CITY OF RANCHO PALOS VERDES

CITY COUNCIL **MEETING DATE:** 06/02/2020
AGENDA REPORT **AGENDA HEADING:** Consent Calendar

AGENDA TITLE:

Consideration and possible action to review the City employee compensation report for 2019.

RECOMMENDED COUNCIL ACTION:

(1) Receive and file the Independent Accountants' Report on Agreed-Upon Procedures performed with respect to City Employee Compensation and Benefit Analysis Report for the calendar year ended December 31, 2019.

FISCAL IMPACT: None

Amount Budgeted: N/A
Additional Appropriation: N/A
Account Number(s): N/A

ORIGINATED BY: Vina Ramos, Interim Deputy Director of Finance VR
REVIEWED BY: Trang Nguyen, Director of Finance TN
APPROVED BY: Ara Mihranian, AICP, City Manager AM

ATTACHED SUPPORTING DOCUMENTS:

A. Independent Accountants' Report on Agreed-Upon Procedures performed with respect to City employee compensation for the calendar year ended December 31, 2019 (page A-1)
B. 2019 City Employee Compensation and Benefit Analysis Report (page B-1)

BACKGROUND AND DISCUSSION:

The Finance Department prepares two reports annually to capture the salaries and benefits information for all compensated employees, elected officials, and commissioners who received a W-2 for the calendar year. The first report is required by the California State Controller's Office (SCO) based on employees' Medicare taxable income (Box 5 of W-2). The second report is a more comprehensive report established by the City Council. In 2013, the Council Compensation Subcommittee, made up of then-Mayor Susan Brooks and then-Mayor Pro Tem Jerry Duhovic, on behalf of the City Council, requested the City's independent financial auditor to conduct additional

Agreed-Upon Procedures (AUP) related to the City Manager's salary and benefits for calendar year 2012. The purpose of the additional procedures established between the Compensation Subcommittee and the auditor was to determine the City's compliance with its policies and procedures for employee compensation and benefits, beginning with the City Manager.

To provide greater transparency for the public regarding the compensation and benefits received by City employees, the City Council directed Staff to prepare an Employee Compensation and Benefits Analysis ("Analysis") for all full-time and part-time employees for calendar year 2013. Since then, the Finance Department continues to prepare the Analysis and White Nelson Diehl Evans LLP (WNDE), the City's financial auditor, performs an audit annually. The final reports are then submitted to the City Council for approval.

The Finance Department has completed the Analysis (Attachment B) for the calendar year ended December 31, 2019. The total compensation captures all forms of pay and City-paid benefits, including wages, allowances, overtime, declined health insurance, bonuses, severance, vacation buyouts, pension contributions, health insurance, ancillary insurance and retirement health savings. In addition, the Analysis includes an accounting of all leave time earned during 2019.

On March 9, 2020, the City's independent financial statement auditor, WNDE, performed an AUP engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants. WNDE's procedures include tracing applicable gross pay from the City's payroll system and W-2 filings, sampling 20 employees, and tracing amounts in the report to supporting documentation.

On May 11, 2020, WNDE issued a report with respect to the results of the AUP. The report includes WNDE's performed procedures and, as listed in the report, there were "no exceptions" noted (meaning, a clean audit) on all performed procedures. More details of the report can be found in Attachment A. The detailed 2019 City Employee Compensation and Benefit Analysis Report is included as Attachment B.

Traditionally, on behalf of the City Council, the City Manager sends the Analysis and a letter to the California State Controller's Office promoting the City's extensive efforts to provide greater transparency by capturing all forms of pay and benefits instead of only reporting employees' Medicare taxable income. This will occur after the City Council receives and files the Analysis for 2019. In 2017, the State Controller replied to the City and expressed that the information provided was valuable and applauded the City for the efforts it has made toward greater transparency.

Staff recommends the City Council receive and file the Analysis for 2019 and the AUP Report. The reports will be published on the Employee Compensation page under the Transparency section of the City website at http://www.rpvca.gov/225/Employee-Compensation.

ALTERNATIVES:

In addition to the Staff recommendation, the following alternative action is available for the City Council's consideration:

1. Discuss and take other action related to this item.
2. Identify any requested additional information and direct Staff to return at a later date.

INDEPENDENT ACCOUNTANTS' REPORT ON APPLYING AGREED-UPON PROCEDURES

The Honorable City Council
of the City of Rancho Palos Verdes
Rancho Palos Verdes, California

We have performed the procedures enumerated below, which were agreed to by the City of Rancho Palos Verdes, California (the "City") solely to assist you with respect to your evaluation of selected provisions of City employee compensation for the calendar year ended December 31, 2019. The City's management is responsible for the execution of the provisions related to the employment of City personnel. The sufficiency of these procedures is solely the responsibility of the City. Consequently, we make no representation regarding the sufficiency of the procedures described below, either for the purpose for which this report has been requested, or for any other purpose.

The procedures performed and the results of those procedures were as follows:

1. Trace applicable information on the City employee compensation worksheet prepared by the City to applicable W-2 filings.

   Result: No exceptions were noted as a result of performing this procedure.

2. Select a sample of twenty (20) employees form the following:

   a. Five (5) management personnel – selected haphazardly
   b. Five (5) part-time personnel including one (1) City Council member – selected haphazardly
   c. Ten (10) full-time non-management personnel- selected haphazardly

   For the selected sample, trace the following to City personnel records, contracts (if applicable), policies, and other supporting documentation:

   a. Payroll
      i. Annual Salary
      ii. Overtime
      iii. Auto allowance
      iv. Bonus
      v. Vacation buyout
      vi. Health insurance in-lieu

b. City paid benefit costs
   vii. Pension benefits - For the purposes of this procedure, each Tier 1 employee is allocated a portion of the annual payment to the plan based on the published contributions rates of the Tier.
   viii. Insurance – including but not limited to medical, vision, and dental. These amounts are reflected on the schedule on a pay period basis but are invoiced on a monthly basis and included rate changes during the year. These amounts are reflected on the schedule on a pay period basis using the City's Health Premium Rates and Contribution Levels (Composite Rates) rather than individual rates for each level of coverage offered for each medical plan. As such, the procedure for these payments will be to reconcile the amounts per the schedule to the City's Health Premium Rates and Contribution Levels (Composite Rates).
   ix. Medicare
   x. Retirement health savings account contribution
   xi. Deferred compensation

c. Benefits – Earned hours only
   xii. Wellness
   xiii. Administrative leave
   xiv. Sick leave
   xv. Holidays
   xvi. Vacation
   xvii. Compensatory time

Result: No exceptions were noted as a result of performing this procedure.

This agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. We were not engaged to, and did not conduct an examination or review, the objective of which would be the expression of an opinion on the provisions of City employee compensation for the calendar year ended December 31, 2019. Accordingly, we do not express such an opinion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

This report is intended solely for the information and use of the City Council and management of the City and is not intended to be, and should not be, used by anyone other than those specified parties.

White Nelson Diehl Evans LLP

Irvine, California
May 11, 2020

CITY OF RANCHO PALOS VERDES
EMPLOYEE COMPENSATION AND BENEFIT ANALYSIS
CALENDAR YEAR 2019

EMPLOYEE INFORMATION									ACTUAL CITY PAID WAGES							ACTUAL CITY CONTRIBUTIONS											HOURS EARNED					
Last Name	First	Department	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Salary/ Wages	OT/ Call Out	Auto Allow	Declined Health Insurance	Bonus/ Merit Bonus	Other/Retro/ Pay/Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Com (estimated)	Life Insurance (estimated)	Retiree Health Savings	Deferred Comp	Subtotal Benefits	Total ACTUAL City Exp	WellNess Leave	Admin Leave	Sick	Vacation	Holiday	Comp Hrs
Alegria	Eric	City Council	City Council Member - Pro Tem	PT	Y	$ 4,800	$ 4,800	$ 8,484	4,800			3,684				$ 8,484	-	-	421	195				$ 616	$ 9,100						
Al-Sherif	Nasser	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 18,235	17,263	634			575			$ 18,472	263	-	1,178	425				$ 1,867	$ 20,339						
Alvarez	John	Community Development	Senior Planner	FT	Y	$ 89,440	$ 116,165	$ 100,090	109,541				4,413	12		$ 113,966	25,225	19,233	1,451	2,629	1,000	1,639		$ 51,177	$ 165,143		62	96	120	107	
Amundson	Diane	Finance	Accounting Technician	FT	Y	$ 56,869	$ 73,880	$ 65,708	70,388				500	558		$ 71,445	5,711	12,605	953	1,649	608	1,639	720	$ 23,884	$ 95,329	5		96	116	107	
Anaya	Irving	Community Development	Associate Planner	FT	N	$ 77,738	$ 100,966	$ 78,622	75,424	1,483				550	6,739	$ 84,196	5,376	11,933	1,140	1,939	640	1,575		$ 22,603	$ 106,799			92	110	116	37
Arellano	Mario	Community Development	Assistant Planner	FT	N	$ 68,411	$ 88,853	$ 20,778	18,401						3,492	$ 21,893	1,280	5,502	301	504	155		180	$ 7,923	$ 29,816			26	22	9	12
Augustine	Vonetta	Human Resources	HR Analyst	FT	Y	$ 65,017	$ 97,685	$ 76,394	75,983			3,684	750	2,108		$ 82,525	6,286	829	1,108	1,901	606	1,639	126	$ 12,496	$ 95,020	9	62	96	89	116	
Bailiff	Cheri	Public Works	Permit Technicia	FT	Y	$ 56,253	$ 73,029	$ 51,426	54,423				500	103		$ 55,026	3,891	12,291	746	1,270	477	640	720	$ 20,034	$ 75,060	5		96	80	116	5
Banuelos	Bruno	Public Works	Maintenance Worker II	FT	Y	$ 44,096	$ 65,095	$ 57,871	62,590	4,566				532		$ 67,688	14,562	19,836	839	1,566	543	1,639		$ 38,986	$ 106,673	5		96	129	107	23
Barahona	Lorena	City Manager	Intern - IT	PT	N	$ 26,510	$ 63,897	$ 22,465	22,186	28			250			$ 22,465	-	-	1,719	517				$ 2,235	$ 24,700						
Barnes	Megan	City Manager	Senior Admin. Analyst	FT	N	$ 84,233	$ 109,417	$ 62,425	66,714							$ 66,714	4,745	5,936	905	1,537	425			$ 13,548	$ 80,262	5	83	78	65	44	
Barnfather	Helen	Recreation & Parks	Recreation Specialist	PT	N	$ 36,681	$ 47,642	$ 15,406	16,422	24						$ 16,447	1,186	-	223	378				$ 1,787	$ 18,234						
Bender II	Kenneth	Community Development	PT Staff Assistant I	PT	Y	$ 43,503	$ 56,534	$ 32,367	32,097	794						$ 32,890	564	-	2,011	757				$ 3,332	$ 36,222						
Berg	Andrew	Recreation & Parks	Rec Program Supervisor II	FT	Y	$ 71,159	$ 92,412	$ 75,097	81,972					1,068		$ 83,040	6,674	16,636	1,089	1,913	688	1,639	720	$ 29,359	$ 112,399	7	62	96	80	116	
Bonano	Tracy	City Manager	Senior Admin. Analyst	FT	N	$ 84,233	$ 109,417	$ 7,360	2,217						5,342	$ 7,559	503	-	107	174		62		$ 846	$ 8,405			4	5	0	
Boyle	James	Recreation & Parks	Recreation Specialist	PT	Y	$ 36,681	$ 47,642	$ 25,841	27,493	472			75			$ 28,040	6,375	-	375	645				$ 7,395	$ 35,435						
Bradley	David	City Council	City Council Member	PT	Y	$ 4,800	$ 4,800	$ 1,802	1,802							$ 1,802	-	-	138	41	14			$ 193	$ 1,995						
Brooks	Susan	City Council	City Council Member	PT	Y	$ 4,800	$ 4,800	$ 4,616	4,616							$ 4,616	-	11,923	353	106	168			$ 12,550	$ 17,166						
Browning	Christopher	Finance	Senior Admin. Analyst	FT	Y	$ 84,233	$ 109,417	$ 87,417	99,204					107		$ 99,312	7,973	19,836	1,268	2,288	849	892	720	$ 33,825	$ 133,137	18	62	96	80	116	
Buchwald	Lukasz	Information Technology	IT Manager	FT	Y	$ 94,038	$ 159,228	$ 132,764	138,662			3,684		595		$ 142,940	9,836	11	1,925	3,294	874	1,639	1,393	$ 18,972	$ 161,912	18	62	96	120	116	
Campbell	Melvin	Recreation & Parks	Recreation Leader II	PT	Y	$ 29,682	$ 36,514	$ 3,196	3,215	237						$ 3,453	793	-	46	79				$ 918	$ 4,371						
Caraveo	Jason	Community Development	Assistant Planner	FT	N	$ 68,411	$ 88,853	$ 41,959	40,870	519				404	3,130	$ 44,922	2,905	8,121	608	1,034	346	936	420	$ 14,370	$ 59,293	9		55	55	27	3
Carbajal	Rudy	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 26,579	27,374	613			100	295		$ 28,382	2,005	-	385	653				$ 3,043	$ 31,425						

CITY OF RANCHO PALOS VERDES
EMPLOYEE COMPENSATION AND BENEFIT ANALYSIS
CALENDAR YEAR 2019

EMPLOYEE INFORMATION									ACTUAL CITY PAID WAGES							ACTUAL CITY CONTRIBUTIONS											HOURS EARNED					
Last Name	First	Department	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Salary/ Wages	OT/ Call Out	Auto Allow	Declined Health Insurance	Bonus/ Merit Bonus	Other/Retro/ Pay/Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Com (estimated)	Life Insurance (estimated)	Retiree Health Savings	Deferred Comp	Subtotal Benefits	Total ACTUAL City Exp	WellNess Leave	Admin Leave	Sick	Vacation	Holiday	Comp Hrs
Carrasco	Nadia	Public Works	Assistant Engineer	FT	Y	$ 81,609	$ 105,981	$ 37,154	32,118	486					6,819	$ 39,422	2,250	3,679	539	908	276	623	300	$ 8,575	$ 47,997			37	55	9	2
Chan	Natalie	Public Works	Senior Engineer	FT	N	$ 101,567	$ 131,894	$ 87,707	89,731						4,437	$ 94,168	6,317	9,789	1,272	2,170	783	1,192	540	$ 22,062	$ 116,230		62	70	70	36	
Chen	Phillip	Community Development	Assistant Planner	FT	N	$ 68,411	$ 88,853	$ 7,845	8,077			307				$ 8,384	580	1	114	193	51			$ 938	$ 9,322			11	9	18	
Cloke	Lorna	Finance	Senior Admin. Analyst	FT	Y	$ 84,233	$ 109,417	$ 85,752	97,677					267		$ 97,944	22,585	19,836	1,243	2,280	843	1,639		$ 48,426	$ 146,370	5	62	96	120	116	
Colborn	Emily	City Clerk	City Clerk	FT	Y	$ 94,038	$ 159,228	$ 104,988	117,062					1,754		$ 118,816	9,527	19,836	1,522	2,738	1,008	1,639	1,188	$ 37,459	$ 156,275	5	62	96	141	107	
Contreras Rodriguez	Ana	Recreation & Parks	Recreation Specialist	PT	N	$ 36,681	$ 47,642	$ 3,562	3,799							$ 3,799	293	-	52	87				$ 432	$ 4,231						
Cox	Christopher	Recreation & Parks	Recreation Leader	PT	N	$ 26,219	$ 29,754	$ 1,211	1,211							$ 1,211	-	-	93	28				$ 121	$ 1,332						
Cox	Susan	Recreation & Parks	Recreation Specialist	PT	Y	$ 36,681	$ 47,642	$ 16,907	17,052	892				72		$ 18,016	1,263	-	245	414				$ 1,922	$ 19,938						
Croshaw	Tanner	Recreation & Parks	Recreation Leader	PT	N	$ 26,219	$ 29,754	$ 2,357	2,326	177						$ 2,503	174	-	34	58				$ 265	$ 2,768						
Cruikshank	John	City Council	City Council Member - Mayor	PT	Y	$ 4,800	$ 4,800	$ -	4,790					10		$ 4,800	-	25,461	-	111	174			$ 25,746	$ 30,546						
Cullen	Deborah	Finance	Director of Finance	FT	N	$ 114,411	$ 194,384	$ 175,266	180,991		1,650				5,121	$ 187,762	14,454	12,234	2,541	4,371	1,457	1,575	1,810	$ 38,443	$ 226,205	9	107	92	158	107	
Defazio	Thomas	Community Development	Acting Building Official	FT	N	$ 94,038	$ 159,228	$ 19,077	16,951						3,028	$ 19,979	3,500	2,930	277	471	169	249		$ 7,596	$ 27,574			15	18	9	
Del Campo	Sarah	Human Resources	PT Staff Assistant I	PT	N	$ 43,503	$ 56,534	$ 1,576	1,576							$ 1,576	-	-	121	36				$ 157	$ 1,732						
Del Rio	Ashley	Recreation & Parks	Recreation Leader II	PT	N	$ 29,682	$ 36,514	$ 5,149	5,344	150						$ 5,494	413	-	75	126				$ 614	$ 6,107						
Deziel	Julie	Human Resources	HR Manager	FT	N	$ 100,437	$ 170,059	$ 55,376	59,308				1,000			$ 60,308	4,884	7,970	803	1,391	375	830	568	$ 16,821	$ 77,128	9	62	48	77	36	
Dill	Mona	Recreation & Parks	Rec Program Supervisor II	FT	N	$ 71,159	$ 92,412	$ 64,031	51,125				2,738		14,341	$ 68,204	11,623	8,541	928	1,583	460	936		$ 24,071	$ 92,274		62	55	84	36	
Donnelly	Clarissa	Recreation & Parks	Recreation Leader II	PT	Y	$ 29,682	$ 36,514	$ 2,798	2,824	155						$ 2,979	241	-	41	69				$ 350	$ 3,329						
Donnelly	Cynthia	Recreation & Parks	Recreation Leader II	PT	Y	$ 29,682	$ 36,514	$ 12,468	12,979	379			75	79		$ 13,512	3,068	-	181	311				$ 3,560	$ 17,072						
Dragoo	Ronald	Public Works	Principal Civil Engineer	FT	Y	$ 94,038	$ 159,228	$ 129,323	144,987					12		$ 144,999	33,402	19,836	1,875	3,379	1,216	1,639		$ 61,347	$ 206,346	14	62	96	160	107	
Duhovic	Jerome	City Council	City Council Member	PT	Y	$ 4,800	$ 4,800	$ 7,295	4,616			3,377				$ 7,993	-	1,484	349	184	168			$ 2,184	$ 10,177						
Dyda	Kenneth	City Council	City Council Member	PT	Y	$ 4,800	$ 4,800	$ 8,484	4,800			3,684				$ 8,484	-	-	421	195	174			$ 790	$ 9,274						
Eder	Charles	Public Works	Senior Engineer	FT	Y	$ 100,344	$ 130,305	$ 120,580	128,871					1,558		$ 130,429	9,216	12,605	1,748	3,006	1,101	1,639	720	$ 30,035	$ 160,464	9	62	96	96	116	
Falcon	Sandra	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 10,601	10,135	416			50			$ 10,601	-	-	811	244				$ 1,055	$ 11,655						

CITY OF RANCHO PALOS VERDES
EMPLOYEE COMPENSATION AND BENEFIT ANALYSIS
CALENDAR YEAR 2019

EMPLOYEE INFORMATION									ACTUAL CITY PAID WAGES							ACTUAL CITY CONTRIBUTIONS											HOURS EARNED					
Last Name	First	Department	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Salary/ Wages	OT/ Call Out	Auto Allow	Declined Health Insurance	Bonus/ Merit Bonus	Other/Retro/ Pay/Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Com (estimated)	Life Insurance (estimated)	Retiree Health Savings	Deferred Comp	Subtotal Benefits	Total ACTUAL City Exp	WellNess Leave	Admin Leave	Sick	Vacation	Holiday	Comp Hrs
Ferraro	Barbara	City Council	City Council Member	PT	N	$ 4,800	$ 4,800	$ 369	369							$ 369	-	-	28	8	7			$ 44	$ 413						
Flannigan	James	Public Works	Assistant Engineer	FT	N	$ 81,609	$ 105,981	$ 37,305	34,601	63				1,135	4,060	$ 39,859	2,509	6,930	541	918	307	685	300	$ 12,189	$ 52,048	5		39	39	18	
Flores	Joseph	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 15,026	15,458	570						$ 16,028	1,147	-	218	369				$ 1,733	$ 17,761						
Forsberg	Grant	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 3,283	3,008	463						$ 3,471	231	-	48	80				$ 358	$ 3,829						
Fox	Cameron	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 13,853	13,381	586						$ 13,967	134	-	954	321				$ 1,409	$ 15,377						
Fox	Francine	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 19,366	20,288	350			50			$ 20,688	1,487	-	281	476				$ 2,243	$ 22,931						
Fox	Harold	City Manager	Interim Deputy City Manager	PT	N	$ 114,411	$ 194,384	$ 32,572	32,548					12		$ 32,560	-	-	472	749				$ 1,221	$ 33,781						
Fox	Richard	Recreation & Parks	Recreation Leader II	PT	Y	$ 29,682	$ 36,514	$ 24,041	25,129	396				162		$ 25,687	1,838	-	1,453	591				$ 3,882	$ 29,569						
Fox	Taylor	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 25,416	25,293	1,447				338		$ 27,078	1,860	-	369	623				$ 2,851	$ 29,930						
Ganser	Sherry	Recreation & Parks	Recreation Specialist	PT	Y	$ 36,681	$ 47,642	$ 20,089	21,836							$ 21,836	5,085	-	291	502				$ 5,878	$ 27,714						
Garcia	Angelina	Finance	Interim Director of Finance	FT	N	$ 114,411	$ 194,384	$ 37,363	40,023		450					$ 40,473	3,292	3,645	542	933	276	448	258	$ 9,393	$ 49,866		60	26	22	18	
Garnica	Gonzalo	Public Works	Lead Worker	FT	N	$ 57,619	$ 74,839	$ 17,893	14,515	1,451					4,572	$ 20,537	1,012	6,687	259	473	732	374	180	$ 9,716	$ 30,254			22	26	18	
Garrett	Lisa	Community Development	Administrative Analyst I	FT	Y	$ 65,021	$ 84,439	$ 74,239	79,236	5,426			500	198		$ 85,360	18,332	19,789	1,076	1,975	638	1,639		$ 43,451	$ 128,811	5		96	120	107	16
Givens	Bryann	Recreation & Parks	Recreation Leader	PT	N	$ 26,219	$ 29,754	$ 10,936	10,714	222						$ 10,936	-	-	837	252				$ 1,088	$ 12,024						
Gonzales	Albert	Public Works	Maintenance Worker I/II	FT	Y	$ 44,096	$ 65,095	$ 48,660	44,062	7,511						$ 51,573	3,154	7,775	706	1,187	374	320	720	$ 14,235	$ 65,808	5		96	80	116	19
Hall	Jana	Recreation & Parks	Recreation Leader	PT	N	$ 26,219	$ 29,754	$ 765	765							$ 765	-	-	58	18				$ 76	$ 841						
Heisey	Rebecca	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 2,215	2,215							$ 2,215	-	-	169	51				$ 220	$ 2,436						
Hernandez	Juan	Public Works	Maint Superintendent	FT	Y	$ 95,013	$ 123,395	$ 87,627	99,826				2,000	302		$ 102,128	8,037	15,844	1,271	2,353	858	1,141	720	$ 30,223	$ 132,351	5	62	96	80	107	
Hirsch	Mary	Recreation & Parks	Administrative Staff Assistant	FT	Y	$ 56,149	$ 72,912	$ 58,000	68,364				250	140		$ 68,754	4,870	19,836	841	1,598	587	1,639	720	$ 30,091	$ 98,845	9		96	96	116	76
Hristova	Marieta	Recreation & Parks	Recreation Specialist	PT	Y	$ 36,681	$ 47,642	$ 29,584	30,860	725						$ 31,585	2,226	-	429	726				$ 3,382	$ 34,967						
Hunter	Keith	Recreation & Parks	Recreation Specialist	PT	Y	$ 36,681	$ 47,642	$ 26,413	26,811	1,267				89		$ 28,166	1,952	1	383	648	12			$ 2,996	$ 31,162			4	4		40
Ishman	Sandra	Community Development	Permit Technician CDD	FT	N	$ 56,253	$ 73,029	$ -	-							$ -	-	-	-	-	-	-		$ -	$ -			44	55	0	
Jacob	Kristine	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 6,459	6,459							$ 6,459	-	-	494	149				$ 643	$ 7,101						

CITY OF RANCHO PALOS VERDES
EMPLOYEE COMPENSATION AND BENEFIT ANALYSIS
CALENDAR YEAR 2019

EMPLOYEE INFORMATION									ACTUAL CITY PAID WAGES							ACTUAL CITY CONTRIBUTIONS											HOURS EARNED					
Last Name	First	Department	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Salary/ Wages	OT/ Call Out	Auto Allow	Declined Health Insurance	Bonus/ Merit Bonus	Other/Retro/ Pay/Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Com (estimated)	Life Insurance (estimated)	Retiree Health Savings	Deferred Comp	Subtotal Benefits	Total ACTUAL City Exp	WellNess Leave	Admin Leave	Sick	Vacation	Holiday	Comp Hrs
James	William	Community Development	Planning Commissioner	PT	Y	$ 1,620	$ 1,620	$ 1,620	1,620							$ 1,620	-	-	124	37				$ 161	$ 1,781						
Johnson	Elena	Recreation & Parks	Recreation Leader II	PT	Y	$ 29,682	$ 36,514	$ 11,526	12,220	284						$ 12,504	2,871	-	167	288				$ 3,325	$ 15,829						
Johnson	Naomi	Information Technology	Intern - IT	PT	N	$ 26,510	$ 63,897	$ 1,025	1,025							$ 1,025	-	-	78	24				$ 102	$ 1,127						
Kalscheuer	Trent	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 14,915	15,021	132						$ 15,154	266	-	931	349				$ 1,545	$ 16,698						
Kim	So	Community Development	Deputy Director CDD	FT	N	$ 100,437	$ 170,060	$ 81,244	88,865						5,313	$ 94,178	20,311	17,539	1,178	2,170	766	1,128		$ 43,093	$ 137,270		80	66	83	36	
Kringen	Scott	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 15,687	15,647	325						$ 15,971	314	-	956	367				$ 1,637	$ 17,608						
Kulmac-Butler	Erin	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 4,992	4,477	514						$ 4,992	-	-	382	115				$ 497	$ 5,488						
Kulmac-Butler	Joshua	Recreation & Parks	Recreation Leader	PT	N	$ 26,219	$ 29,754	$ 7,750	7,435	316						$ 7,750	-	-	586	178				$ 765	$ 8,515						
Laybon	David	Recreation & Parks	Recreation Leader II	PT	Y	$ 29,682	$ 36,514	$ 18,181	18,847	565						$ 19,412	1,387	-	264	446				$ 2,097	$ 21,509						
Le	Kevin	Community Development	Code Enforcement Officer	FT	Y	$ 65,537	$ 85,113	$ 69,488	74,212	219				328		$ 74,759	5,294	12,291	1,008	1,721	624	1,079	720	$ 22,736	$ 97,496	5		96	80	107	20
Lee	Shane	City Manager	Administrative Analyst I	FT	N	$ 65,021	$ 84,439	$ 3,398	3,639							$ 3,639	263	1	49	84	32			$ 429	$ 4,068			7	6	0	
Lin	Jane	Finance	Accountant	FT	Y	$ 73,469	$ 95,422	$ 90,144	95,331				2,827			$ 98,159	21,981	12,455	1,307	2,274	825	1,639		$ 40,482	$ 138,640	18		96	149	107	
Linder	Cory	Recreation & Parks	Director of Recreation & Parks	FT	Y	$ 114,411	$ 194,384	$ 159,231	177,236		1,800			18		$ 179,054	14,175	15,446	2,309	4,138	1,508	1,639	1,773	$ 40,989	$ 220,042	5	80	96	160	116	
Lopez	Orlando	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 23,199	22,353	1,111				130		$ 23,594	429	-	1,392	543				$ 2,363	$ 25,957						
Lozano	Katherine	Recreation & Parks	Administrative Analyst II	FT	Y	$ 65,023	$ 97,681	$ 95,607	97,026			3,684	3,000	500		$ 104,210	22,500	11	1,386	2,401	828	1,639		$ 28,765	$ 132,975	18	58	96	120	116	
Macias	Nubia	Recreation & Parks	Rec Program Supervisor I	FT	N	$ 56,149	$ 72,912	$ 2,298	2,462							$ 2,462	177	1	33	57	16			$ 284	$ 2,745			4	3	0	
Martin	Kathryn	Public Works	Permit Technician PW	FT	Y	$ 56,253	$ 73,029	$ 69,863	72,608	414			1,094	900		$ 75,016	16,965	12,291	1,013	1,759	613	1,639		$ 34,280	$ 109,296	5		96	160	107	24
Martinez	Brittany	Public Works	Staff Assistant I	FT	Y	$ 42,987	$ 55,853	$ 31,569	34,012	256						$ 34,268	7,882	8,816	458	789	176			$ 18,120	$ 52,388			55	46	27	8
Martinez	Stephanie	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 6,212	6,108	104						$ 6,212	-	-	469	143				$ 612	$ 6,823						
Mata	Carlo	Recreation & Parks	Recreation Specialist	PT	Y	$ 36,681	$ 47,642	$ 33,660	35,104	844						$ 35,948	2,528	-	488	827				$ 3,842	$ 39,790						
McAngus	Lyndsay	Recreation & Parks	Recreation Specialist	PT	Y	$ 36,681	$ 47,642	$ 3,666	3,791	112						$ 3,904	280	-	53	90				$ 423	$ 4,327						
McCormack	Carolyn	Recreation & Parks	Recreation Leader II	PT	Y	$ 29,682	$ 36,514	$ 12,742	13,263	497				47		$ 13,806	3,125	-	185	318				$ 3,627	$ 17,433						
McCormack	Michael	Public Works	Maintenance Worker I/II	FT	N	$ 44,096	$ 65,095	$ 30,890	29,010	3,778						$ 32,788	2,086	8,812	448	755	187			$ 12,287	$ 45,075	9		63	52	45	15

CITY OF RANCHO PALOS VERDES
EMPLOYEE COMPENSATION AND BENEFIT ANALYSIS
CALENDAR YEAR 2019

EMPLOYEE INFORMATION									ACTUAL CITY PAID WAGES							ACTUAL CITY CONTRIBUTIONS										HOURS EARNED					
Last Name	First	Department	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Salary/ Wages	OT/ Call Out	Auto Allow	Declined Health Insurance	Bonus/ Merit Bonus	Other/Retro/ Pay/Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Com (estimated)	Life Insurance (estimated)	Retiree Health Savings	Deferred Comp	Subtotal Benefits	Total ACTUAL City Exp	WellNess Leave	Admin Leave	Sick	Vacation	Holiday	Comp Hrs
Mesich II	Scott	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 4,558	4,674	189						$ 4,863	391	-	66	112				$ 569	$ 5,432						
Mihranian	Ara	City Manager	City Manager	FT	Y	$ 114,411	$ 194,384	$ 172,080	172,931		1,800			1,348	10,870	$ 186,948	40,138	12,292	2,495	4,319	1,461	1,639		$ 62,345	$ 249,293	5	80	96	160	107	
Molina	Desirea	Community Development	Building Inspector I	FT	Y	$ 65,975	$ 85,656	$ 56,272	64,114	562			750	755		$ 66,180	4,615	19,789	816	1,524	558	1,639	720	$ 29,662	$ 95,842			96	106	116	
Momoli	Enyssa	City Clerk	Administrative Staff Assistant	FT	Y	$ 42,987	$ 55,853	$ 53,909	53,861	142		3,377				$ 57,381	3,844	765	782	1,321	263		540	$ 7,515	$ 64,896	5		92	77	53	54
Monroy	Rodolfo	Community Development	Code Enforcement Officer	FT	Y	$ 65,537	$ 85,113	$ 71,986	75,577	1,184			750	335		$ 77,846	6,106	12,291	1,044	1,793	630	1,390	720	$ 23,974	$ 101,820			96	80	116	29
Monsivaiz	Erick	Community Development	Building Inspector I	FT	Y	$ 65,975	$ 85,656	$ 62,868	67,019	4,140			1,000			$ 72,160	4,767	19,836	912	1,662	582	830	720	$ 29,308	$ 101,468	9		96	80	116	
Munoz	Clayton	Recreation & Parks	Recreation Leader II	PT	N	$ 29,682	$ 36,514	$ 47	50							$ 50	6	-	1	1				$ 8	$ 58						
Ndubaku	Rowland	Recreation & Parks	Recreation Leader	PT	N	$ 26,219	$ 29,754	$ 9,117	8,978	139						$ 9,117	-	-	697	210				$ 907	$ 10,024						
Nelson	Robert	Community Development	Planning Commissioner	PT	Y	$ 1,620	$ 1,620	$ 1,620	1,620							$ 1,620	-	-	124	37				$ 161	$ 1,781						
Nemeth	Robert	Community Development	Associate Planner	FT	Y	$ 77,738	$ 100,966	$ 87,386	96,063	2,613				336		$ 99,012	6,827	19,836	1,267	2,282	821	1,639	720	$ 33,392	$ 132,404			96	96	116	
Nguyen	Lina	Information Technology	GIS Coordinator	FT	Y	$ 81,593	$ 105,986	$ 89,668	94,076	171			500	1,996		$ 96,743	6,805	12,291	1,300	2,228	783	1,639	720	$ 25,767	$ 122,510			96	96	116	
Nguyen	Trang	Finance	Deputy Director Finance	FT	Y	$ 100,437	$ 170,060	$ 133,641	149,781				3,000	19		$ 152,801	11,990	22,787	1,938	3,522	1,285	1,639	1,498	$ 44,659	$ 197,460	5	80	96	138	116	
Nunez	Jonathan	Recreation & Parks	Recreation Leader II	PT	Y	$ 29,682	$ 36,514	$ 3,964	3,937	203			75			$ 4,215	318	-	58	97				$ 473	$ 4,687						
Okstad	Karen	Recreation & Parks	Recreation Specialist	PT	Y	$ 36,681	$ 47,642	$ 29,276	30,586	637			500			$ 31,723	7,090	-	424	730				$ 8,244	$ 39,967						
O'Neill	James	Public Works	Project Manager	FT	Y	$ 91,806	$ 119,211	$ 81,273	83,828	157		614	2,500			$ 87,099	6,746	128	1,178	2,004	95			$ 10,152	$ 97,252		42	15	12	18	
Ortiz Bradley	Mary	Human Resources	HR Manager	FT	N	$ 100,437	$ 170,059	$ 34,234	12,787			307			22,201	$ 35,295	996	179	496	813	135	187	128	$ 2,935	$ 38,230			11	27	9	
Pearce	David	Recreation & Parks	Rec Program Supervisor I	FT	Y	$ 56,149	$ 72,912	$ 56,208	59,483	4,318				945	656	$ 65,403	13,930	20,131	815	1,529	515	1,639		$ 38,560	$ 103,962			96	96	116	
Penate	Nancy	Public Works	Administrative Staff Assistant	FT	Y	$ 56,149	$ 72,912	$ 61,643	65,996				500			$ 66,496	4,694	15,213	894	1,532	551	1,639	720	$ 25,244	$ 91,739			96	82	116	30
Perestam	Stephen	Community Development	Planning Commissioner	PT	Y	$ 1,620	$ 1,620	$ 1,620	1,620							$ 1,620	-	-	124	37				$ 161	$ 1,781						
Perrty	Guy	Recreation & Parks	Recreation Leader	PT	N	$ 26,219	$ 29,754	$ 4,544	4,485	60						$ 4,544	-	-	348	105				$ 452	$ 4,996						
Pielago	Jeffrey	Recreation & Parks	Recreation Leader	PT	N	$ 26,219	$ 29,754	$ 3,637	3,380	257						$ 3,637	-	-	278	84				$ 362	$ 3,999						
Proch	Richard	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 17,645	18,321	466			50			$ 18,837	1,348	-	256	433				$ 2,038	$ 20,874						
Proch	Sovanna	Finance	Account Clerk	FT	Y	$ 50,241	$ 65,229	$ 43,277	54,737					168		$ 54,905	3,916	22,787	628	1,266	480	1,639	720	$ 31,435	$ 86,340	5		96	94	116	

CITY OF RANCHO PALOS VERDES
EMPLOYEE COMPENSATION AND BENEFIT ANALYSIS
CALENDAR YEAR 2019

EMPLOYEE INFORMATION									ACTUAL CITY PAID WAGES							ACTUAL CITY CONTRIBUTIONS											HOURS EARNED					
Last Name	First	Department	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Salary/ Wages	OT/ Call Out	Auto Allow	Declined Health Insurance	Bonus/ Merit Bonus	Other/Retro/ Pay/Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Com (estimated)	Life Insurance (estimated)	Retiree Health Savings	Deferred Comp	Subtotal Benefits	Total ACTUAL City Exp	WellNess Leave	Admin Leave	Sick	Vacation	Holiday	Comp Hrs
Qazi	Zaynab	Recreation & Parks	Recreation Leader	PT	N	$ 26,219	$ 29,754	$ 10,896	10,215	681						$ 10,896	-	-	821	251				$ 1,071	$ 11,967						
Ramezani	Lauren	Public Works	Senior Admin. Analyst	FT	Y	$ 84,233	$ 109,417	$ 92,872	109,294					19		$ 109,313	25,196	22,787	1,347	2,535	944	1,639		$ 54,447	$ 163,760		62	96	160	107	
Ramos	Vina	Finance	Accounting Supervisor	FT	Y	$ 92,935	$ 120,719	$ 127,050	120,602			3,684	9,450	460	2,293	$ 136,490	9,665	829	1,842	3,144	1,038	1,639	1,206	$ 19,363	$ 155,853	14	62	96	120	107	
Ratliff	Mary Jane	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 19,761	19,831	1,035				192		$ 21,058	1,466	-	287	484				$ 2,237	$ 23,295						
Razepoor	Nasser	Public Works	Associate Engineer	FT	Y	$ 90,687	$ 117,757	$ 92,443	104,187				500	1		$ 104,689	7,375	14,399	1,340	2,427	676	128	660	$ 27,005	$ 131,694	14	62	96	80	116	
Rice	Tyler	Recreation & Parks	Recreation Leader	PT	N	$ 26,219	$ 29,754	$ 7,227	7,127	99						$ 7,227	-	-	548	166				$ 714	$ 7,941						
Rios	Karyl	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 20,084	19,752	675						$ 20,427	375	-	1,207	470				$ 2,051	$ 22,479						
Rivera	Carlos	Information Technology	Television Producer	PT	Y	$ 35,360	$ 70,741	$ 41,353	47,680	862				3		$ 48,545	3,409	12,834	600	1,117				$ 17,959	$ 66,504						
Robert	Alexander	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 3,693	3,582	111						$ 3,693	-	-	283	85				$ 367	$ 4,061						
Rochte	Jacob	Recreation & Parks	Recreation Leader	PT	N	$ 26,219	$ 29,754	$ 3,116	3,116							$ 3,116	-	-	238	72				$ 310	$ 3,426						
Rodin	Emily	Recreation & Parks	Rec Program Supervisor II	FT	Y	$ 71,159	$ 92,412	$ 56,969	59,620	533			500	1,135	583	$ 62,370	14,031	12,291	826	1,436	499	1,639		$ 30,723	$ 93,093	16		96	96	96	
Ruiz	Jacqueline	City Manager	Administrative Analyst II	FT	N	$ 65,023	$ 97,681	$ 50,453	49,113	1,746				824	2,362	$ 54,044	3,518	8,717	732	1,245	393	1,000	420	$ 16,024	$ 70,068	7		59	57	36	
Saadatnejadi	Lan	Community Development	Planning Commissioner	PT	Y	$ 1,620	$ 1,620	$ 1,620	1,620							$ 1,620	-	-	124	37				$ 161	$ 1,781						
Sagarnaga-Guillean	Maricela	Community Development	Assistant Planner	FT	N	$ 68,411	$ 88,853	$ 14,915	15,982							$ 15,982	1,147	2,082	216	368	101		180	$ 4,095	$ 20,077			22	18	18	17
Saldana Lopez	Norma	Recreation & Parks	Senior Park Ranger	FT	N	$ 49,496	$ 64,282	$ 2,014	2,019							$ 2,019	11	1	29	46	13			$ 101	$ 2,120			4	3	0	40
Santarosa	Romolo	Community Development	Planning Commissioner	PT	N	$ 1,620	$ 1,620	$ 1,309	1,309							$ 1,309	-	-	100	30				$ 130	$ 1,439						
Sassoon	Elias	Public Works	Director of Public Works	FT	Y	$ 114,411	$ 194,384	$ 184,476	188,313		1,800			19	10,920	$ 201,053	10,493	22,787	2,675	4,679	1,515	1,639	1,884	$ 45,672	$ 246,725	5	80	96	160	116	
Seeraty	Amy	Community Development	Senior Planner	FT	Y	$ 89,440	$ 116,165	$ 97,848	108,247				700	403	2,902	$ 112,253	25,043	20,131	1,419	2,587	924	1,639		$ 51,743	$ 163,996		62	96	120	116	
Sichan	Evan	Recreation & Parks	Recreation Leader	PT	N	$ 26,219	$ 29,754	$ 8,102	7,739	363						$ 8,102	-	-	620	186				$ 806	$ 8,908						
Siegel	Joshua	Recreation & Parks	Recreation Leader	PT	N	$ 26,219	$ 29,754	$ 8,664	8,664							$ 8,664	-	-	646	199				$ 845	$ 9,509						
Silva	Jazmine	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 3,594	3,500	95						$ 3,594	-	-	269	83				$ 352	$ 3,946						
Silva	Octavio	Community Development	Senior Planner	FT	Y	$ 89,440	$ 116,165	$ 96,001	108,241				1,500	621	1,507	$ 111,870	8,730	16,782	1,392	2,578	925	1,639		$ 32,047	$ 143,916		62	96	99	107	
Singleton	Daniel	Recreation & Parks	Park Ranger	FT	N	$ 43,542	$ 56,556	$ 1,651	1,770							$ 1,770	128	1	24	41	12			$ 205	$ 1,975			4	3	0	40

CITY OF RANCHO PALOS VERDES
EMPLOYEE COMPENSATION AND BENEFIT ANALYSIS
CALENDAR YEAR 2019

EMPLOYEE INFORMATION									ACTUAL CITY PAID WAGES							ACTUAL CITY CONTRIBUTIONS										HOURS EARNED					
Last Name	First	Department	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Salary/ Wages	OT/ Call Out	Auto Allow	Declined Health Insurance	Bonus/ Merit Bonus	Other/Retro/ Pay/Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Com (estimated)	Life Insurance (estimated)	Retiree Health Savings	Deferred Comp	Subtotal Benefits	Total ACTUAL City Exp	WellNess Leave	Admin Leave	Sick	Vacation	Holiday	Comp Hrs
Sipma	Rodney	Community Development	Building Inspector II	FT	N	$ 73,878	$ 95,950	$ 40,468	39,570	3,736				531	1,316	$ 45,153	2,820	13,449	587	1,048	346	311	120	$ 18,681	$ 63,834	9		52	47	36	
Skelin	Paulina	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 19,811	18,961	948				1,191		$ 21,100	1,454	-	1,176	485				$ 3,116	$ 24,216						
Smith	Audrey	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 16,604	17,247	481						$ 17,728	1,271	-	241	408				$ 1,920	$ 19,648						
Snyman	Andre	Recreation & Parks	Recreation Leader II	PT	N	$ 29,682	$ 36,514	$ 15,686	16,584	173						$ 16,756	1,217	-	227	385				$ 1,830	$ 18,586						
Swanson	Elizabeth	Information Technology	Television Producer	PT	N	$ 35,360	$ 70,741	$ 3,200	3,200							$ 3,200	-	-	245	74				$ 318	$ 3,518						
Takaoka	Teresa	City Clerk	Deputy City Clerk	FT	Y	$ 66,328	$ 86,172	$ 85,689	86,071	10,505			3,979	19		$ 100,574	19,856	22,787	1,243	2,321	747	1,639		$ 48,594	$ 149,168	9		96	160	116	23
Tamura	Sylvana	Human Resources	HR Analyst	FT	N	$ 65,017	$ 97,685	$ 12,421	8,056						5,069	$ 13,125	630	1,839	180	302	62	187	81	$ 3,281	$ 16,407			11	16	18	
Tangestanifar	Parkhideh	Recreation & Parks	Recreation Leader	PT	N	$ 26,219	$ 29,754	$ 6,984	6,475	508						$ 6,984	-	-	534	161				$ 695	$ 7,678						
Thelen	Quentin	Recreation & Parks	Recreation Leader	PT	N	$ 26,219	$ 29,754	$ 1,278	1,278							$ 1,278	-	-	98	29				$ 127	$ 1,405						
Tomikawa	Christine	Human Resources	HR Manager	FT	N	$ 100,437	$ 170,059	$ 17,848	19,191							$ 19,191	1,506	-	259	441				$ 2,206	$ 21,398						
Torrey	Dana	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 16,616	16,851							$ 16,851	261	-	1,070	388				$ 1,719	$ 18,570						
Trautner	Daniel	Recreation & Parks	Deputy Director R&P	FT	Y	$ 100,437	$ 170,060	$ 131,656	135,272					205	13,576	$ 149,053	10,855	15,968	1,909	3,434	1,150	1,639	1,355	$ 36,311	$ 185,364	9	80	96	194	107	
Valencia	Stephanie	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 22,561	22,131	386			50	352		$ 22,919	391	-	1,387	527				$ 2,304	$ 25,223						
Ventouras	George	Recreation & Parks	Recreation Leader	PT	Y	$ 26,219	$ 29,754	$ 2,649	2,710	156						$ 2,865	676	-	38	66				$ 781	$ 3,646						
Von Slomski	Don	Recreation & Parks	Recreation Leader II	PT	N	$ 29,682	$ 36,514	$ 7,276	7,847	57						$ 7,904	1,800	-	105	182				$ 2,088	$ 9,992						
Waters	Matthew	Recreation & Parks	Senior Admin. Analyst	FT	Y	$ 84,233	$ 109,417	$ 102,858	109,313				3,242			$ 112,555	25,196	9,479	1,491	2,599	944	1,639		$ 41,349	$ 153,904		62	96	160	107	
Welstead	Lisa	Recreation & Parks	Recreation Specialist	PT	Y	$ 36,681	$ 47,642	$ 15,874	16,598	343				5		$ 16,946	1,218	-	230	390				$ 1,838	$ 18,784						
Williamson	Leslie	Recreation & Parks	Recreation Specialist	PT	Y	$ 36,681	$ 47,642	$ 18,494	19,546	215						$ 19,761	1,431	-	268	455				$ 2,153	$ 21,914						
Willmore	Douglas	City Manager	City Manager	FT	Y	$ 225,750	$ 225,750	$ 223,185	225,731		8,400			19	13,024	$ 247,174	18,031	22,787	3,236	5,721	1,539	1,639	11,288	$ 64,242	$ 311,416	5	80	96	160	107	
Wright	Selena	Finance	Senior Account Technician	FT	Y	$ 63,694	$ 82,745	$ 71,925	82,321				2,593	18		$ 84,932	18,994	14,399	1,043	1,968	709	1,639		$ 38,753	$ 123,685			96	160	116	
Yap	Gabriella	City Manager	Deputy City Manager	FT	N	$ 114,411	$ 194,384	$ 202,131	172,418		1,650	3,377	2,000		36,718	$ 216,163	13,777	1,381	2,931	4,980	1,451	1,575	1,724	$ 27,820	$ 243,983	18	80	92	142	116	
Yoon	Jae Hee	Community Development	Assistant Planner	FT	Y	$ 68,411	$ 88,853	$ 63,690	71,587	3,125			750	189		$ 75,651	5,101	22,061	924	1,743	611	1,453	720	$ 32,612	$ 108,263	5		96	80	107	55
Zalenski	Charlene	Recreation & Parks	Recreation Leader II	PT	N	$ 29,682	$ 36,514	$ 26	(26)				-	26		$ -	-	-	0	1				$ 1	$ 1						

CITY OF RANCHO PALOS VERDES
EMPLOYEE COMPENSATION AND BENEFIT ANALYSIS
CALENDAR YEAR 2019

EMPLOYEE INFORMATION									ACTUAL CITY PAID WAGES							ACTUAL CITY CONTRIBUTIONS										HOURS EARNED					
Last Name	First	Department	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Salary/ Wages	OT/ Call Out	Auto Allow	Declined Health Insurance	Bonus/ Merit Bonus	Other/Retro/ Pay/Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Com (estimated)	Life Insurance (estimated)	Retiree Health Savings	Deferred Comp	Subtotal Benefits	Total ACTUAL City Exp	WellNess Leave	Admin Leave	Sick	Vacation	Holiday	Comp Hrs
Zellers	Ann	Recreation & Parks	Recreation Specialist	PT	Y	$ 36,681	$ 47,642	$ 25,824	27,318	282						$ 27,600	1,980	-	374	635				$ 2,989	$ 30,589						
Zweizig	Nathan	City Clerk	Administrative Staff Assistant	FT	Y	$ 56,149	$ 72,912	$ 61,655	66,596	576				425		$ 67,597	15,474	12,291	894	1,557	558	1,639		$ 32,414	$ 100,011			96	120	107	41
Total Employees: 163						**$ 8,353,439**	**$ 11,458,230**	**$ 6,569,774**	**$ 6,821,351**	**$ 84,902**	**$ 17,550**	**$ 33,463**	**$ 55,636**	**$ 26,940**	**$ 190,389**	**$ 7,230,231**	**$ 788,997**	**$ 905,469**	**$ 116,771**	**$ 166,915**	**$ 48,325**	**$ 80,765**	**$ 42,359**	**$ 2,149,601**	**$ 9,379,832**	**349**	**2,168**	**5,596**	**6,741**	**5,942**	**626**

Pension (PERS) includes Empoloyer's Normal Cost and estimated portion of the Employer's Payment of Unfunded Liability