ 6,631.33	\$ 1,411.90	\$ 25,877.33	\$ (134.81)	\$ 25,742.52	\$ 131,158.44
Police Officer	Police Police	\$ 6,584.21 \$ 6,270.68		\$ 77,860.17	\$ 10,583.49	\$ 3,885.37	\$ 900.00	\$ -	\$ 8,915.04	\$ 1,356.22	\$ 26,474.71	\$ (414.81)	\$ 26,059.90	\$ 129,560.18
Police Officer	Police	\$ 6,270.68 \$ 5,687.69		\$ 72,996.85 \$ 68,652.66	\$ 12,302.78		\$ 2,258.08	\$ 6,558.11	\$ 6,331.80	\$ 1,391.01	\$ 24,235.37	\$ (385.65)	\$ 23,849.72	\$ 127,504.10
Police Officer	Police	\$ 5,972.08	All shares in the second state of the second states of the	\$ 70,877.40	\$ 16,661.22 \$ 11,487.85	\$ 3,425.64 \$ 3,543.90	\$ 900.00 \$ 900.00	\$ 1,102.54 \$ 621.34	\$ 6,631.80 \$ 7,010.11	\$ 1,315.76	\$ 23,327.54	\$ (372.45)	\$ 22,955.09	\$ 121,644.71
Police Officer	Police	\$ 5,972.08	\$ 71,664.96	\$ 68,252.34	\$ 12,783.13	\$ 5,545.90	\$ 900.00		\$ 7,010.11 \$ 11,701,22	\$ 1,267.74 \$ 1,202.20	\$ 24,095.71	\$ (376.24)	\$ 23,719.47	\$ 119,427.82
Police Dispatcher	Police	\$ 5,126.90		\$ 61,748.22	\$ 22,268.21	ς - ζ	\$ 900.00	\$ 1,050.86 \$ 5,383.26	\$ 11,701.32 \$ 11,701.32	\$ 1,203.30 \$ 1,309.35	\$ 22,079.63 \$ 13,145.98	\$ (358.32) \$ (307.61)	\$ 21,721.31 \$ 12,838.37	\$ 117,612.26 \$ 116,148.73
Police Dispatcher	Police		\$ 61,522.80		\$ 16,775.84	\$ 1,538.16		- The second sec		and the second second second	\$ 13,145.98 \$ 13,428.82		and the second second second second	
Accountant	Admin-Finance	and the second s	\$ 76,599.36	the second second second second second second	CTA CONTRACTOR AND	The state of the state of the state of the	\$ 1,531.98	Contractions (Children Contraction and Contraction)	\$ 9,386.75	\$ 1,185.23	\$ 16,311.83	the second	\$ 13,113.52 \$ 15,202.61	the state of the local data and the local data and the state of the st
Associate Planner	Community Dev	and the second se	\$ 77,527.68		And the second		\$ 1,505.12		the second s	\$ 1,216.76	\$ 16,256.10		\$ 15,133.44	
Police Dispatcher	Police	a loss designed in the second state of the second state of the	\$ 61,522.80	and the second sector and the sector and the second sector and the	\$ 13,442.89	1000	\$ 2,142.77	\$ 3,904.34	NAMES AND ADDRESS OF TAXABLE PARTY.	\$ 1,174.69	\$ 13,101.29	and the second second second	\$ 12,793.68	the second s
Management Analyst	Administration	A PARTY OF A	\$ 76,385.16	and the second state of th	\$ 688.57	ş -	\$ 1,527.70	A STATE OF A		ENGINE CONTRACTOR STRATEGICS	\$ 16,266.20		\$ 15,160.09	
Engineering Technician	Public Works	the state of the s	\$ 62,343.96	PERCENTER & Second real of the second second	CONTRACTOR OF THE OWNER OF THE OWNER OF THE		\$ 1,373.44	A DECK STREET,	and the second sec	the bracket is seen at the second state of the	\$ 13,276.12	the second se	\$ 12,373.33	and the second sec
Water Supervisor			\$ 75,792.36				\$ 1,471.83		\$ 5,742.23	Construction of the second second second	\$ 15,402.98	The second se	\$ 14,353.55	International Activity of the second s

		1945		City of	La Palma 2	011 Compe	nsation Re	port						Section 1
		Monthly	Annual Salary			Compensation			Ben	efits		Pensions		
Title	Department			Actual Annual Base Pay	Overtime Pay	Specialty Pay	Other Pay	Leave Payouts	Insurance Benefits	Medicare	Total Pension Cost (EE + ER)	Employee Paid Retirement Contribution	Employer Pension Cost	Total Compensation
Water Service Worker II	Public Works	\$ 4,508.58	\$ 54,102.96	\$ 54,003.83	\$ 14,956.72	\$ 1,799.98	\$ 3,209.03	\$ -	\$ 8,998.20	\$ 1,072.56	\$ 11,884.87	\$ (809.52)	\$ 11,075.36	\$ 95,115.68
Senior Accounting Technician	Admin-Finance	\$ 5,642.57	\$ 67,710.84	\$ 67,710.86	\$ 537.13	\$ -	\$ 677.11	\$ 2,799.59	\$ 6,336.48	\$ 1,040.01	\$ 14,419.03	\$ (980.51)	\$ 13,438.52	\$ 92,539.70
Management Analyst	Police	\$ 5,498.70	\$ 65,984.40	\$ 63,446.49	\$ 1,264.40	\$ -	\$ 3,295.95	\$ 1,208.50	\$ 9,387.00	\$ 1,008.56	\$ 13,519.78	\$ (924.51)	\$ 12,595.28	\$ 92,206.17
Maintenance Supervisor	Public Works	\$ 5,802.41	\$ 69,628.92	\$ 66,823.42	\$ 1,575.01	\$ -	\$ 3,087.95	\$ -	\$ 6,336.84	\$ 1,036.55	\$ 14,237.52	\$ (975.57)	\$ 13,261.95	\$ 92,121.73
Recreation Supervisor	Recreation	\$ 5,553.15	\$ 66,637.80	\$ 64,074.78	\$ 1,052.66	\$ -	\$ 1,907.13	\$ 3,722.44	\$ 6,592.56	\$ 1,025.98	\$ 13,653.67	\$ (933.66)	\$ 12,720.00	\$ 91,095.55
Water Service Worker II	Public Works	\$ 4,508.58	\$ 54,102.96	\$ 52,814.74	\$ 13,397.53	\$ -	\$ 3,402.53	\$ -	\$ 9,789.18	\$ 1,009.41	\$ 11,265.77	\$ (783.45)	\$ 10,482.32	\$ 90,895.71
Police Dispatcher	Police	\$ 4,428.81	\$ 53,145.72	\$ 53,048.38	\$ 13,749.93	\$ -	\$ 900.00	\$ 817.73	\$ 6,175.14	\$ 993.76	\$ 11,332.30	\$ (265.73)	\$ 11,066.57	\$ 86,751.52
Administrative Secretary/Permit Technician	Community Dev	\$ 4,675.63	\$ 56,107.56	\$ 56,107.58	\$ 101.16	\$ -	\$ 561.08	\$ 4,477.81	\$ 12,597.68	\$ 915.92	\$ 11,948.11	\$ (812.48)	\$ 11,135.63	\$ 85,896.87
Administrative Secretary	Police	\$ 4,675.63	\$ 56,107.56	\$ 56,107.58	\$ 323.70	\$ -	\$ 561.08	\$ 3,857.39	\$ 12,168.43	\$ 882.32	\$ 11,948.11	\$ (812.48)	\$ 11,135.63	\$ 85,036.14
Executive Assistant	Administration	\$ 5,246.11	\$ 62,953.32	\$ 62,953.28	\$ -	\$ -	\$ 629.53	\$ 1,089.58	\$ 5,240.40	\$ 1,004.35	\$ 13,405.90	\$ (911.61)	\$ 12,494.29	\$ 83,411.43
Code Enforcement Officer	Community Dev	\$ 5,318.68	\$ 63,824.16	\$ 58,914.72	\$ -	\$ 1,615.36	\$ 688.15	\$ -	\$ 6,329.34	\$ 887.66	\$ 12,804.46	\$ (784.76)	\$ 12,019.70	\$ 80,454.93
Administrative Secretary	Administration	\$ 4,452.98	\$ 53,435.76	\$ 51,184.95	\$ 3,524.16	\$ -	\$ 534.36	\$ 5,110.66	\$ 8,968.08	\$ 875.14	\$ 10,904.14	\$ (745.75)	\$ 10,158.38	\$ 80,355.74
Water Service Worker II	Public Works	\$ 4,734.01	\$ 56,808.12	\$ 55,039.32	\$ 1,733.50	\$ -	\$ 918.08	\$ 546.23	\$ 5,372.16	\$ 897.20	\$ 11,734.34	\$ (811.54)	\$ 10,922.80	\$ 75,429.29
Lead Maintenance Worker	Public Works	\$ 4,382.15	\$ 52,585.80	\$ 52,585.73	\$ 398.19	\$ -	\$ 2,075.86	\$ -	\$ 7,020.48	\$ 864.97	\$ 11,198.13	\$ (761.48)	\$ 10,436.65	\$ 73,381.87
Administrative Secretary	Public Works	\$ 4,452.98	\$ 53,435.76	\$ 52,359.32	\$ -	\$ -	\$ 534.36	\$ 1,669.87	\$ 6,828.28	\$ 791.17	\$ 11,165.69	\$ (773.79)	\$ 10,391.90	\$ 72,574.89
Account Clerk	Admin-Finance	\$ 4,096.09	\$ 49,153.08	\$ 49,153.10	\$ -	\$ -	\$ 491.53	\$ 3,072.07	\$ 6,321.25	\$ 817.16	\$ 10,467.15	\$ (711.77)	\$ 9,755.38	\$ 69,610.49
Senior Office Assistant	Recreation	\$ 3,911.77	\$ 46,941.24	\$ 46,941.23	\$ 355.44	\$ -	\$ 469.41	\$ 1,715.16	\$ 8,966.52	\$ 717.48	\$ 9,996.14	\$ (679.75)	\$ 9,316.39	\$ 68,481.63
Maintenance Worker I	Public Works	\$ 3,954.63	\$ 47,455.56	\$ 46,151.81	\$ 50.84	\$ 1,799.98	\$ 2,542.55	\$ 1,184.03	\$ 6,209.16	\$ 750.07	\$ 10,225.34	\$ (709.22)	\$ 9,516.12	\$ 68,204.56
Senior Office Assistant	Recreation	\$ 3,911.77	\$ 46,941.24	\$ 45,049.94	\$ 1,183.21	\$ -	\$ 469.41	\$ 773.76	\$ 6,189.72	\$ 688.41	\$ 9,598.42	\$ (655.12)	\$ 8,943.31	\$ 63,297.74
Recreation Coordinator	Recreation	\$ 3,745.61	\$ 44,947.32	\$ 44,041.82	\$ 794.14	\$ -	\$ 449.47	\$ 151.27	\$ 6,287.50	\$ 658.83	\$ 9,391.97	\$ (650.87)	\$ 8,741.10	\$ 61,124.14
Civilian Investigator	Police	\$ 3,627.49	\$ 43,529.88	\$ 40,625.70	\$ 596.91	\$ 1,523.06	\$ 1,525.00	\$ 317.56	\$ 6,397.77	\$ 646.53	\$ 8,994.15	\$ (218.88)	\$ 8,775.28	\$ 60,407.81
Recreation Coordinator	Recreation	\$ 3,745.61	\$ 44,947.32	\$ 42,430.70	\$ 1,694.02	\$ -	\$ 449.47	\$ 288.12	\$ 6,170.52	\$ 650.50	\$ 9,050.78	\$ (627.29)	\$ 8,423.49	\$ 60,106.83
Police Records Clerk	Police	\$ 3,397.17	\$ 40,766.04	\$ 39,066.55	\$ 223.99	\$ -	\$ 2,801.00	\$ 37.33	\$ 6,571.80	\$ 610.87	\$ 8,333.18	\$ (203.83)	\$ 8,129.35	\$ 57,440.89
Recreation Specialist	Recreation	\$ 2,876.93	\$ 34,523.16	\$ 34,333.34	\$ 1,195.03	\$ -	\$ 345.23	\$ 597.51	\$ 6,121.68	\$ 528.83	\$ 7,314.06	\$ (497.93)	\$ 6,816.13	\$ 49,937.75
Police Officer (Separated in 2011)	Police	\$ 6,270.68	\$ 75,248.16	\$ 20,259.12	\$ 2,188.77	\$ 1,910.35	\$ 450.00	\$ 4,733.26	\$ 4,608.19	\$ 428.35	\$ 6,624.24	\$ -	\$ 6,624.24	\$ 41,202.28
Recreation Specialist (Retired in 2011)	Recreation	\$ 3,932.89	\$ 47,194.68	\$ 24,504.92	\$ 85.09	\$ -	\$ -	\$ 2,672.62	\$ 6,371.86	\$ 395.31	\$ 4,885.92	\$ (2.72)	\$ 4,883.20	\$ 38,912.99
Maintenance Worker I (Separated in 2011)	Public Works	\$ 3,766.31	\$ 45,195.70	\$ 23,471.13	\$ 488.90	\$ -	\$ 400.00	\$ 2,976.40	\$ 3,533.33	\$ 396.38	\$ 4,682.34	\$ (23.47)	\$ 4,658.87	\$ 35,925.00
Maintenance Worker I (Hired in 2011)	Public Works	\$ 2,951.01	\$ 35,412.12	\$ 7,422.94	\$ -	\$ -	\$ 401.97	\$ -	\$ 1,022.90	\$ 113.46	\$ 1,689.46	\$ (519.61)	\$ 1,169.86	\$ 10,131.13

## City of La Palma Employee Benefits Schedule Fiscal Year 2011-12

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		Ret	irement					Li and the set		
	CalPERS	ERS 2011-12 Contribution Rate		2012-13 Contr	ibution Rate	Estimated 2013-14		City Paid Deferred Compensation		
Employee Group	Formula	Employer	Employee	Employer	Employee	Employer	Employee	% of Salary		
	Receive PARS in			N. C. S. Salar					2	
	lieu of Social									
lected Officials	Security	3.750%	3.75%	3.750%	3.75%	3.750%	3.75%	N/A		
	2.7% @ 55			R. P. BRIDER						
	through March 2011; 2.0%@60	State States	Service in the					\$100 per		
ity Manager (Tier One through February 2012, then Tier Two)	thereafter	19.762%	3.00%	8.149%	7.00%	10.371%	7.00%	payperiod		
er One Unrepresented Management Group (Miscellaneous)	2.7% @ 55	19.762%	3.00%	17.178%	6.00%	17.400%	8.00%	N/A		
ier Two Unrepresented Management Group (Miscellaneous)	2.0% @ 60	7.733%	7.00%	8.149%	7.00%	10.371%	7.00%	N/A	and the second	
ier One Unrepresented Management Group (Safety)	3.0% @ 50	31.821%	3.00%	29.146%	6.00%	30.800%	9.00%	N/A		
ier Two Unrepresented Management Group (Safety)	2.0% @ 55	16.352%	7.00%	16.519%	7.00%	21.331%	7.00%	N/A		
er One La Palma General Employees Association (LPGEA)	2.7% @ 55	19.762%	3.00%	17.178%	6.00%	17.400%	8.00%	N/A	and the second se	
ier Two La Palma General Employees Association (LPGEA)	2.0% @ 60	7.733%	7.00%	8.149%	7.00%	10.371%	7.00%	N/A		
ier One La Palma Police Association (LPPA)(Miscellaneous)	2.7% @ 55	20.762%	2.00%	18.178%	5.00%	17.400%	8.00%	N/A		
ier Two La Palma Police Association (LPPA)(Miscellaneous)	2.0% @ 60	7.733%	7.00%	8.149%	7.00%	10.371%	7.00%	N/A		
ier One La Palma Police Association (LPPA)(Safety)	3.0% @ 50	32.821%	2.00%	30.146%	5.00%	30.800%	9.00%	N/A		
ier Two La Palma Police Association (LPPA)(Safety)	2.0% @ 55	16.352%	7.00%	16.352%	7.00%	21.331%	7.00%	N/A		
ier One La Palma Professional Employees Association (LPPEA)	2.7% @ 55	19,762%	3.00%	17.178%	6.00%	17,400%	8.00%	1.00%		
ier Two La Palma Professional Employees Association (LPPEA)	2.0% @ 60	7.733%	7.00%	8.149%	7.00%	10.371%	7.00%	N/A		
	Receive PARS in lieu of Social							- ISALISI		
Inrepresented Part Time Employees	Security	3.750%	3.75%	3.750%	3.75%	3.750%	3.75%	N/A		

	Employe	ee Plus	Medical Employee Plus				Der	tal		Life an	d ADD	Disabilty
		ee Plus	Employee Dive									Cisability
	and the second		employee Plus	Cash in Lieu of			Employee Plus	Employee Plus	Cash in Lieu of		Employee Plus	Long Term
	vee Only One		Family	Benefit	Retirees	Employee Only	One	Family	Benefit	Employee Only	Family	Disability
Elected Officials N	I/A N	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 2.25	\$ 2.91	N/A
City Manager (Tier One through February 2012, then Tier Two)	110					\$ 58.70	\$ 99.80	\$ 161.39	N/A	18.5	19.16	\$.62/\$100 Base
Unrepresented Management Group (Miscellaneous) \$	416.49 \$	606.49 \$	765.49	100%	\$ 108.00	\$ 58,70	\$ 99.80	\$ 161.39	N/A	18.5	19.16	\$.62/\$100 Base
Tier One Unrepresented Management Group (Safety) \$	416.49 \$	606.49 \$	765.49	100%	\$ 416.49	\$ 58.70	\$ 99.80	\$ 161.39	N/A	18.5	19.16	\$.62/\$100 Base
Tier Two Unrepresented Management Group (Safety) \$	416.49 \$	606.49 \$	765.49	100%	\$ 108.00	\$ 58.70	\$ 99.80	\$ 161.39	N/A	18.5	19.16	\$.62/\$100 Base
La Palma General Employees Association (LPGEA) \$	416.49 \$	606.49 \$	765.49	100%	\$ 108.00	\$ 58.70	\$ 99.80	\$ 161.39	N/A	18.5	19.16	\$.62/\$100 Base
Tier One La Palma Police Association (LPPA)(Miscellaneous) \$	446.49 \$	636.49 \$	795.49	100%	\$ 108.00	\$ 58.70	\$ 99.80	\$ 161.39	N/A	18.5	19.16	19
Tier One La Palma Police Association (LPPA)(Safety/Dispatch) \$	446.49 \$	636.49 \$	795.49	100%	\$ 416.49	\$ 58.70	\$ 99.80	\$ 161.39	N/A	18.5	19.16	19
Tier Two La Palma Police Association (LPPA) \$	446.49 \$	636.49 \$	795.49	100%	\$ 108.00	\$ 58.70	\$ 99.80	\$ 161.39	N/A	18.5	19,16	19
La Palma Professional Employees Association (LPPEA) \$	416.49 \$	606.49 \$	765.49	100%	\$ 108.00	\$ 58.70	\$ 99.80	\$ 161.39	N/A	18.5	19.16	\$.62/\$100 Base
Unrepresented Part Time Employees N	I/A N	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

### City of La Palma Employee Benefits Schedule Fiscal Year 2011-12

				Annual Paid Ti	me Off		TAR AND THE				
	Holi	days		Vac	cation Leave (In We	eks)	Administrative Leave	Sick Leave	Cash Out Provisions In Lieu of Tim Off		
Employee Group	Days	Floating Hours	Year 1 - Year 5	Year 6 - Year 10	Year 11 - Year 15	Year 16 - Year 20	Year 21 Plus	Annual Hours	Annual Hours	Vacation Hours	Sick Leave Hours
Tier One Unrepresented Management Employees	9	36	3	3	4	4 1/2	5	63 to 80	96	Up to 100	Up to 50
Tier Two Unrepresented Management Employees	9	36	2	3	4	4	4 1/2	63 to 80	96	Up to 100	Up to 50
Tier One La Palma General Employees Association (LPGEA)	9	36	3	3	4	4 1/2	5	N/A	96	Up to 80	Up to 50
Tier Two La Palma General Employees Association (LPGEA)	9	36	2	3	4	4	4 1/2	N/A	96	Up to 80	Up to 50
Tier One La Palma Police Association (LPPA)(Misc. and Safety)	9	32	3	3	4	4 1/2	5	N/A	96	Up to 100	Up to 50
Tier Two La Palma Police Association (LPPA)(Misc. and Safety)	9	32	2	3	4	4 1/2	4 4/5	N/A	96	Up to 100	Up to 50
Tier One La Palma Professional Employees Association (LPPEA)	9	36	3	3	4	4 1/2	5	20	96	Up to 70	Up to 40
Tier Two La Palma Professional Employees Association (LPPEA)	9	36	2	3	4	4	4 1/2	20	96	Up to 70	Up to 40

Employee Group	Bilingual Pay	Boot Allowance	Uniform Allowance	Vehicle Allowance	Wellness Benefit	Intermediate POST Certification	Advanced POST Certification	Bachelors Degree	Masters Degree	Professional Development Pay	Detective Pay	Motor/Canine/Fi eld Training Officer Pay	Corporal II Charge Pa
l Employees	\$150/Month												The state of the s
ity Manager			and the second	\$325/Month	\$500/Year								
nrepresented Management Employees (Miscellaneous)			A STATE AND		\$500/Year					The same and the same	Stan + 1200	MARK SALAR	
Unrepresented Management Employees (Safety)		\$150/Year	\$900/Year Uniforms Provided	Use of City Provided Vehicle	\$500/Year	Since and				125951511			
PGEA and LPPEA Maintenance and Water Dept. Employees		\$150/rear		A A A A CARDINE MICES	a statistical des receives					-			
Fier One La Palma Police Association (LPPA)(Miscellaneous)			\$900/Year					S. CONTRACT		1.17574.057		Martin Stran	
ier One La Palma Police Association (LPPA)(Safety)	Section and and	the second second	\$900/Year	and the second		2.5% of Base Pay	5% of Base Pay	2.5% of Base Pay	5% of Base Pay	\$50-\$100/Month	5% of Base Pay	\$150/Month	\$100/Shift
		Construction and Construction	\$900/Year					2.5% of Base Pay	5% of Base Pay	5.2.67			