

**City of Rancho Palos Verdes**  
**Proposed Benefit Data Information to be Collected**  
**August 2014**

Benefit data elements for a total compensation study normally include at least the following (which are generally available to all staff in a specific job classification):

**Monthly Salary** – The top of the normal, published salary range. All figures are presented on a monthly basis.

**Employee Retirement** – This includes two figures: the amount of the employee’s State (PERS) or other public retirement contribution that is contributed by the agency and the amount of the agency’s Social Security contribution (and/or any other retirement plan, such as PARS, 1937 Act, or 401k). We will also identify the average amount of dollars that each agency spends to fund enhanced PERS benefits.

With healthcare cost rising and retiree healthcare and liabilities increasing for many public agencies, we typically collect retiree health information as well. This would include agency contributions to a Retiree Health Savings Account or any other type of benefit provided. However, we do not roll this cost into our total compensation analysis but report it separately by describing what the policies/liabilities are.

**Insurance** – This is the maximum amount paid for employees plus dependents for a cafeteria or flexible benefit plan and/or health, dental, vision, life, long-term and short-term disability, and employee assistance program insurance.

**Leave** – Other than sick leave, which is usage-based, the amount of days off for which the City is obligated. All days will be translated into direct salary costs.

**Holidays** – The number of holidays (including floating) available to the employee on an annual basis.

**Vacation** – The number of vacation days available to all employees after five years of employment. Add policy of increased vacation allowance by years of service.

**Administrative/Personal Leave** – Administrative leave is normally the number of days available to management staff to compensate for the lack of payment for overtime. Personal leave may be available to other groups of employees to augment vacation or other time off.

**Wellness Leave** – RPV offers 4.5 hours per quarter to a maximum of 9 hours.

**Automobile** – This category includes either the provision of an auto allowance or the provision of an unmarked auto for personal use. If a classification is provided with a car, we factor a \$450/month value into total compensation.

**Deferred Compensation** – This is any deferred compensation provided to all members of a classification with or without the requirement for an employee to provide a matching or minimum contribution.

**Other** – Any other benefits that are entitlements to all employees in a classification.

- Retiree Health – Summary of retiree health benefits offered; show quantified if others provide. RPV has a Retirement Health Savings account (RHS) that the City contributes \$55.36 per payroll to each employee after probation.
- Tuition Reimbursement – Summary of tuition reimbursement policies and amount allotted to employees.

City of Rancho Palos Verdes

Proposed Benchmarks

August 2014

CLASSIFICATION TITLE	K&A Recommended Benchmark Classifications	Notes
Account Clerk	X	
Accountant	X	
Accounting Technician		
Administrative Analyst II	X	
Administrative Staff Assistant	X	
Assistant Engineer		
Assistant Planner		
Associate Engineer	X	
Associate Planner	X	
Building Inspector I	X	
Building Inspector II		Currently not budgeted for FY 14-15
Building Official	X	
City Clerk	X	
City Manager	X	
Code Enforcement Officer	X	
Community Development Director	X	
Council Liaison (on hold)		
Deputy City Clerk		
Deputy City Manager		
Deputy Community Development Director		
Deputy Director of Finance		
Deputy Director of Public Works		
Director of Finance	X	
Director of Public Works	X	
Director of Recreation and Parks	X	
Executive Staff Assistant	X	
Human Resources Manager	X	
Information Technology Manager	X	
Lead Worker		
Maintenance Superintendent	X	
Maintenance Worker I		
Maintenance Worker II	X	
Permit Clerk		
Permit Technician	X	
Planning Technician	X	
Principal Engineer	X	
Principal Planner	X	Currently not budgeted for FY 14-15
Recreation Leader I		
Recreation Leader II	X	
Recreation Program Supervisor II	X	
Recreation Services Manager		
Recreation Specialist		
Senior Accountant		
Senior Accounting Technician		
Senior Administrative Analyst		
Senior Engineer		
Senior Planner	X	
Staff Assistant II	X	

City of Rancho Palos Verdes  
Proposed List of Comparators  
Total Compensation Study  
August 2014

	City	Criteria Comparison Score	Overall Ranking
	<b>City of Rancho Palos Verdes</b>	<b>9</b>	<b>1</b>
1	City of Agoura Hills	80	2
2	City of Hermosa Beach	86	3
3	City of Dana Point	92	4
4	City of Redondo Beach	92	4
5	City of Rolling Hills Estates	96	6
6	City of Calabasas	98	7
7	City of Seal Beach	107	8
8	City of San Juan Capistrano	116	9
9	City of El Segundo	117	10
10	City of Malibu	117	10
11	City of Lawndale	118	12
12	City of Lomita	119	13
13	City of Cerritos	123	14
14	City of Cypress	123	14
15	City of Manhattan Beach	128	16
16	City of Laguna Beach	129	17
17	City of Palos Verdes Estates	131	18
18	City of Santa Monica	148	19
19	City of Newport Beach	149	20
20	City of Lakewood	155	21
21	City of Torrance	155	21
22	City of Carson	158	23
23	City of Compton	170	24

*Recommended Comparator Agencies*

City of Rancho Palos Verdes  
Proposed List of Comparators  
Total Compensation Study  
August 2014

Agency	Miles from Client	FTE	Agency Financial Comparison (Expenditures)	Median Household Income	Median Home Price	Pop.	% above / below U.S Cost of Living Average	Agency Financial FTE Ratio	Authorized FTE Population Ratio (per 1000)	County	Parks & Recreation (recreation programs)	Public Works (facility maintenance, engineering)	Community Development (planning, building inspection, permitting, code enforcement)	Finance & IT (accounting, IT analysis)	Contract City (fire, police, library, water/wastewater, and transportation services contracted out)	Comparable Services Score	Diff from Rancho Palos Verdes (Absolute Value)	Rank
City of Rancho Palos Verdes	0	62	\$39,309,898	\$119,778	\$1,078,500	41,793	176.90%	\$634	1.48	Los Angeles County	2	2	4	2	5	15	0	1
City of Agoura Hills	55	44	\$26,840,973	\$110,716	\$755,800	20,431	116.20%	\$610	2.15	Los Angeles County	2	1	4	1	5	13	2	7
City of Calabasas	50	130	\$21,574,500	\$119,624	\$937,100	23,352	150.30%	\$166	5.57	Los Angeles County	2	2	4	2	4	14	1	3
City of Carson	15	328	\$68,635,600	\$71,653	\$368,700	91,937	43.30%	\$209	3.57	Los Angeles County	2	2	3	1	5	13	2	7
City of Cerritos	31	201	\$109,944,080	\$87,788	\$612,400	49,296	89.20%	\$547	4.08	Los Angeles County	2	2	3	2	3	12	3	9
City of Compton	22	354	\$171,044,395	\$42,335	\$240,000	96,561	19.00%	\$483	3.67	Los Angeles County	2	2	4	2	2	12	3	9
City of Cypress	29	138	\$54,963,248	\$80,440	\$522,500	47,986	71.90%	\$398	2.88	Los Angeles County	2	2	3	2	3	12	3	9
City of Dana Point	63	66	\$29,546,911	\$80,938	\$790,600	33,596	122.40%	\$448	1.96	Organge County	2	2	4	1	5	14	1	3
City of El Segundo	16	55	\$133,220,500	\$86,364	\$866,700	16,678	137.00%	\$2,422	3.30	Los Angeles County	2	2	3	2	2	11	4	14
City of Gardena	20	426	\$49,812,125	\$50,148	\$361,400	58,960	41.90%	\$117	7.23	Los Angeles County	2	2	2	2	3	11	4	14
City of Hermosa Beach	12	129	\$30,112,732	\$100,696	\$1,179,100	19,535	195.90%	\$233	6.60	Los Angeles County	1	2	3	1	3	10	5	19
City of Laguna Beach	54	251	\$49,601,000	\$95,020	\$1,486,400	22,873	253.40%	\$198	10.97	Organge County	1	2	4	2	2	11	4	14
City of Lakewood	24	171	\$23,184,579	\$78,876	\$437,600	80,213	56.30%	\$136	2.13	Los Angeles County	2	1	2	1	4	10	5	19
City of Lawndale	15	57	\$24,369,263	\$48,727	\$372,100	32,807	43.90%	\$428	1.74	Los Angeles County	2	2	4	1	5	14	1	3
City of Lomita	10	43	\$14,393,140	\$62,899	\$501,900	20,319	68.40%	\$335	2.12	Los Angeles County	2	2	1	1	4	10	5	19
City of Long Beach	14	1482	\$300,660,000	\$59,408	\$446,100	463,589	57.90%	\$203	3.20	Los Angeles County	2	2	3	1	1	9	6	24
City of Malibu	54	84	\$35,525,409	\$135,530	\$2,053,800	12,743	360.60%	\$423	6.59	Los Angeles County	2	2	4	2	5	15	0	1
City of Manhattan Beach	14	281	\$111,556,724	\$134,445	\$1,669,200	35,226	288.20%	\$397	7.98	Los Angeles County	2	2	4	2	2	12	3	9
City of Newport Beach	34	123	\$301,359,397	\$150,866	\$1,578,000	85,323	270.70%	\$2,450	1.44	Organge County	2	2	4	2	1	11	4	14
City of Palos Verdes Estates	7	55	\$21,103,298	\$152,068	\$1,721,200	13,493	298.00%	\$384	4.08	Los Angeles County	0	1	1	1	4	7	8	27

City of Rancho Palos Verdes  
Proposed List of Comparators  
Total Compensation Study  
August 2014

Agency	Miles from Client	FTE	Agency Financial Comparison (Expenditures)	Median Household Income	Median Home Price	Pop.	% above / below U.S Cost of Living Average	Agency Financial FTE Ratio	Authorized FTE Population Ratio (per 1000)	County	Parks & Recreation (recreation programs)	Public Works (facility maintenance, engineering)	Community Development (planning, building inspection, permitting, code enforcement)	Finance & IT (accounting, IT analysis)	Contract City (fire, police, library, water/wastewater, and transportation services contracted out)	Comparable Services Score	Diff from Rancho Palos Verdes (Absolute Value)	Rank
City of Redondo Beach	10	156	\$72,899,550	\$98,816	\$794,600	66,800	123.50%	\$467	2.34	Los Angeles County	2	2	4	2	1	11	4	14
City of Rolling Hills Estates	8	20	\$6,480,502	\$153,986	\$1,235,700	8,078	206.50%	\$324	2.48	Los Angeles County	0	1	1	1	5	8	7	25
City of San Juan Capistrano	60	90	\$65,525,973	\$75,356	\$635,500	34,736	93.20%	\$728	2.59	Orange County	2	2	4	1	5	14	1	3
City of Santa Monica	37	1303	\$529,432,202	\$72,271	\$1,172,400	90,008	194.60%	\$406	14.48	Los Angeles County	2	2	4	2	0	10	5	19
City of Seal Beach	20	135	\$45,707,316	\$50,675	\$802,900	24,308	124.07%	\$339	5.55	Orange County	2	2	3	1	4	12	3	9
City of Torrance	12	1319	\$284,730,000	\$90,922	\$661,500	145,443	94.10%	\$216	9.07	Los Angeles County	2	2	2	2	0	8	7	25
County of Los Angeles	10	103678	\$10,367,800,000	\$56,241	\$445,300	9,840,024	57.70%	\$100	10.54	Los Angeles County	2	2	4	2	0	10	5	19

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August 2014

Agency	Miles from Client	FTE	Agency Financial Comparison (Expenditures)	Median Household Income	Median Home Price	Pop.	% above / below U.S Cost of Living Average	Agency Financial FTE Ratio	Authorized FTE Population Ratio (per 1000)	Diff from Rancho Palos Verdes(Absolute Value)	Ranking
<b>City of Rancho Palos Verdes</b>	<b>0</b>	<b>62</b>	<b>\$39,309,898</b>	<b>\$119,778</b>	<b>\$1,078,500</b>	<b>41,793</b>	<b>176.90%</b>	<b>\$634</b>	<b>1.48</b>	<b>0</b>	<b>1</b>
City of Palos Verdes Estates	7	55	\$21,103,298	\$152,068	\$1,721,200	13,493	298.00%	\$384	4.08	7	2
City of Rolling Hills Estates	8	20	\$6,480,502	\$153,986	\$1,235,700	8,078	206.50%	\$324	2.48	8	3
City of Lomita	10	43	\$14,393,140	\$62,899	\$501,900	20,319	68.40%	\$335	2.12	10	4
City of Redondo Beach	10	156	\$72,899,550	\$98,816	\$794,600	66,800	123.50%	\$467	2.34	10	4
County of Los Angeles	10	103678	\$10,367,800,000	\$56,241	\$445,300	9,840,024	57.70%	\$100	10.54	10	4
City of Hermosa Beach	12	129	\$30,112,732	\$100,696	\$1,179,100	19,535	195.90%	\$233	6.60	12	7
City of Torrance	12	1319	\$284,730,000	\$90,922	\$661,500	145,443	94.10%	\$216	9.07	12	7
City of Long Beach	14	1482	\$300,660,000	\$59,408	\$446,100	463,589	57.90%	\$203	3.20	14	9
City of Manhattan Beach	14	281	\$111,556,724	\$134,445	\$1,669,200	35,226	288.20%	\$397	7.98	14	9
City of Carson	15	328	\$68,635,600	\$71,653	\$368,700	91,937	43.30%	\$209	3.57	15	11
City of Lawndale	15	57	\$24,369,263	\$48,727	\$372,100	32,807	43.90%	\$428	1.74	15	11
City of El Segundo	16	55	\$133,220,500	\$86,364	\$866,700	16,678	137.00%	\$2,422	3.30	16	13
City of Gardena	20	426	\$49,812,125	\$50,148	\$361,400	58,960	41.90%	\$117	7.23	20	14
City of Seal Beach	20	135	\$45,707,316	\$50,675	\$802,900	24,308	124.07%	\$339	5.55	20	14
City of Compton	22	354	\$171,044,395	\$42,335	\$240,000	96,561	19.00%	\$483	3.67	22	16
City of Lakewood	24	171	\$23,184,579	\$78,876	\$437,600	80,213	56.30%	\$136	2.13	24	17
City of Cypress	29	138	\$54,963,248	\$80,440	\$522,500	47,986	71.90%	\$398	2.88	29	18
City of Cerritos	31	201	\$109,944,080	\$87,788	\$612,400	49,296	89.20%	\$547	4.08	31	19
City of Newport Beach	34	123	\$301,359,397	\$150,866	\$1,578,000	85,323	270.70%	\$2,450	1.44	34	20
City of Santa Monica	37	1303	\$529,432,202	\$72,271	\$1,172,400	90,008	194.60%	\$406	14.48	37	21
City of Calabasas	50	130	\$21,574,500	\$119,624	\$937,100	23,352	150.30%	\$166	5.57	50	22
City of Laguna Beach	54	251	\$49,601,000	\$95,020	\$1,486,400	22,873	253.40%	\$198	10.97	54	23
City of Malibu	54	84	\$35,525,409	\$135,530	\$2,053,800	12,743	360.60%	\$423	6.59	54	23
City of Agoura Hills	55	44	\$26,840,973	\$110,716	\$755,800	20,431	116.20%	\$610	2.15	55	25
City of San Juan Capistrano	60	90	\$65,525,973	\$75,356	\$635,500	34,736	93.20%	\$728	2.59	60	26
City of Dana Point	63	66	\$29,546,911	\$80,938	\$790,600	33,596	122.40%	\$448	1.96	63	27

City of Rancho Palos Verdes  
Proposed List of Comparators  
Total Compensation Study  
August 2014

Agency	Miles from Client	FTE	Agency Financial Comparison (Expenditures)	Median Household Income	Median Home Price	Pop.	% above / below U.S Cost of Living Average	Agency Financial FTE Ratio	Authorized FTE Population Ratio (per 1000)	Diff from Rancho Palos Verdes(Absolute Value)	Ranking
City of Rolling Hills Estates	8	20	\$6,480,502	\$153,986	\$1,235,700	8,078	206.50%	\$324	2.48	8078	2
City of Malibu	54	84	\$35,525,409	\$135,530	\$2,053,800	12,743	360.60%	\$423	6.59	12743	3
City of Palos Verdes Estates	7	55	\$21,103,298	\$152,068	\$1,721,200	13,493	298.00%	\$384	4.08	13493	4
City of El Segundo	16	55	\$133,220,500	\$86,364	\$866,700	16,678	137.00%	\$2,422	3.30	16678	5
City of Hermosa Beach	12	129	\$30,112,732	\$100,696	\$1,179,100	19,535	195.90%	\$233	6.60	19535	6
City of Lomita	10	43	\$14,393,140	\$62,899	\$501,900	20,319	68.40%	\$335	2.12	20319	7
City of Agoura Hills	55	44	\$26,840,973	\$110,716	\$755,800	20,431	116.20%	\$610	2.15	20431	8
City of Laguna Beach	54	251	\$49,601,000	\$95,020	\$1,486,400	22,873	253.40%	\$198	10.97	22873	9
City of Calabasas	50	130	\$21,574,500	\$119,624	\$937,100	23,352	150.30%	\$166	5.57	23352	10
City of Seal Beach	20	135	\$45,707,316	\$50,675	\$802,900	24,308	124.07%	\$339	5.55	24308	11
City of Lawndale	15	57	\$24,369,263	\$48,727	\$372,100	32,607	43.90%	\$428	1.74	32807	12
City of Dana Point	63	66	\$29,546,911	\$80,938	\$790,600	33,596	122.40%	\$448	1.96	33596	13
City of San Juan Capistrano	60	90	\$65,525,973	\$75,356	\$635,500	34,736	93.20%	\$728	2.59	34736	14
City of Manhattan Beach	14	281	\$111,556,724	\$134,445	\$1,669,200	35,226	288.20%	\$397	7.98	35226	15
<b>City of Rancho Palos Verdes</b>	<b>0</b>	<b>62</b>	<b>\$39,309,898</b>	<b>\$119,778</b>	<b>\$1,078,500</b>	<b>41,793</b>	<b>176.90%</b>	<b>\$634</b>	<b>1.48</b>	<b>0</b>	<b>1</b>
City of Cypress	29	138	\$54,963,248	\$80,440	\$522,500	47,986	71.90%	\$398	2.88	47986	16
City of Cerritos	31	201	\$109,944,080	\$87,788	\$612,400	49,296	89.20%	\$547	4.08	49296	17
City of Gardena	20	426	\$49,812,125	\$50,148	\$361,400	58,960	41.90%	\$117	7.23	58960	18
City of Redondo Beach	10	156	\$72,899,550	\$98,816	\$794,600	66,800	123.50%	\$467	2.34	66800	19
City of Lakewood	24	171	\$23,184,579	\$78,876	\$437,600	80,213	56.30%	\$136	2.13	80213	20
City of Newport Beach	34	123	\$301,359,397	\$150,866	\$1,578,000	85,323	270.70%	\$2,450	1.44	85323	21
City of Santa Monica	37	1303	\$529,432,202	\$72,271	\$1,172,400	90,008	194.60%	\$406	14.48	90008	22
City of Carson	15	328	\$68,635,600	\$71,653	\$368,700	91,937	43.30%	\$209	3.57	91937	23
City of Compton	22	354	\$171,044,395	\$42,335	\$240,000	96,561	19.00%	\$483	3.67	96561	24
City of Torrance	12	1319	\$284,730,000	\$90,922	\$661,500	145,443	94.10%	\$216	9.07	145443	25
City of Long Beach	14	1482	\$300,660,000	\$59,408	\$446,100	463,589	57.90%	\$203	3.20	463589	26
County of Los Angeles	10	103678	\$10,367,800,000	\$56,241	\$445,300	9,840,024	57.70%	\$100	10.54	9840024	27

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Agency	Miles from Client	FTE	Agency Financial Comparison (Expenditures)	Median Household Income	Median Home Price	Pop.	% above / below U.S Cost of Living Average	Agency Financial FTE Ratio	Authorized FTE Population Ratio (per 1000)	Diff from Rancho Palos Verdes(Absolute Value)	Ranking
City of Newport Beach	34	123	\$301,359,397	\$150,866	\$1,578,000	85,323	270.70%	\$2,450	1.44	0.042	2
<b>City of Rancho Palos Verdes</b>	<b>0</b>	<b>62</b>	<b>\$39,309,898</b>	<b>\$119,778</b>	<b>\$1,078,500</b>	<b>41,793</b>	<b>176.90%</b>	<b>\$634</b>	<b>1.48</b>	<b>0</b>	<b>1</b>
City of Lawndale	15	57	\$24,369,263	\$48,727	\$372,100	32,807	43.90%	\$428	1.74	0.254	3
City of Dana Point	63	66	\$29,546,911	\$80,938	\$790,600	33,596	122.40%	\$448	1.96	0.481	4
City of Lomita	10	43	\$14,393,140	\$62,899	\$501,900	20,319	68.40%	\$335	2.12	0.633	5
City of Lakewood	24	171	\$23,184,579	\$78,876	\$437,600	80,213	56.30%	\$136	2.13	0.648	6
City of Agoura Hills	55	44	\$26,840,973	\$110,716	\$755,800	20,431	116.20%	\$610	2.15	0.670	7
City of Redondo Beach	10	156	\$72,899,550	\$98,816	\$794,600	66,800	123.50%	\$467	2.34	0.852	8
City of Rolling Hills Estates	8	20	\$6,480,502	\$153,986	\$1,235,700	8,078	206.50%	\$324	2.48	0.992	9
City of San Juan Capistrano	60	90	\$65,525,973	\$75,356	\$635,500	34,736	93.20%	\$728	2.59	1.107	10
City of Cypress	29	138	\$54,963,248	\$80,440	\$522,500	47,986	71.90%	\$398	2.88	1.392	11
City of Long Beach	14	1482	\$300,660,000	\$59,408	\$446,100	463,589	57.90%	\$203	3.20	1.713	12
City of El Segundo	16	55	\$133,220,500	\$86,364	\$866,700	16,678	137.00%	\$2,422	3.30	1.814	13
City of Carson	15	328	\$68,635,600	\$71,653	\$368,700	91,937	43.30%	\$209	3.57	2.084	14
City of Compton	22	354	\$171,044,395	\$42,335	\$240,000	96,561	19.00%	\$483	3.67	2.183	15
City of Palos Verdes Estates	7	55	\$21,103,298	\$152,068	\$1,721,200	13,493	298.00%	\$384	4.08	2.593	16
City of Cerritos	31	201	\$109,944,080	\$87,788	\$612,400	49,296	89.20%	\$547	4.08	2.594	17
City of Seal Beach	20	135	\$45,707,316	\$50,675	\$802,900	24,308	124.07%	\$339	5.55	4.070	18
City of Calabasas	50	130	\$21,574,500	\$119,624	\$937,100	23,352	150.30%	\$166	5.57	4.083	19
City of Malibu	54	84	\$35,525,409	\$135,530	\$2,053,800	12,743	360.60%	\$423	6.59	5.108	20
City of Hermosa Beach	12	129	\$30,112,732	\$100,696	\$1,179,100	19,535	195.90%	\$233	6.60	5.120	21
City of Gardena	20	426	\$49,812,125	\$50,148	\$361,400	58,960	41.90%	\$117	7.23	5.742	22
City of Manhattan Beach	14	281	\$111,556,724	\$134,445	\$1,669,200	35,226	288.20%	\$397	7.98	6.494	23
City of Torrance	12	1319	\$284,730,000	\$90,922	\$661,500	145,443	94.10%	\$216	9.07	7.585	24
County of Los Angeles	10	103678	\$10,367,800,000	\$56,241	\$445,300	9,840,024	57.70%	\$100	10.54	9.053	25
City of Laguna Beach	54	251	\$49,601,000	\$95,020	\$1,486,400	22,873	253.40%	\$198	10.97	9.490	26
City of Santa Monica	37	1303	\$529,432,202	\$72,271	\$1,172,400	90,008	194.60%	\$406	14.48	12.993	27

City of Rancho Palos Verdes  
Proposed List of Comparators  
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Agency	Miles from Client	FTE	Agency Financial Comparison (Expenditures)	Median Household Income	Median Home Price	Pop.	% above / below U.S Cost of Living Average	Agency Financial FTE Ratio	Authorized FTE Population Ratio (per 1000)	Diff from Rancho Palos Verdes(Absolute Value)	Ranking
City of Rolling Hills Estates	8	20	\$6,480,502	\$153,986	\$1,235,700	8,078	206.50%	\$324	2.48	<b>32829396</b>	17
City of Lomita	10	43	\$14,393,140	\$62,899	\$501,900	20,319	68.40%	\$335	2.12	<b>24916758</b>	14
City of Palos Verdes Estates	7	55	\$21,103,298	\$152,068	\$1,721,200	13,493	298.00%	\$384	4.08	<b>18206600</b>	13
City of Calabasas	50	130	\$21,574,500	\$119,624	\$937,100	23,352	150.30%	\$166	5.57	<b>17735398</b>	12
City of Lakewood	24	171	\$23,184,579	\$78,876	\$437,600	80,213	56.30%	\$136	2.13	<b>16125319</b>	11
City of Lawndale	15	57	\$24,369,263	\$48,727	\$372,100	32,807	43.90%	\$428	1.74	<b>14940635</b>	9
City of Agoura Hills	55	44	\$26,840,973	\$110,716	\$755,800	20,431	116.20%	\$610	2.15	<b>12468925</b>	8
City of Dana Point	63	66	\$29,546,911	\$80,938	\$790,600	33,596	122.40%	\$448	1.96	<b>9762987</b>	5
City of Hermosa Beach	12	129	\$30,112,732	\$100,696	\$1,179,100	19,535	195.90%	\$233	6.60	<b>9197166</b>	4
City of Malibu	54	84	\$35,525,409	\$135,530	\$2,053,800	12,743	360.60%	\$423	6.59	<b>3784489</b>	2
<b>City of Rancho Palos Verdes</b>	<b>0</b>	<b>62</b>	<b>\$39,309,898</b>	<b>\$119,778</b>	<b>\$1,078,500</b>	<b>41,793</b>	<b>176.90%</b>	<b>\$634</b>	<b>1.48</b>	<b>0</b>	<b>1</b>
City of Seal Beach	20	135	\$45,707,316	\$50,675	\$802,900	24,308	124.07%	\$339	5.55	<b>6397418</b>	3
City of Laguna Beach	54	251	\$49,601,000	\$95,020	\$1,486,400	22,873	253.40%	\$198	10.97	<b>10291102</b>	6
City of Gardena	20	426	\$49,812,125	\$50,148	\$361,400	58,960	41.90%	\$117	7.23	<b>10502227</b>	7
City of Cypress	29	138	\$54,963,248	\$80,440	\$522,500	47,986	71.90%	\$398	2.88	<b>15653350</b>	10
City of San Juan Capistrano	60	90	\$65,525,973	\$75,356	\$635,500	34,736	93.20%	\$728	2.59	<b>26216075</b>	15
City of Carson	15	328	\$68,635,600	\$71,653	\$368,700	91,937	43.30%	\$209	3.57	<b>29325702</b>	16
City of Redondo Beach	10	156	\$72,899,550	\$98,816	\$794,600	66,800	123.50%	\$467	2.34	<b>33589652</b>	18
City of Cerritos	31	201	\$109,944,080	\$87,788	\$612,400	49,296	89.20%	\$547	4.08	<b>70634182</b>	19
City of Manhattan Beach	14	281	\$111,556,724	\$134,445	\$1,669,200	35,226	288.20%	\$397	7.98	<b>72246826</b>	20
City of El Segundo	16	55	\$133,220,500	\$86,364	\$866,700	16,678	137.00%	\$2,422	3.30	<b>93910602</b>	21
City of Compton	22	354	\$171,044,395	\$42,335	\$240,000	96,561	19.00%	\$483	3.67	<b>131734497</b>	22
City of Torrance	12	1319	\$284,730,000	\$90,922	\$661,500	145,443	94.10%	\$216	9.07	<b>245420102</b>	23
City of Long Beach	14	1482	\$300,660,000	\$59,408	\$446,100	463,589	57.90%	\$203	3.20	<b>261350102</b>	24
City of Newport Beach	34	123	\$301,359,397	\$150,866	\$1,578,000	85,323	270.70%	\$2,450	1.44	<b>262049499</b>	25
City of Santa Monica	37	1203	\$529,432,202	\$72,271	\$1,172,400	90,008	194.60%	\$406	14.48	<b>490122304</b>	26
County of Los Angeles	10	103678	\$10,367,800,000	\$56,241	\$445,300	9,840,024	57.70%	\$100	10.54	<b>10328490102</b>	27

City of Rancho Palos Verdes  
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Agency	Miles from Client	FTE	Agency Financial Comparison (Expenditures)	Median Household Income	Median Home Price	Pop.	% above / below U.S. Cost of Living Average	Agency Financial FTE Ratio	Authorized FTE Population Ratio (per 1000)	Diff from Rancho Palos Verdes(Absolute Value)	Ranking
County of Los Angeles	10	103678	\$10,367,800,000	\$56,241	\$445,300	9,840,024	57.70%	\$100	10.54	534	25
City of Gardena	20	426	\$49,812,125	\$50,148	\$361,400	58,960	41.90%	\$117	7.23	517	24
City of Lakewood	24	171	\$23,184,579	\$78,876	\$437,600	80,213	56.30%	\$136	2.13	498	23
City of Calabasas	50	130	\$21,574,500	\$119,624	\$937,100	23,352	150.30%	\$166	5.57	468	22
City of Laguna Beach	54	251	\$49,601,000	\$95,020	\$1,486,400	22,873	253.40%	\$198	10.97	436	21
City of Long Beach	14	1482	\$300,660,000	\$59,408	\$446,100	463,589	57.90%	\$203	3.20	431	20
City of Carson	15	328	\$68,635,600	\$71,653	\$368,700	91,937	43.30%	\$209	3.57	425	19
City of Torrance	12	1319	\$284,730,000	\$90,922	\$661,500	145,443	94.10%	\$216	9.07	418	18
City of Hermosa Beach	12	129	\$30,112,732	\$100,696	\$1,179,100	19,535	195.90%	\$233	6.60	401	17
City of Rolling Hills Estates	8	20	\$6,480,502	\$153,986	\$1,235,700	8,078	206.50%	\$324	2.48	310	16
City of Lomita	10	43	\$14,393,140	\$62,899	\$501,900	20,319	68.40%	\$335	2.12	299	15
City of Seal Beach	20	135	\$45,707,316	\$50,675	\$802,900	24,308	124.07%	\$339	5.55	295	14
City of Palos Verdes Estates	7	55	\$21,103,298	\$152,068	\$1,721,200	13,493	298.00%	\$384	4.08	250	13
City of Manhattan Beach	14	281	\$111,556,724	\$134,445	\$1,669,200	35,226	288.20%	\$397	7.98	237	12
City of Cypress	29	138	\$54,963,248	\$80,440	\$522,500	47,986	71.90%	\$398	2.88	236	11
City of Santa Monica	37	1303	\$529,432,202	\$72,271	\$1,172,400	90,008	194.60%	\$406	14.48	228	10
City of Malibu	54	84	\$35,525,409	\$135,530	\$2,053,800	12,743	360.60%	\$423	6.59	211	9
City of Lawndale	15	57	\$24,369,263	\$48,727	\$372,100	32,807	43.90%	\$428	1.74	206	8
City of Dana Point	63	66	\$29,546,911	\$80,938	\$790,600	33,596	122.40%	\$448	1.96	186	7
City of Redondo Beach	10	156	\$72,899,550	\$98,816	\$794,600	66,800	123.50%	\$467	2.34	167	6
City of Compton	22	354	\$171,044,395	\$42,335	\$240,000	96,561	19.00%	\$483	3.67	151	5
City of Cerritos	31	201	\$109,944,080	\$87,788	\$612,400	49,296	89.20%	\$547	4.08	87	3
City of Agoura Hills	55	44	\$26,840,973	\$110,716	\$755,800	20,431	116.20%	\$610	2.15	24	2
<b>City of Rancho Palos Verdes</b>	<b>0</b>	<b>62</b>	<b>\$39,309,898</b>	<b>\$119,778</b>	<b>\$1,078,500</b>	<b>41,793</b>	<b>176.90%</b>	<b>\$634</b>	<b>1.48</b>	<b>0</b>	<b>1</b>
City of San Juan Capistrano	60	90	\$65,525,973	\$75,356	\$635,500	34,736	93.20%	\$728	2.59	94	4
City of El Segundo	16	55	\$133,220,500	\$86,364	\$866,700	16,678	137.00%	\$2,422	3.30	1788	26
City of Newport Beach	34	123	\$301,359,397	\$150,866	\$1,578,000	85,323	270.70%	\$2,450	1.44	1816	27

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Agency	Miles from Client	FTE	Agency Financial Comparison (Expenditures)	Median Household Income	Median Home Price	Pop.	% above / below U.S Cost of Living Average	Agency Financial FTE Ratio	Authorized FTE Population Ratio (per 1000)	Diff from Rancho Palos Verdes(Absolute Value)	Ranking
City of Compton	22	354	\$171,044,395	\$42,335	\$240,000	96,561	19.00%	\$483	3.67	<b>77443</b>	27
City of Lawndale	15	57	\$24,369,263	\$48,727	\$372,100	32,807	43.90%	\$428	1.74	<b>71051</b>	26
City of Gardena	20	426	\$49,812,125	\$50,148	\$361,400	58,960	41.90%	\$117	7.23	<b>69630</b>	25
City of Seal Beach	20	135	\$45,707,316	\$50,675	\$802,900	24,308	124.07%	\$339	5.55	<b>69103</b>	24
County of Los Angeles	10	103678	\$10,367,800,000	\$56,241	\$445,300	9,840,024	57.70%	\$100	10.54	<b>63537</b>	23
City of Long Beach	14	1482	\$300,660,000	\$59,408	\$446,100	463,589	57.90%	\$203	3.20	<b>60370</b>	22
City of Lomita	10	43	\$14,393,140	\$62,899	\$501,900	20,319	68.40%	\$335	2.12	<b>56879</b>	21
City of Carson	15	328	\$68,635,600	\$71,653	\$368,700	91,937	43.30%	\$209	3.57	<b>48125</b>	20
City of Santa Monica	37	1303	\$529,432,202	\$72,271	\$1,172,400	90,008	194.60%	\$406	14.48	<b>47507</b>	19
City of San Juan Capistrano	60	90	\$65,525,973	\$75,356	\$635,500	34,736	93.20%	\$728	2.59	<b>44422</b>	18
City of Lakewood	24	171	\$23,184,579	\$78,876	\$437,600	80,213	56.30%	\$136	2.13	<b>40902</b>	17
City of Cypress	29	138	\$54,963,248	\$80,440	\$522,500	47,986	71.90%	\$398	2.88	<b>39338</b>	16
City of Dana Point	63	66	\$29,546,911	\$80,938	\$790,600	33,596	122.40%	\$448	1.96	<b>38840</b>	15
City of El Segundo	16	55	\$133,220,500	\$86,364	\$866,700	16,678	137.00%	\$2,422	3.30	<b>33414</b>	13
City of Cerritos	31	201	\$109,944,080	\$87,788	\$612,400	49,296	89.20%	\$547	4.08	<b>31990</b>	11
City of Torrance	12	1319	\$284,730,000	\$90,922	\$661,500	145,443	94.10%	\$216	9.07	<b>28856</b>	9
City of Laguna Beach	54	251	\$49,601,000	\$95,020	\$1,486,400	22,873	253.40%	\$198	10.97	<b>24758</b>	8
City of Redondo Beach	10	156	\$72,899,550	\$98,816	\$794,600	66,800	123.50%	\$467	2.34	<b>20962</b>	7
City of Hermosa Beach	12	129	\$30,112,732	\$100,696	\$1,179,100	19,535	195.90%	\$233	6.60	<b>19082</b>	6
City of Agoura Hills	55	44	\$26,840,973	\$110,716	\$755,800	20,431	116.20%	\$610	2.15	<b>9062</b>	3
City of Calabasas	50	130	\$21,574,500	\$119,624	\$937,100	23,352	150.30%	\$166	5.57	<b>154</b>	2
<b>City of Rancho Palos Verdes</b>	<b>0</b>	<b>62</b>	<b>\$39,309,898</b>	<b>\$119,778</b>	<b>\$1,078,500</b>	<b>41,793</b>	<b>176.90%</b>	<b>\$634</b>	<b>1.48</b>	<b>0</b>	<b>1</b>
City of Manhattan Beach	14	281	\$111,556,724	\$134,445	\$1,669,200	35,226	288.20%	\$397	7.98	<b>14667</b>	4
City of Malibu	54	84	\$35,525,409	\$135,530	\$2,053,800	12,743	360.60%	\$423	6.59	<b>15752</b>	5
City of Newport Beach	34	123	\$301,359,397	\$150,866	\$1,578,000	85,323	270.70%	\$2,450	1.44	<b>31088</b>	10
City of Palos Verdes Estates	7	55	\$21,103,298	\$152,068	\$1,721,200	13,493	298.00%	\$384	4.08	<b>32290</b>	12
City of Rolling Hills Estates	8	20	\$6,480,502	\$153,986	\$1,235,700	8,078	206.50%	\$324	2.48	<b>34208</b>	14

City of Rancho Palos Verdes  
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Agency	Miles from Client	FTE	Agency Financial Comparison (Expenditures)	Median Household Income	Median Home Price	Pop.	% above / below U.S Cost of Living Average	Agency Financial FTE Ratio	Authorized FTE Population Ratio (per 1000)	Diff from Rancho Palos Verdes(Absolute Value)	Ranking
City of Compton	22	354	\$171,044,395	\$42,335	\$240,000	96,561	19.00%	\$483	3.67	838500	26
City of Gardena	20	426	\$49,812,125	\$50,148	\$361,400	58,960	41.90%	\$117	7.23	717100	25
City of Carson	15	328	\$68,635,600	\$71,653	\$368,700	91,937	43.30%	\$209	3.57	709800	24
City of Lawndale	15	57	\$24,369,263	\$48,727	\$372,100	32,807	43.90%	\$428	1.74	706400	23
City of Lakewood	24	171	\$23,184,579	\$78,876	\$437,600	80,213	56.30%	\$136	2.13	640900	21
County of Los Angeles	10	103678	\$10,367,800,000	\$56,241	\$445,300	9,840,024	57.70%	\$100	10.54	633200	20
City of Long Beach	14	1482	\$300,660,000	\$59,408	\$446,100	463,589	57.90%	\$203	3.20	632400	19
City of Lomita	10	43	\$14,393,140	\$62,899	\$501,900	20,319	68.40%	\$335	2.12	576600	17
City of Cypress	29	138	\$54,963,248	\$80,440	\$522,500	47,986	71.90%	\$398	2.88	556000	16
City of Cerritos	31	201	\$109,944,080	\$87,788	\$612,400	49,296	89.20%	\$547	4.08	466100	14
City of San Juan Capistrano	60	90	\$65,525,973	\$75,356	\$635,500	34,736	93.20%	\$728	2.59	443000	13
City of Torrance	12	1319	\$284,730,000	\$90,922	\$661,500	145,443	94.10%	\$216	9.07	417000	12
City of Agoura Hills	55	44	\$26,840,973	\$110,716	\$755,800	20,431	116.20%	\$610	2.15	322700	10
City of Dana Point	63	66	\$29,546,911	\$80,938	\$790,600	33,596	122.40%	\$448	1.96	287900	9
City of Redondo Beach	10	156	\$72,899,550	\$98,816	\$794,600	66,800	123.50%	\$467	2.34	283900	8
City of Seal Beach	20	135	\$45,707,316	\$50,675	\$802,900	24,308	124.07%	\$339	5.55	275600	7
City of El Segundo	16	55	\$133,220,500	\$86,364	\$866,700	16,678	137.00%	\$2,422	3.30	211800	6
City of Calabasas	50	130	\$21,574,500	\$119,624	\$937,100	23,352	150.30%	\$166	5.57	141400	4
<b>City of Rancho Palos Verdes</b>	<b>0</b>	<b>62</b>	<b>\$39,309,898</b>	<b>\$119,778</b>	<b>\$1,078,500</b>	<b>41,793</b>	<b>176.90%</b>	<b>\$634</b>	<b>1.48</b>	<b>0</b>	<b>1</b>
City of Santa Monica	37	1303	\$529,432,202	\$72,271	\$1,172,400	90,008	194.60%	\$406	14.48	93900	2
City of Hermosa Beach	12	129	\$30,112,732	\$100,696	\$1,179,100	19,535	195.90%	\$233	6.60	100600	3
City of Rolling Hills Estates	8	20	\$6,480,502	\$153,986	\$1,235,700	8,078	206.50%	\$324	2.48	157200	5
City of Laguna Beach	54	251	\$49,601,000	\$95,020	\$1,486,400	22,873	253.40%	\$198	10.97	407900	11
City of Newport Beach	34	123	\$301,359,397	\$150,866	\$1,578,000	85,323	270.70%	\$2,450	1.44	499500	15
City of Manhattan Beach	14	281	\$111,556,724	\$134,445	\$1,669,200	35,226	288.20%	\$397	7.98	590700	18
City of Palos Verdes Estates	7	55	\$21,103,298	\$152,068	\$1,721,200	13,493	298.00%	\$384	4.08	642700	22
City of Malibu	54	84	\$35,525,409	\$135,530	\$2,053,800	12,743	360.60%	\$423	6.59	975300	27

City of Rancho Palos Verdes  
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Agency	Miles from Client	FTE	Agency Financial Comparison (Expenditures)	Median Household Income	Median Home Price	Pop.	% above / below U.S Cost of Living Average	Agency Financial FTE Ratio	Authorized FTE Population Ratio (per 1000)	Diff from Rancho Palos Verdes(Absolute Value)	Ranking
City of Compton	22	354	\$171,044,395	\$42,335	\$240,000	96,561	19.00%	\$483	3.67	1.579	26
City of Gardena	20	426	\$49,812,125	\$50,148	\$361,400	58,960	41.90%	\$117	7.23	1.350	25
City of Carson	15	328	\$68,635,600	\$71,653	\$368,700	91,937	43.30%	\$209	3.57	1.336	24
City of Lawndale	15	57	\$24,369,263	\$48,727	\$372,100	32,807	43.90%	\$428	1.74	1.330	23
City of Lakewood	24	171	\$23,184,579	\$78,876	\$437,600	80,213	56.30%	\$136	2.13	1.206	21
County of Los Angeles	10	103678	\$10,367,800,000	\$56,241	\$445,300	9,840,024	57.70%	\$100	10.54	1.192	20
City of Long Beach	14	1482	\$300,660,000	\$59,408	\$446,100	463,589	57.90%	\$203	3.20	1.190	19
City of Lomita	10	43	\$14,393,140	\$62,899	\$501,900	20,319	68.40%	\$335	2.12	1.085	17
City of Cypress	29	138	\$54,963,248	\$80,440	\$522,500	47,986	71.90%	\$398	2.88	1.050	16
City of Cerritos	31	201	\$109,944,080	\$87,768	\$612,400	49,296	89.20%	\$547	4.08	0.877	14
City of San Juan Capistrano	60	90	\$65,525,973	\$75,356	\$635,500	34,736	93.20%	\$728	2.59	0.837	13
City of Torrance	12	1319	\$284,730,000	\$90,922	\$661,500	145,443	94.10%	\$216	9.07	0.828	12
City of Agoura Hills	55	44	\$26,840,973	\$110,716	\$755,800	20,431	116.20%	\$610	2.15	0.607	10
City of Dana Point	63	66	\$29,546,911	\$80,938	\$790,600	33,596	122.40%	\$448	1.96	0.545	9
City of Redondo Beach	10	156	\$72,899,550	\$98,816	\$794,600	66,800	123.50%	\$467	2.34	0.534	8
City of Seal Beach	20	135	\$45,707,316	\$50,675	\$802,900	24,308	124.07%	\$339	5.55	0.528	7
City of El Segundo	16	55	\$133,220,500	\$86,364	\$866,700	16,678	137.00%	\$2,422	3.30	0.399	6
City of Calabasas	50	130	\$21,574,500	\$119,624	\$937,100	23,352	150.30%	\$166	5.57	0.266	4
<b>City of Rancho Palos Verdes</b>	<b>0</b>	<b>62</b>	<b>\$39,309,898</b>	<b>\$119,778</b>	<b>\$1,078,500</b>	<b>41,793</b>	<b>176.90%</b>	<b>\$634</b>	<b>1.48</b>	<b>0.000</b>	<b>1</b>
City of Santa Monica	37	1303	\$529,432,202	\$72,271	\$1,172,400	90,008	194.60%	\$406	14.48	0.177	2
City of Hermosa Beach	12	129	\$30,112,732	\$100,696	\$1,179,100	19,535	195.90%	\$233	6.60	0.190	3
City of Rolling Hills Estates	8	20	\$6,480,502	\$153,986	\$1,235,700	8,078	206.50%	\$324	2.48	0.296	5
City of Laguna Beach	54	251	\$49,601,000	\$95,020	\$1,486,400	22,873	253.40%	\$198	10.97	0.765	11
City of Newport Beach	34	123	\$301,359,397	\$150,866	\$1,578,000	85,323	270.70%	\$2,450	1.44	0.938	15
City of Manhattan Beach	14	281	\$111,556,724	\$134,445	\$1,669,200	35,226	288.20%	\$397	7.98	1.113	18
City of Palos Verdes Estates	7	55	\$21,103,298	\$152,068	\$1,721,200	13,493	298.00%	\$384	4.08	1.211	22
City of Malibu	54	84	\$35,525,409	\$135,530	\$2,053,800	12,743	360.60%	\$423	6.59	1.837	27

City of Rancho Palos Verdes  
Proposed List of Comparators  
Total Compensation Study  
August 2014

City	Geographic Proximity	Agency Population	Authorized FTE Population Ratio (per 1000)	Agency Financial Comparison	Agency Financial to FTE	Median Household Income	Median Home Price	Cost of Living	Comparable Services Ranking	Criteria Comparison Score	Overall Rank
<b>City of Rancho Palos Verdes</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>1</b>
City of Agoura Hills	25	8	7	8	2	3	10	10	7	80	2
City of Hermosa Beach	7	6	21	4	17	6	3	3	19	86	3
City of Dana Point	27	13	4	5	7	15	9	9	3	92	4
City of Redondo Beach	4	19	8	18	6	7	8	8	14	92	4
City of Rolling Hills Estates	3	2	9	17	16	14	5	5	25	96	6
City of Calabasas	22	10	19	12	22	2	4	4	3	98	7
City of Seal Beach	14	11	18	3	14	24	7	7	9	107	8
City of San Juan Capistrano	26	14	10	15	4	18	13	13	3	116	9
City of El Segundo	13	5	13	21	26	13	6	6	14	117	10
City of Malibu	23	3	20	2	9	5	27	27	1	117	10
City of Lawndale	11	12	3	9	8	26	23	23	3	118	12
City of Lomita	4	7	5	14	15	21	17	17	19	119	13
City of Cerritos	19	17	17	19	3	11	14	14	9	123	14
City of Cypress	18	16	11	10	11	16	16	16	9	123	14
City of Manhattan Beach	9	15	23	20	12	4	18	18	9	128	16
City of Laguna Beach	23	9	26	6	21	8	11	11	14	129	17
City of Palos Verdes Estates	2	4	16	13	13	12	22	22	27	131	18
City of Santa Monica	21	22	27	26	10	19	2	2	19	148	19
City of Newport Beach	20	21	2	25	27	10	15	15	14	149	20
City of Lakewood	17	20	6	11	23	17	21	21	19	155	21
City of Torrance	7	25	24	23	18	9	12	12	25	155	21
City of Carson	11	23	14	16	19	20	24	24	7	158	23
City of Compton	16	24	15	22	5	27	26	26	9	170	24
City of Gardena	14	18	22	7	24	25	25	25	14	174	25
City of Long Beach	9	26	12	24	20	22	19	19	24	175	26
County of Los Angeles	4	27	25	27	25	23	20	20	19	190	27