



**CITY COUNCIL
AGENDA REPORT**

MEETING DATE: 04/19/2022
AGENDA HEADING: Consent Calendar

AGENDA TITLE:

Consideration and possible action to receive and file the 2021 City employee compensation report.

RECOMMENDED COUNCIL ACTION:

- (1) Receive and file the City Employee Compensation and Benefit Analysis Report for the calendar year ended December 31, 2021; and
- (2) Direct Staff to continue to prepare City Employee Compensation and Benefit Analysis Reports annually and to begin procuring services for the Agreed-Upon Procedures biennially.

FISCAL IMPACT: There is no fiscal impact to receive and file the compensation report. If the City Council approves moving to a biennial Agreed-Upon Procedures (instead of annually), the City would save approximately \$5,000 and about 40 hours of staff time in the year that the service is not performed.

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

ORIGINATED BY: Vina Ramos, Deputy Director of Finance *VR*

REVIEWED BY: Trang Nguyen, Director of Finance *tn*

APPROVED BY: Ara Mihranian, AICP, City Manager *A*

ATTACHED SUPPORTING DOCUMENTS:

- A. 2021 City Employee Compensation and Benefit Analysis Report (Summary) (page A -1)
- B. 2021 City Employee Compensation and Benefit Analysis Report (Detailed Report) (page B -1)

BACKGROUND:

The Finance Department prepares two reports annually to capture 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 was established in 2013 to provide greater transparency for the public regarding compensation and benefits received by City employees. At that time, the City Council Compensation Subcommittee directed Staff to prepare the Employee Compensation and Benefits Analysis ("Analysis Report") for all full-time and part-time employees. In addition to the Analysis Report, the City Council at that time also requested hiring the City's independent financial auditor to conduct a review of the report and procedures, called Agreed-Upon Procedures (AUP). This service is not required by SCO and is in addition to the City's annual audit, with an emphasis on specific financial data such as the City's employee compensation and benefits. The 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.

Although not required by SCO, for added transparency and review, Staff continues to prepare two reports, one version is in accordance with SCO's requirements and the second version is the Analysis Report for the City Council.

DISCUSSION:

The Finance Department prepares the SCO Report and the Analysis Report after the issuance of W-2 forms to City employees in January. The Analysis Report (Attachment B) includes total compensation that 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 Report includes an accounting of all leave time earned during 2021. To further improve this report, Staff added a summary page (Attachment A) for 2021 as requested by Councilman Dyda from the prior year's report. The summary is an enhancement that presents the compensation and benefit information in a condensed format.

In prior years, in March, CliftonLarsonAllen (CLA), the City's financial auditor, performs the AUP on the Analysis Report. The AUP engagement requires a minimum of five days from Staff for preparation, interviews, and collection of documents. Once the AUP is completed, the Analysis Report and the results of the AUP are submitted to the City Council to receive and file. However, CLA's service levels have been impacted due to the pandemic, and CLA was not available to perform the AUP in March and complete the report by April. Therefore, to meet SCO's due date in April, the Finance Department has completed the SCO Report and the Analysis Report (Attachment B) for the calendar year ending December 2021.

When the report was established in 2013, the City Council Subcommittee determined that the AUP engagement was necessary to identify specific problems that may require immediate action. Since 2013, the City has received "No Exceptions," which means there were no findings, and that the City has followed its policies and procedures for employee compensation and benefits. This is also further confirmed during the annual financial audit field work and reported in the City's Annual Comprehensive Financial Report (ACFR), the Statements on Auditing Standards (SAS 114 Letter), and the Independent Auditors'

Report on Internal Control over Financial Reporting, Compliance, and other Matters in accordance with Government Audit Standards (GAS Letter).

As such, Staff recommends the City Council receive and file the Analysis Report for 2021; and direct Staff to continue to prepare future Analysis Reports annually and to begin procuring AUP engagement services biennially instead of every year. If approved, the next AUP would be for the 2022 Analysis Report.

The Analysis Reports (Attachments A and B) will be published on the Employee Compensation page under the Transparency section of the City website at <http://www.rpvca.gov/225/Employee-Compensation>.

ADDITIONAL INFORMATION:

AUP Schedule

In the past few years, like many businesses, CLA has been experiencing labor shortages and its availability was limited to complete the AUP for the 2021 Analysis Report by April. If the City Council elects for the alternative actions to continue to procure annual AUP instead of biennially, Staff will work with CLA and schedule the audit for the 2021 Analysis Report and submit the report to the City Council no later than December 2022.

Letter to the State Controller Office

Traditionally, on behalf of the City Council, the City Manager sends the Analysis Report 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 Report for 2021. 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.

ALTERNATIVES:

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

1. Direct Staff to request for the AUP engagement services with CLA for 2021 Analysis Report no later than December 2022.
2. Direct Staff to continue the annual AUP engagement services for the Analysis Report.

ATTACHMENT A
EMPLOYEE COMPENSATION
AND BENEFIT ANALYSIS REPORT
(SUMMARY)
CALENDAR YEAR 2021

City of Rancho Palos Verdes
Employee Compensation and Benefit Analysis Report (Summary)
Calendar Year 2021

EMPLOYEE INFORMATION							ACTUAL CITY PAID WAGES & BENEFITS			EMPLOYEE'S EARNED HOURS
Last Name	First	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	Subtotal Wages	Subtotal Benefits	Total ACTUAL City Paid Wages & Benefits	Total Hours Earned
Acero	Rosario	Park Ranger	FT	Y	44,857	58,265	44,344	14,082	58,426	185
Acosta	Jairo	Maintenance Worker I/II	FT	Y	52,223	67,889	60,637	28,350	88,987	226
Alegria	Eric	City Council Member	EL	Y	4,800	4,800	8,665	597	9,261	0
Al-sherif	Nasser	Recreation Leader II	PT	Y	31,335	38,542	16,894	1,937	18,831	36
Alvarez	John	Senior Planner	FT	Y	93,279	121,152	124,045	52,823	176,869	315
Amundson	Diane	Accounting Technician	FT	N	59,310	77,052	28,653	12,021	40,674	92
Augustine	Vonetta	Human Resources Analyst	FT	N	67,808	101,879	49,241	7,266	56,506	123
Awwad	Ramzi	Director of Public Works	FT	Y	104,749	177,360	193,975	39,510	233,485	340
Bailiff	Cheri	Permit Technician	FT	Y	58,668	76,164	63,564	23,346	86,910	201
Banales	Karina	Deputy City Manager	FT	Y	119,322	202,729	175,904	31,960	207,864	367
Banuelos	Bruno	Maintenance Worker I/II	FT	Y	52,223	67,889	74,528	41,783	116,311	268
Barnes	Megan	Senior Administrative Analyst	FT	Y	87,849	114,115	97,521	23,177	120,699	285
Bashmakian	Artashes	Senior Planner	PT	Y	93,279	121,152	28,595	987	29,582	0
Bautista	Claudio	Recreation Leader	PT	N	29,443	31,419	2,157	208	2,365	5
Berg	Andrew	Recreation Program Supervisor II	FT	Y	74,214	96,380	86,774	37,004	123,778	264
Bermudez	Jason	Recreation Leader	PT	Y	29,443	31,419	3,561	344	3,904	7
Boyle	James	Recreation Specialist	PT	Y	38,719	50,305	34,359	8,799	43,158	46
Bradley	David	City Council Member	EL	Y	4,800	4,800	8,665	773	9,438	0
Bright	Mckenzie	Administrative Analyst I	FT	Y	67,812	88,063	73,080	24,007	97,087	199
Brown	Jason	Intern	PT	N	29,765	68,203	4,050	391	4,441	9
Brown	Jamaal	Permit Technician	FT	Y	58,668	76,164	69,020	19,483	88,503	208
Browning	Christopher	Senior Administrative Analyst	FT	Y	87,849	114,115	112,076	38,854	150,930	288
Buchwald	Lukasz	Information Technology Manager	FT	Y	98,075	166,064	164,387	21,571	185,957	287
Campbell	Melvin	Recreation Leader II	PT	Y	31,335	38,542	3,495	908	4,403	6
Carbajal	Rudy	Staff Assistant I - PT	PT	Y	45,927	59,675	36,659	4,096	40,755	52
Chura	David	Planning Commissioner	AP	Y	1,620	1,620	1,620	156	1,776	0
Clark	Noah	Recreation Leader	PT	Y	29,443	31,419	5,664	547	6,211	13

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Cloke	Lorna	Senior Administrative Analyst	FT	Y	87,849	114,115	108,330	52,129	160,459	305
Colborn	Emily	City Clerk	FT	Y	98,075	166,064	15,632	477	16,109	9
Correa	Clarissa	Staff Assistant I - PT	PT	N	45,927	59,675	12,025	1,160	13,185	16
Cox	Susan	Recreation Specialist	PT	Y	38,719	50,305	25,497	2,862	28,359	39
Cruikshank	John	City Council Member	EL	Y	4,800	4,800	4,800	28,164	32,964	0
De	La	Recreation Leader	PT	N	29,443	31,419	7,818	754	8,572	17
Del Campo	Sarah	Staff Assistant I - PT	TM	Y	45,927	59,675	4,149	347	4,495	4
Deziel	Julie	Human Resources Manager	FT	Y	104,749	177,360	149,074	22,790	171,864	354
Donnelly	Cynthia	Recreation Leader II	PT	Y	31,335	38,542	13,538	3,414	16,952	25
Dragoo	Ronald	Principal Civil Engineer	FT	Y	98,075	166,064	155,303	64,956	220,259	340
Dyda	Kenneth	City Council Member	EL	Y	4,800	4,800	8,665	771	9,436	0
Eder	Charles	Senior Engineer	FT	Y	105,928	137,556	138,801	32,543	171,344	310
Falcon	Sandra	Recreation Leader	PT	Y	29,443	31,419	12,250	1,157	13,407	27
Ferrari	Thomas	Recreation Leader	PT	N	29,443	31,419	3,070	296	3,366	8
Ferraro	Barbara	City Council Member	EL	Y	4,800	4,800	8,665	773	9,438	0
Flores	Joseph	Recreation Leader II	PT	Y	31,335	38,542	19,441	2,215	21,656	39
Fourmy	Jennifer	Recreation Leader	PT	Y	29,443	31,419	13,193	1,259	14,452	30
Fox	Taylor	Park Ranger	FT	Y	44,857	58,265	54,296	21,613	75,909	281
Fox	Cameron	Recreation Leader	PT	Y	29,443	31,419	13,147	1,524	14,671	31
Fox	Adam	Recreation Leader II	PT	N	31,335	38,542	2,012	194	2,206	4
Fox	Francine	Recreation Leader II	PT	Y	31,335	38,542	28,662	3,263	31,925	50
Fox	Richard	Recreation Specialist	PT	Y	38,719	50,305	29,853	3,266	33,119	45
Ganser	Sherry	Recreation Specialist	PT	Y	38,719	50,305	22,955	5,959	28,914	36
Garrett	Lisa	Administrative Analyst II	FT	Y	67,815	101,875	102,411	47,754	150,164	264
Giang	Steven	Associate Planner	FT	N	81,074	105,300	41,149	8,028	49,177	104
Givens	Bryann	Recreation Leader	PT	Y	29,443	31,419	17,158	1,942	19,099	40
Gonez	Alan	Recreation Leader	PT	Y	29,443	31,419	20,987	1,993	22,980	39
Gonzalez	Denise	Human Resources Analyst	FT	N	67,808	101,879	41,893	9,239	51,132	174

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Gonzalez-Mestas	Edgar	Park Ranger	FT	Y	44,857	58,265	42,845	11,954	54,799	212
Gregg	David	Recreation Leader	PT	N	29,443	31,419	8,679	838	9,517	21
Grieco	Jennifer	Staff Assistant I - PT	PT	Y	45,927	59,675	31,757	3,250	35,007	43
Guzman	Jose	Recreation Specialist	PT	N	38,719	50,305	252	31	283	0
Hamill	Julie	Planning Commissioner	AP	Y	1,620	1,620	1,620	156	1,776	0
Hernandez	Juan	Maintenance Superintendent	FT	Y	99,092	128,692	113,714	33,760	147,474	267
Hernandez	Craig	Recreation Leader	PT	N	29,443	31,419	211	20	231	0
Hirsch	Mary	Administrative Staff Assistant	FT	Y	58,559	76,042	76,059	33,347	109,406	331
Howder	Cheyenne	Recreation Specialist	PT	Y	38,719	50,305	1,933	228	2,161	3
Hristova	Marieta	Recreation Specialist	PT	Y	38,719	50,305	16,943	1,948	18,891	24
Hunter	Keith	Park Ranger	FT	Y	44,857	58,265	50,894	24,841	75,735	281
Jacob	Kristine	Recreation Leader	PT	Y	29,443	31,419	1,582	153	1,734	3
James	William	Planning Commissioner	AP	Y	1,620	1,620	1,495	144	1,640	0
Johnson	Elena	Recreation Leader II	PT	Y	31,335	38,542	11,655	2,994	14,649	22
Joncich	Neda	Recreation Leader II	PT	N	31,335	38,542	552	53	605	1
Jones	Ivett	Code Enforcement Officer	FT	Y	68,351	88,767	21,083	6,788	27,871	62
Kahn	Therese	Recreation Specialist	PT	N	38,719	50,305	14,496	1,633	16,130	23
Kalscheuer	Vance	Recreation Leader	PT	N	29,443	31,419	9,038	872	9,911	21
Kalscheuer	Trent	Recreation Leader II	PT	Y	31,335	38,542	8,121	926	9,046	15
Klein	Michelle	Recreation Leader	PT	N	29,443	31,419	1,897	183	2,080	4
Kringen	Scott	Recreation Leader II	PT	Y	31,335	38,542	14,701	1,675	16,376	29
Kulmac-butler	Erin	Recreation Leader	PT	Y	29,443	31,419	1,055	102	1,157	2
Kulmac-butler	Joshua	Recreation Leader	PT	Y	29,443	31,419	947	91	1,038	2
Laybon	David	Recreation Leader II	PT	Y	31,335	38,542	14,418	1,634	16,052	24
Lightner	Angela	Recreation Leader	PT	Y	29,443	31,419	25,719	2,698	28,417	45
Lin	Jane	Senior Accountant	FT	Y	83,621	109,476	116,812	53,006	169,818	345

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Linder	Cory	Director of Parks & Recreation	FT	Y	119,322	202,729	186,685	44,468	231,153	354
Lopez	Sean	Assistant Engineer	FT	Y	85,112	110,530	88,388	24,243	112,632	209
Lozano	Katherine	Senior Administrative Analyst	FT	Y	87,849	114,115	120,493	31,623	152,116	301
Macias	Nubia	Recreation Program Supervisor I	FT	Y	58,559	76,042	73,669	26,694	100,362	194
Magee	Peggy	Recreation Specialist	PT	N	38,719	50,305	10,930	1,252	12,182	19
Martin	Kathryn	Permit Technician	FT	Y	58,668	76,164	87,993	36,127	124,120	276
Mata	Carlo	Staff Assistant I - PT	PT	Y	45,927	59,675	54,258	19,545	73,803	152
Mccormack	Michael	Maintenance Worker I/II	FT	Y	52,223	67,889	60,832	21,707	82,539	233
Mccormack	Carolyn	Recreation Leader II	PT	Y	31,335	38,542	18,918	4,870	23,788	34
Mejia	Andrew	Recreation Leader II	PT	Y	31,335	38,542	2,728	263	2,991	4
Mesich li	Scott	Recreation Leader	PT	Y	29,443	31,419	458	63	521	1
Mihranian	Ara	City Manager *	FT	Y	215,250	215,250	253,979	85,716	339,695	349
Mink	Sally	Recreation Leader	PT	Y	29,443	31,419	15,550	1,479	17,029	35
Molina	Desirea	Building Inspector I	FT	Y	68,807	89,333	75,284	33,115	108,400	230
Momoli	Enyssa	Administrative Staff Assistant	FT	Y	58,559	76,042	64,931	18,431	83,362	460
Monroy	Rodolfo	Code Enforcement Officer	FT	Y	68,351	88,767	88,743	27,556	116,298	337
Monsivaiz	Erick	Building Inspector I	FT	Y	68,807	89,333	74,396	25,086	99,482	205
Morales	Melanie	Recreation Leader II	PT	Y	31,335	38,542	2,985	284	3,269	5
Ndubaku	Rowland	Recreation Leader	PT	Y	29,443	31,419	13,474	1,556	15,029	32
Nemeth	Robert	Associate Planner	FT	Y	81,074	105,300	129,901	37,847	167,748	230
Nguyen	Trang	Director of Finance	FT	Y	119,322	202,729	200,945	52,186	253,131	357
Nguyen	Lina	Geographic Information Systems Coordinator	FT	N	85,096	110,536	34,757	16,222	50,979	68
Nulman	Eric	Planning Commissioner	AP	N	1,620	1,620	125	12	137	0
Nunez	Jonathan	Recreation Leader II	PT	Y	31,335	38,542	7,048	810	7,859	14
Okstad	Karen	Recreation Specialist	PT	Y	38,719	50,305	34,214	8,664	42,878	50
O'Neill	James	Project Manager	FT	Y	94,579	122,812	108,865	17,111	125,976	270
Pantoja	Jocelyn	Recreation Leader	PT	N	29,443	31,419	6,032	571	6,603	12

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Penate	Nancy	Administrative Staff Assistant	FT	Y	58,559	76,042	72,468	27,156	99,625	225
Perestam	Stephen	Planning Commissioner	AP	Y	1,620	1,620	1,620	156	1,776	0
Perry	Guy	Recreation Leader	PT	Y	29,443	31,419	12,980	1,253	14,233	31
Pinto	Joseph	Recreation Leader	PT	N	29,443	31,419	1,357	131	1,488	2
Proch	Sovanna	Accounting Technician	FT	Y	52,398	68,029	68,854	35,420	104,274	214
Proch	Richard	Recreation Leader	PT	Y	29,443	31,419	10,494	1,211	11,705	24
Qazi	Zaynab	Recreation Leader II	PT	Y	31,335	38,542	22,377	2,502	24,879	40
Ramezani	Lauren	Senior Administrative Analyst	FT	Y	87,849	114,115	114,019	52,655	166,675	327
Ramos	Vina	Deputy Director of Finance	FT	Y	104,749	177,360	162,395	24,445	186,840	302
Rasor	David	Building Inspector II	FT	Y	77,050	100,069	87,350	11,396	98,745	190
Ratliff	Mary Jane	Recreation Leader II	PT	Y	31,335	38,542	3,296	389	3,686	5
Razepoor	Nasser	Associate Engineer	FT	Y	94,579	122,812	23,509	3,222	26,732	108
Reed	Amber	Recreation Leader	PT	N	29,443	31,419	2,188	211	2,399	6
Rivera	Lucia	Park Ranger - PT	PT	N	44,857	58,265	8,434	805	9,238	13
Rivera	Carlos	Television Producer	PT	Y	37,326	74,672	53,922	18,980	72,902	56
Robert	Nelson	Planning Commissioner	AP	N	1,620	1,620	125	12	137	0
Rochte	Jacob	Recreation Leader	PT	Y	29,443	31,419	14,906	1,435	16,341	35
Rodin	Emily	Recreation Program Supervisor II	FT	Y	74,214	96,380	79,772	35,581	115,353	287
Rukavina	Kenneth	Director of Community Development	FT	Y	119,322	202,729	176,557	36,206	212,762	367
Saadatnejadi	Lan	Planning Commissioner	AP	Y	1,620	1,620	1,620	156	1,776	0
Sagarnaga- guillean	Maricela	Assistant Planner	FT	Y	71,347	92,668	76,151	20,713	96,864	228
Saldana Lopez	Norma	Recreation Program Supervisor I	FT	Y	58,559	76,042	63,153	19,129	82,282	190
Sanchez	Moris	Park Ranger - PT	PT	N	44,857	58,265	4,207	406	4,613	7
Santarosa	Romolo	Planning Commissioner	AP	Y	1,620	1,620	1,620	156	1,776	0
Seeraty	Amy	Senior Planner	FT	Y	93,279	121,152	115,557	57,001	172,558	287

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Seo	David	Recreation Leader	PT	N	29,443	31,419	8,264	797	9,062	19
Serna	Marcos	Recreation Leader II	PT	N	31,335	38,542	1,200	116	1,316	2
Sichan	Evan	Recreation Leader II	PT	Y	31,335	38,542	27,719	3,036	30,755	48
Silva	Octavio	Deputy Director of Community Development	FT	Y	104,749	177,360	153,822	40,037	193,859	299
Singleton	Daniel	Park Ranger - PT	PT	N	44,857	58,265	222	21	243	0
Skelin	Paulina	Recreation Specialist	PT	Y	38,719	50,305	306	39	346	0
Smith	Erica	Recreation Leader II	PT	Y	31,335	38,542	4,914	474	5,389	10
Smith	Audrey	Recreation Leader II	PT	Y	31,335	38,542	20,994	2,395	23,390	44
States	Timothy	Recreation Leader	PT	Y	29,443	31,419	4,053	391	4,444	9
Stoker	Coleman	Recreation Leader	PT	N	29,443	31,419	6,037	576	6,613	14
Stricklen	Maya	Recreation Specialist	PT	N	38,719	50,305	21,956	2,460	24,417	35
Swanson	Elizabeth	Television Producer	PT	Y	37,326	74,672	40,780	3,915	44,695	33
Takaoka	Teresa	Deputy City Clerk	FT	Y	69,176	89,871	126,218	56,445	182,663	331
Tangestanifar	Parkhideh	Recreation Leader	PT	Y	29,443	31,419	16,929	532	17,461	33
Thelen	Quentin	Recreation Leader	PT	Y	29,443	31,419	15,052	1,608	16,660	30
Torrey	Dana	Recreation Leader II	PT	Y	31,335	38,542	26,564	3,045	29,609	51
Trautner	Daniel	Deputy Director of Recreation & Parks	FT	Y	104,749	177,360	156,821	39,664	196,485	320
Ugalde	Andrew	Recreation Leader	PT	Y	29,443	31,419	869	84	953	2
Ulutas	Kadir	Recreation Leader	PT	Y	29,443	31,419	10,000	944	10,944	21
Valencia	Stephanie	Recreation Specialist	PT	Y	52,398	68,029	42,771	11,284	54,054	142
Ventouras	George	Recreation Leader	PT	Y	29,443	31,419	855	235	1,090	2
Villalpando	Jesse	Senior Administrative Analyst	FT	Y	87,849	114,115	94,250	21,955	116,206	247
Waters	Matthew	Senior Administrative Analyst	FT	Y	87,849	114,115	121,470	42,481	163,950	345
Welstead	Lisa	Recreation Specialist	PT	Y	38,719	50,305	9,574	1,088	10,662	14
Whitten	Gerri	Code Enforcement Officer	FT	N	68,351	88,767	30,107	12,486	42,593	99
Williamson	Leslie	Recreation Specialist	PT	Y	38,719	50,305	5,414	641	6,054	8
Wright	Selena	Senior Account Technician	FT	Y	66,428	86,297	89,786	37,975	127,761	269

City of Rancho Palos Verdes
Employee Compensation and Benefit Analysis Report (Summary)
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EMPLOYEE INFORMATION							ACTUAL CITY PAID WAGES & BENEFITS			EMPLOYEE'S EARNED HOURS
Last Name	First	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	Subtotal Wages	Subtotal Benefits	Total ACTUAL City Paid Wages & Benefits	Total Hours Earned
Yoon	Jae Hee	Senior Planner	FT	Y	93,279	121,152	106,389	38,999	145,388	272
Yost	Krista	Assistant Planner	FT	N	71,347	92,668	33,073	7,419	40,492	98
Zellers	Ann	Recreation Specialist	PT	Y	38,719	50,305	29,284	3,322	32,606	46
Zweizig	Nathan	Administrative Staff Assistant	FT	Y	58,559	76,042	87,222	35,380	122,602	335
		TOTAL			\$ 8,265,831	\$ 11,006,563	\$ 7,523,811	\$ 2,197,221	\$ 9,721,032	18,745
		<i>*Subtotal Wages include: Salary and other types of pay such as declined health, vacation pay-out, merit bonus, incentives*</i>								
		<i>*Benefits include Pension (PERS) Employer's Normal Cost and estimated portion of the Employer's Payment of Unfunded Liability*</i>								

ATTACHMENT B
EMPLOYEE COMPENSATION
AND BENEFIT ANALYSIS REPORT
(DETAILED REPORT)
CALENDAR YEAR 2021

City of Rancho Palos Verdes
Employee Compensation and Benefit Analysis Report
Calendar Year 2021

EMPLOYEE INFORMATION							ACTUAL CITY PAID WAGES									ACTUAL CITY PAID BENEFITS									EMPLOYEE'S EARNED HOURS								
Last Name	First	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Salary or Wages	OT/Call Out	Auto Allow	Declined Health Insr	Bonus/ Merit Bonus	Other/Retro/ Pay/ Adj	Leave Buy Out	Total ACTUAL City Paid Wages	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Comp (estimated)	Life Insurance (estimated)	Retiree Health Savings	Def Comp	Subtotal Benefits	Total ACTUAL City Paid Benefits	WellNess Leave	Admin Leave	Sick	Vacation	Holiday	Comp Hrs	Total Hours Earned		
Acero	Rosario	Park Ranger	FT	Y	44,857	58,265	41,549	41,830	1,360	-	-	-	-	1,154	44,344	3,358	8,366	603	887	268	-	600	14,082	58,426	9	-	85	71	20	-	185		
Acosta	Jairo	Maintenance Worker I/II	FT	Y	52,223	67,889	52,361	52,178	5,459	-	-	3,000	-	-	60,637	4,179	21,732	759	1,214	333	133	-	28,350	88,987	14	-	96	80	9	27	226		
Alegria	Eric	City Council Member	EL	Y	4,800	4,800	8,665	4,800	-	-	3,865	-	-	-	8,665	-	-	423	173	-	-	-	597	9,261	-	-	-	-	-	-	-		
Al-sherif	Nasser	Recreation Leader II	PT	Y	31,335	38,542	15,775	16,582	312	-	-	-	-	-	16,894	1,370	-	229	338	-	-	-	1,937	18,831	-	-	36	-	-	-	36		
Alvarez	John	Senior Planner	FT	Y	93,279	121,152	111,568	121,050	-	-	-	2,996	-	-	124,045	27,320	18,664	1,618	2,491	1,019	1,712	-	52,823	176,869	14	62	96	134	9	-	315		
Amundson	Diane	Accounting Technician	FT	N	59,310	77,052	26,517	27,701	-	-	-	-	-	952	28,653	2,505	7,480	385	577	243	652	180	12,021	40,674	-	-	37	46	9	-	92		
Augustine	Vonetta	Human Resources Analyst	FT	N	67,808	101,879	46,166	39,781	-	-	1,932	-	-	7,527	49,241	3,594	440	669	987	331	847	398	7,266	56,506	5	-	48	61	9	-	123		
Awwad	Ramzi	Director of Public Works	FT	Y	104,749	177,360	181,932	188,475	-	1,500	-	4,000	-	-	193,975	12,288	15,983	2,638	3,887	1,118	1,712	1,885	39,510	233,485	14	80	96	142	9	-	340		
Bailiff	Cheri	Permit Technician	FT	Y	58,668	76,164	58,993	61,586	728	-	-	1,250	-	-	63,564	4,921	13,365	855	1,275	497	1,712	720	23,346	86,910	-	-	96	96	9	-	201		
Banales	Karina	Deputy City Manager	FT	Y	119,322	202,729	164,221	164,696	-	1,800	-	3,000	-	6,409	175,904	12,218	9,478	2,381	3,525	999	1,712	1,647	31,960	207,864	23	80	96	160	9	-	367		
Banuelos	Bruno	Maintenance Worker I/II	FT	Y	52,223	67,889	64,340	67,832	4,446	-	-	2,250	-	-	74,528	15,336	21,732	933	1,504	565	1,712	-	41,783	116,311	9	-	96	145	9	9	268		
Barnes	Megan	Senior Administrative Analyst	FT	Y	87,849	114,115	90,421	93,060	-	-	-	4,000	256	206	97,521	7,423	9,478	1,311	1,953	580	1,712	720	23,177	120,699	27	62	96	91	9	-	285		
Bashmakian	Artashes	Senior Planner	PT	Y	93,279	121,152	28,595	28,595	-	-	-	-	-	-	28,595	-	-	415	572	-	-	-	987	29,582	-	-	-	-	-	-	-		
Bautista	Claudio	Recreation Leader	PT	N	29,443	31,419	2,157	2,050	107	-	-	-	-	-	2,157	-	-	165	43	-	-	-	208	2,365	-	-	5	-	-	-	5		
Berg	Andrew	Recreation Program Supervisor II	FT	Y	74,214	96,380	71,629	85,774	-	-	-	1,000	-	-	86,774	7,882	23,335	1,039	1,738	705	1,645	660	37,004	123,778	9	62	92	92	9	-	264		
Bermudez	Jason	Recreation Leader	PT	Y	29,443	31,419	3,561	3,487	-	-	-	-	74	-	3,561	-	-	272	71	-	-	-	344	3,904	-	-	7	-	-	-	7		
Boyle	James	Recreation Specialist	PT	Y	38,719	50,305	31,663	33,708	376	-	-	275	-	-	34,359	7,653	-	459	687	-	-	-	8,799	43,158	-	-	46	-	-	-	46		
Bradley	David	City Council Member	EL	Y	4,800	4,800	8,665	4,800	-	-	3,865	-	-	-	8,665	-	-	423	173	177	-	-	773	9,438	-	-	-	-	-	-	-		
Bright	Mckenzie	Administrative Analyst I	FT	Y	67,812	88,063	68,492	67,848	1,151	-	-	4,000	82	-	73,080	5,421	15,568	993	1,463	428	133	-	24,007	97,087	14	-	96	80	9	-	199		
Brown	Jason	Intern	PT	N	29,765	68,203	4,050	4,050	-	-	-	-	-	-	4,050	-	-	310	81	-	-	-	391	4,441	-	-	9	-	-	-	9		
Brown	Jamaal	Permit Technician	FT	Y	58,668	76,164	64,156	65,174	2,751	-	-	-	290	805	69,020	5,226	9,478	930	1,382	421	1,386	660	19,483	88,503	23	-	96	80	9	-	208		
Browning	Christopher	Senior Administrative Analyst	FT	Y	87,849	114,115	98,523	110,021	-	-	-	2,000	56	-	112,076	10,123	21,732	1,429	2,245	894	1,712	720	38,854	150,930	25	62	96	96	9	-	288		
Buchwald	Lukasz	Information Technology Manager	FT	Y	98,075	166,064	153,042	148,878	-	-	3,865	3,000	1,347	7,297	164,387	11,913	14	2,219	3,294	917	1,712	1,502	21,571	185,957	-	62	96	120	9	-	287		
Campbell	Melvin	Recreation Leader II	PT	Y	31,335	38,542	3,233	3,269	226	-	-	-	-	-	3,495	791	-	47	70	-	-	-	908	4,403	-	-	6	-	-	-	6		
Carbajal	Rudy	Staff Assistant I	PT	Y	45,927	59,675	34,259	35,565	344	-	-	750	-	-	36,659	2,866	-	497	733	-	-	-	4,096	40,755	-	-	52	-	-	-	52		

City of Rancho Palos Verdes
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EMPLOYEE INFORMATION							ACTUAL CITY PAID WAGES									ACTUAL CITY PAID BENEFITS									EMPLOYEE'S EARNED HOURS								
Last Name	First	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Salary or Wages	OT/Call Out	Auto Allow	Declined Health Insr	Bonus/ Merit Bonus	Other/Retro/ Pay/ Adj	Leave Buy Out	Total ACTUAL City Paid Wages	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Comp (estimated)	Life Insurance (estimated)	Retiree Health Savings	Def Comp	Subtotal Benefits	Total ACTUAL City Paid Benefits	WellNess Leave	Admin Leave	Sick	Vacation	Holiday	Comp Hrs	Total Hours Earned		
Chura	David	Planning Commissioner	AP	Y	1,620	1,620	1,620	1,620	-	-	-	-	-	-	1,620	-	-	124	33	-	-	-	156	1,776	-	-	-	-	-	-	-		
Clark	Noah	Recreation Leader	PT	Y	29,443	31,419	5,664	5,599	-	-	-	-	65	-	5,664	-	-	433	113	-	-	-	547	6,211	-	-	13	-	-	-	13		
Cloke	Lorna	Senior Administrative Analyst	FT	Y	87,849	114,115	95,206	107,264	-	-	-	1,000	66	-	108,330	24,231	21,732	1,380	2,193	881	1,712	-	52,129	160,459	18	62	96	120	9	-	305		
Colborn	Emily	City Clerk	FT	Y	98,075	166,064	8,480	0	-	-	-	-	-	15,632	15,632	-	-	123	313	41	-	-	477	16,109	-	-	-	-	9	-	9		
Correa	Clarissa	Staff Assistant I	PT	N	45,927	59,675	12,025	12,025	-	-	-	-	-	-	12,025	-	-	920	241	-	-	-	1,160	13,185	-	-	16	-	-	-	16		
Cox	Susan	Recreation Specialist	PT	Y	38,719	50,305	23,834	24,635	587	-	-	275	-	-	25,497	2,007	-	346	510	-	-	-	2,862	28,359	-	-	39	-	-	-	39		
Cruikshank	John	City Council Member	EL	Y	4,800	4,800	-	4,800	-	-	-	-	-	-	4,800	-	27,893	-	96	174	-	-	28,164	32,964	-	-	-	-	-	-	-		
De La		Recreation Leader	PT	N	29,443	31,419	7,818	7,372	445	-	-	-	-	-	7,818	-	-	598	156	-	-	-	754	8,572	-	-	17	-	-	-	17		
Del Campo	Sarah	Staff Assistant I	PT	Y	45,927	59,675	4,149	4,149	-	-	-	-	-	-	4,149	-	-	264	83	-	-	-	347	4,495	-	-	4	-	-	-	4		
Deziel	Julie	Human Resources Manager	FT	Y	104,749	177,360	138,049	133,611	-	-	3,865	4,000	1,362	6,237	149,074	12,403	1,498	2,002	2,989	836	1,712	1,350	22,790	171,864	27	62	96	160	9	-	354		
Donnelly	Cynthia	Recreation Leader II	PT	Y	31,335	38,542	12,508	12,879	385	-	-	275	-	-	13,538	2,962	-	181	271	-	-	-	3,414	16,952	-	-	25	-	-	-	25		
Dragoo	Ronald	Principal Civil Engineer	FT	Y	98,075	166,064	140,396	155,303	-	-	-	-	-	-	155,303	35,033	21,732	2,036	3,186	1,258	1,712	-	64,956	220,259	14	62	96	160	9	-	340		
Dyda	Kenneth	City Council Member	EL	Y	4,800	4,800	8,665	4,800	-	-	3,865	-	-	-	8,665	-	-	423	173	174	-	-	771	9,436	-	-	-	-	-	-	-		
Eder	Charles	Senior Engineer	FT	Y	105,928	137,556	128,499	137,440	-	-	-	1,361	-	-	138,801	10,905	13,422	1,863	2,784	1,137	1,712	720	32,543	171,344	23	62	96	120	9	-	310		
Falcon	Sandra	Recreation Leader	PT	Y	29,443	31,419	12,250	11,847	345	-	-	-	57	-	12,250	-	-	912	245	-	-	-	1,157	13,407	-	-	27	-	-	-	27		
Ferrari	Thomas	Recreation Leader	PT	N	29,443	31,419	3,070	3,070	-	-	-	-	-	-	3,070	-	-	235	61	-	-	-	296	3,366	-	-	8	-	-	-	8		
Ferraro	Barbara	City Council Member	EL	Y	4,800	4,800	8,665	4,800	-	-	3,865	-	-	-	8,665	-	-	423	173	177	-	-	773	9,438	-	-	-	-	-	-	-		
Flores	Joseph	Recreation Leader II	PT	Y	31,335	38,542	18,154	19,070	371	-	-	-	-	-	19,441	1,563	-	263	389	-	-	-	2,215	21,656	-	-	39	-	-	-	39		
Fourmy	Jennifer	Recreation Leader	PT	Y	29,443	31,419	13,193	13,119	-	-	-	-	75	-	13,193	-	-	995	264	-	-	-	1,259	14,452	-	-	30	-	-	-	30		
Fox	Taylor	Park Ranger	FT	Y	44,857	58,265	50,525	50,515	3,601	-	-	-	180	-	54,296	4,061	13,365	733	1,087	327	1,321	720	21,613	75,909	5	-	96	80	100	-	281		
Fox	Cameron	Recreation Leader	PT	Y	29,443	31,419	12,273	12,849	210	-	-	-	88	-	13,147	1,083	-	178	263	-	-	-	1,524	14,671	-	-	31	-	-	-	31		
Fox	Adam	Recreation Leader II	PT	N	31,335	38,542	2,012	2,012	-	-	-	-	-	-	2,012	-	-	154	40	-	-	-	194	2,206	-	-	4	-	-	-	4		
Fox	Francine	Recreation Leader II	PT	Y	31,335	38,542	26,744	28,416	246	-	-	-	-	-	28,662	2,302	-	388	573	-	-	-	3,263	31,925	-	-	50	-	-	-	50		
Fox	Richard	Recreation Specialist	PT	Y	38,719	50,305	27,970	27,901	847	-	-	-	1,105	-	29,853	2,263	-	406	597	-	-	-	3,266	33,119	-	-	45	-	-	-	45		
Ganser	Sherry	Recreation Specialist	PT	N	38,719	50,305	21,130	22,814	141	-	-	-	-	-	22,955	5,193	-	306	459	-	-	-	5,959	28,914	-	-	36	-	-	-	36		

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EMPLOYEE INFORMATION							ACTUAL CITY PAID WAGES									ACTUAL CITY PAID BENEFITS									EMPLOYEE'S EARNED HOURS								
Last Name	First	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Salary or Wages	OT/Call Out	Auto Allow	Declined Health Insr	Bonus/ Merit Bonus	Other/Retro/ Pay/ Adj	Leave Buy Out	Total ACTUAL City Paid Wages	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Comp (estimated)	Life Insurance (estimated)	Retiree Health Savings	Def Comp	Subtotal Benefits	Total ACTUAL City Paid Benefits	WellNess Leave	Admin Leave	Sick	Vacation	Holiday	Comp Hrs	Total Hours Earned		
Garrett	Lisa	Administrative Analyst II	FT	Y	67,815	101,875	90,253	89,564	10,316	-	-	1,000	-	1,530	102,411	20,230	21,732	1,309	2,062	710	1,712	-	47,754	150,164	23	-	96	120	9	17	264		
Giang	Steven	Associate Planner	FT	N	81,074	105,300	38,429	41,149	-	-	-	-	-	-	41,149	3,253	3,145	557	824	249	-	-	8,028	49,177	5	-	44	37	9	10	104		
Givens	Bryann	Recreation Leader	PT	Y	29,443	31,419	16,043	16,386	388	-	-	250	133	-	17,158	1,366	-	233	343	-	-	-	1,942	19,099	-	-	40	-	-	-	40		
Gonez	Alan	Recreation Leader	PT	Y	29,443	31,419	20,987	20,344	579	-	-	-	65	-	20,987	-	-	1,573	420	-	-	-	1,993	22,980	-	-	39	-	-	-	39		
Gonzalez	Denise	Human Resources Analyst	FT	N	67,808	101,879	39,095	40,893	-	-	-	1,000	-	-	41,893	3,854	3,313	567	839	257	-	409	9,239	51,132	5	62	44	54	9	-	174		
Gonzalez-Mestas	Edgar	Park Ranger	FT	Y	44,857	58,265	40,292	41,970	691	-	-	-	184	-	42,845	3,070	6,973	809	858	245	-	-	11,954	54,799	14	-	84	65	50	-	212		
Gregg	David	Recreation Leader	PT	N	29,443	31,419	8,679	8,507	172	-	-	-	-	-	8,679	-	-	664	174	-	-	-	838	9,517	-	-	21	-	-	-	21		
Grieco	Jennifer	Staff Assistant I	PT	Y	45,927	59,675	30,758	30,757	-	-	-	1,000	-	-	31,757	1,188	-	1,427	635	-	-	-	3,250	35,007	-	-	43	-	-	-	43		
Guzman	Jose	Recreation Specialist	PT	N	38,719	50,305	235	252	-	-	-	-	-	-	252	22	-	3	5	-	-	-	31	283	-	-	-	-	-	-	-		
Hamill	Julie	Planning Commissioner	AP	Y	1,620	1,620	1,620	1,620	-	-	-	-	-	-	1,620	-	-	124	33	-	-	-	156	1,776	-	-	-	-	-	-	-		
Hernandez	Juan	Maintenance Superintendent	FT	Y	99,092	128,692	97,806	109,406	-	-	-	4,000	308	-	113,714	10,089	16,647	1,418	2,278	897	1,712	720	33,760	147,474	5	62	96	96	9	-	267		
Hernandez	Craig	Recreation Leader	PT	N	29,443	31,419	211	211	-	-	-	-	-	-	211	-	-	16	4	-	-	-	20	231	-	-	-	-	-	-	-		
Hirsch	Mary	Administrative Staff Assistant	FT	Y	58,559	76,042	66,954	75,390	222	-	-	-	447	-	76,059	6,045	21,732	971	1,552	615	1,712	720	33,347	109,406	23	-	96	120	9	83	331		
Howder	Cheyenne	Recreation Specialist	PT	Y	38,719	50,305	1,803	1,933	-	-	-	-	-	-	1,933	163	-	26	39	-	-	-	228	2,161	-	-	3	-	-	-	3		
Hristova	Marieta	Recreation Specialist	PT	Y	38,719	50,305	15,799	16,943	-	-	-	-	-	-	16,943	1,380	-	229	339	-	-	-	1,948	18,891	-	-	24	-	-	-	24		
Hunter	Keith	Park Ranger	FT	Y	44,857	58,265	40,054	48,097	2,797	-	-	-	-	-	50,894	3,857	16,647	581	1,019	307	1,712	720	24,841	75,735	5	-	96	80	100	-	281		
Jacob	Kristine	Recreation Leader	PT	Y	29,443	31,419	1,582	1,570	-	-	-	-	11	-	1,582	-	-	121	32	-	-	-	153	1,734	-	-	3	-	-	-	3		
James	William	Planning Commissioner	AP	Y	1,620	1,620	1,495	1,495	-	-	-	-	-	-	1,495	-	-	114	30	-	-	-	144	1,640	-	-	-	-	-	-	-		
Johnson	Elena	Recreation Leader II	PT	Y	31,335	38,542	10,749	11,324	331	-	-	-	-	-	11,655	2,605	-	156	233	-	-	-	2,994	14,649	-	-	22	-	-	-	22		
Joncich	Neda	Recreation Leader II	PT	N	31,335	38,542	552	552	-	-	-	-	-	-	552	-	-	42	11	-	-	-	53	605	-	-	1	-	-	-	1		
Jones	Ivett	Code Enforcement Officer	FT	Y	68,351	88,767	17,997	20,224	55	-	-	-	-	804	21,083	1,593	4,262	261	423	128	-	120	6,788	27,871	5	-	26	22	9	2	62		
Kahn	Therese	Recreation Specialist	PT	N	38,719	50,305	13,531	14,303	194	-	-	-	-	-	14,496	1,147	-	196	290	-	-	-	1,633	16,130	-	-	23	-	-	-	23		
Kalscheuer	Vance	Recreation Leader	PT	N	29,443	31,419	9,038	8,420	343	-	-	275	-	-	9,038	-	-	691	181	-	-	-	872	9,911	-	-	21	-	-	-	21		
Kalscheuer	Trent	Recreation Leader II	PT	Y	31,335	38,542	7,597	7,755	366	-	-	-	-	-	8,121	653	-	110	162	-	-	-	926	9,046	-	-	15	-	-	-	15		
Klein	Michelle	Recreation Leader	PT	N	29,443	31,419	1,897	1,897	-	-	-	-	-	-	1,897	-	-	145	38	-	-	-	183	2,080	-	-	4	-	-	-	4		

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EMPLOYEE INFORMATION							ACTUAL CITY PAID WAGES									ACTUAL CITY PAID BENEFITS									EMPLOYEE'S EARNED HOURS								
Last Name	First	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Salary or Wages	OT/Call Out	Auto Allow	Declined Health Insr	Bonus/ Merit Bonus	Other/Retro/ Pay/ Adj	Leave Buy Out	Total ACTUAL City Paid Wages	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Comp (estimated)	Life Insurance (estimated)	Retiree Health Savings	Def Comp	Subtotal Benefits	Total ACTUAL City Paid Benefits	WellNess Leave	Admin Leave	Sick	Vacation	Holiday	Comp Hrs	Total Hours Earned		
Kringen	Scott	Recreation Leader II	PT	Y	31,335	38,542	13,743	14,198	503	-	-	-	-	-	14,701	1,182	-	199	294	-	-	-	1,675	16,376	-	-	29	-	-	-	29		
Kulmac-butler	Erin	Recreation Leader	PT	Y	29,443	31,419	1,055	1,025	-	-	-	-	30	-	1,055	-	-	81	21	-	-	-	102	1,157	-	-	2	-	-	-	2		
Kulmac-butler	Joshua	Recreation Leader	PT	Y	29,443	31,419	947	921	-	-	-	-	26	-	947	-	-	72	19	-	-	-	91	1,038	-	-	2	-	-	-	2		
Laybon	David	Recreation Leader II	PT	Y	31,335	38,542	13,484	13,835	583	-	-	-	-	-	14,418	1,150	-	196	288	-	-	-	1,634	16,052	-	-	24	-	-	-	24		
Lightner	Angela	Recreation Leader	PT	Y	29,443	31,419	24,641	24,667	695	-	-	275	82	-	25,719	1,283	-	901	514	-	-	-	2,698	28,417	-	-	45	-	-	-	45		
Lin	Jane	Senior Accountant Director of Parks & Recreation	FT	Y	83,621	109,476	102,922	109,384	-	-	-	4,873	-	2,554	116,812	24,693	21,876	1,492	2,354	880	1,712	-	53,006	169,818	18	62	96	160	9	-	345		
Linder	Cory	Assistant Engineer	FT	Y	119,322	202,729	166,629	184,885	-	1,800	-	-	-	-	186,685	16,955	16,259	2,416	3,765	1,513	1,712	1,849	44,468	231,153	9	80	96	160	9	-	354		
Lopez	Sean	Senior Administrative Analyst	FT	Y	85,112	110,530	77,963	88,388	-	-	-	-	-	-	88,388	7,035	13,226	1,130	1,770	549	533	-	24,243	112,632	5	-	96	80	9	20	209		
Lozano	Katherine	Recreation Program Supervisor I	FT	Y	87,849	114,115	110,724	107,974	-	-	3,865	3,500	2,792	2,362	120,493	25,004	14	1,605	2,414	873	1,712	-	31,623	152,116	14	62	96	120	9	-	301		
Macias	Nubia	Recreation Program Supervisor I	FT	Y	58,559	76,042	68,523	67,401	3,165	-	-	1,000	174	1,929	73,669	5,393	15,983	994	1,475	417	1,712	720	26,694	100,362	9	-	96	80	9	-	194		
Magee	Peggy	Recreation Specialist	PT	N	38,719	50,305	10,192	10,930	-	-	-	-	-	-	10,930	885	-	148	219	-	-	-	1,252	12,182	-	-	19	-	-	-	19		
Martin	Kathryn	Permit Technician	FT	Y	58,668	76,164	83,602	76,100	-	-	-	2,384	900	8,609	87,993	17,401	13,365	1,212	1,810	627	1,712	-	36,127	124,120	9	-	96	160	9	2	276		
Mata	Carlo	Accounting Technician	FT	Y	59,310	77,052	50,745	53,337	921	-	-	-	-	-	54,258	4,267	13,061	736	1,087	275	-	120	19,545	73,803	5	-	83	55	9	-	152		
Mccormack	Michael	Maintenance Worker I/II	FT	Y	52,223	67,889	56,752	53,170	4,474	-	-	3,000	187	-	60,832	4,270	13,365	823	1,218	319	1,712	-	21,707	82,539	14	-	96	89	9	26	233		
Mccormack	Carolyn	Recreation Leader II	PT	Y	31,335	38,542	17,434	18,552	367	-	-	-	-	-	18,918	4,239	-	253	378	-	-	-	4,870	23,788	-	-	34	-	-	-	34		
Mejia	Andrew	Recreation Leader II	PT	Y	31,335	38,542	2,728	2,728	-	-	-	-	-	-	2,728	-	-	209	55	-	-	-	263	2,991	-	-	4	-	-	-	4		
Mesich li	Scott	Recreation Leader	PT	Y	29,443	31,419	428	449	-	-	-	-	9	-	458	48	-	6	9	-	-	-	63	521	-	-	1	-	-	-	1		
Mihranian	Ara	City Manager *	FT	Y	215,250	215,250	234,995	220,137	-	8,400	-	-	-	25,442	253,979	49,630	13,365	3,408	5,096	1,498	1,712	11,007	85,716	339,695	5	80	96	160	9	-	349		
Mink	Sally	Recreation Leader	PT	Y	29,443	31,419	15,550	14,895	581	-	-	-	74	-	15,550	-	-	1,168	311	-	-	-	1,479	17,029	-	-	35	-	-	-	35		
Molina	Desirea	Building Inspector I	FT	Y	68,807	89,333	64,399	74,867	417	-	-	-	-	-	75,284	5,968	21,675	934	1,508	598	1,712	720	33,115	108,400	5	-	96	120	9	1	230		
Momoli	Enyssa	Administrative Staff Assistant Code Enforcement Officer	FT	Y	58,559	76,042	59,516	60,532	3,148	-	-	1,000	250	-	64,931	4,857	8,609	863	1,300	371	1,712	720	18,431	83,362	9	-	96	94	9	252	460		
Monroy	Rodolfo	Building Inspector I	FT	Y	68,351	88,767	81,763	83,462	1,210	-	-	2,750	1,321	-	88,743	7,809	13,689	1,186	1,777	663	1,712	720	27,556	116,298	9	-	96	96	9	127	337		
Monsivaiz	Erick	Building Inspector I	FT	Y	68,807	89,333	68,482	73,646	-	-	-	750	-	-	74,396	5,872	13,689	993	1,490	609	1,712	720	25,086	99,482	5	-	96	96	9	-	205		
Morales	Melanie	Recreation Leader II	PT	Y	31,335	38,542	2,985	2,985	-	-	-	-	-	-	2,985	-	-	224	60	-	-	-	284	3,269	-	-	5	-	-	-	5		
Ndubaku	Rowland	Recreation Leader	PT	Y	29,443	31,419	12,578	13,198	204	-	-	-	71	-	13,474	1,104	-	182	269	-	-	-	1,556	15,029	-	-	32	-	-	-	32		

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Last Name	First	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Salary or Wages	OT/Call Out	Auto Allow	Declined Health Insr	Bonus/ Merit Bonus	Other/Retro/ Pay/ Adj	Leave Buy Out	Total ACTUAL City Paid Wages	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Comp (estimated)	Life Insurance (estimated)	Retiree Health Savings	Def Comp	Subtotal Benefits	Total ACTUAL City Paid Benefits	WellNess Leave	Admin Leave	Sick	Vacation	Holiday	Comp Hrs	Total Hours Earned		
Nemeth	Robert	Associate Planner	FT	Y	81,074	105,300	117,097	104,115	24,865	-	-	169	-	751	129,901	8,275	21,985	1,698	2,604	854	1,712	720	37,847	167,748	5	-	96	120	9	-	230		
Nguyen	Trang	Director of Finance	FT	Y	119,322	202,729	179,791	178,470	-	1,800	-	4,000	3,810	12,866	200,945	16,726	23,901	2,607	4,026	1,391	1,712	1,823	52,186	253,131	18	80	96	154	9	-	357		
Nguyen	Lina	Geographic Information Systems	FT	N	85,096	110,536	31,023	29,851	-	-	-	-	-	4,906	34,757	2,391	11,672	450	696	252	521	240	16,222	50,979	-	-	30	30	9	-	68		
Nulman	Eric	Planning Commissioner	AP	N	1,620	1,620	125	125	-	-	-	-	-	-	125	-	-	10	3	-	-	-	12	137	-	-	-	-	-	-	-		
Nunez	Jonathan	Recreation Leader II	PT	Y	31,335	38,542	6,588	6,827	222	-	-	-	-	-	7,048	574	-	96	141	-	-	-	810	7,859	-	-	14	-	-	-	14		
Okstad	Karen	Recreation Specialist	PT	Y	38,719	50,305	31,563	33,136	328	-	-	750	-	-	34,214	7,522	-	458	684	-	-	-	8,664	42,878	-	-	50	-	-	-	50		
O'Neill	James	Project Manager	FT	Y	94,579	122,812	100,869	103,500	-	-	3,865	1,500	-	-	108,865	9,520	879	1,463	2,183	635	1,712	720	17,111	125,976	22	62	96	81	9	-	270		
Pantoja	Jocelyn	Recreation Leader	PT	N	29,443	31,419	6,032	5,688	343	-	-	-	-	-	6,032	-	-	451	121	-	-	-	571	6,603	-	-	12	-	-	-	12		
Penate	Nancy	Administrative Staff Assistant	FT	Y	58,559	76,042	67,061	71,968	-	-	-	500	-	-	72,468	5,740	15,983	972	1,453	576	1,712	720	27,156	99,625	14	-	96	96	9	10	225		
Perestam	Stephen	Planning Commissioner	AP	Y	1,620	1,620	1,620	1,620	-	-	-	-	-	-	1,620	-	-	124	33	-	-	-	156	1,776	-	-	-	-	-	-	-		
Perry	Guy	Recreation Leader	PT	Y	29,443	31,419	12,980	12,425	258	-	-	250	47	-	12,980	-	-	993	260	-	-	-	1,253	14,233	-	-	31	-	-	-	31		
Pinto	Joseph	Recreation Leader	PT	N	29,443	31,419	1,357	1,185	172	-	-	-	-	-	1,357	-	-	104	27	-	-	-	131	1,488	-	-	2	-	-	-	2		
Proch	Sovanna	Accounting Technician	FT	Y	59,310	77,052	55,860	68,164	425	-	-	-	265	-	68,854	5,431	24,836	810	1,380	531	1,712	720	35,420	104,274	14	-	96	96	9	-	214		
Proch	Richard	Recreation Leader	PT	Y	29,443	31,419	9,805	10,123	286	-	-	-	85	-	10,494	859	-	142	210	-	-	-	1,211	11,705	-	-	24	-	-	-	24		
Qazi	Zaynab	Recreation Leader II	PT	Y	31,335	38,542	20,932	21,412	965	-	-	-	-	-	22,377	1,751	-	304	448	-	-	-	2,502	24,879	-	-	40	-	-	-	40		
Ramezani	Lauren	Senior Administrative Analyst	FT	Y	87,849	114,115	101,673	114,019	-	-	-	-	-	-	114,019	25,736	20,462	1,474	2,309	962	1,712	-	52,655	166,675	-	62	96	160	9	-	327		
Ramos	Vina	Deputy Director of Finance	FT	Y	104,749	177,360	150,702	148,897	-	-	3,865	3,000	987	5,646	162,395	13,761	879	2,185	3,254	1,156	1,712	1,499	24,445	186,840	-	62	96	135	9	-	302		
Rasor	David	Building Inspector II	FT	Y	77,050	100,069	81,268	81,762	1,281	-	3,865	-	442	-	87,350	6,547	14	1,178	1,750	520	1,386	-	11,396	98,745	5	-	96	80	9	-	190		
Ratliff	Mary Jane	Recreation Leader II	PT	Y	31,335	38,542	3,074	3,296	-	-	-	-	-	-	3,296	279	-	45	66	-	-	-	389	3,686	-	-	5	-	-	-	5		
Razepoor	Nasser	Associate Engineer	FT	Y	94,579	122,812	22,711	19,644	-	-	3,865	-	-	-	23,509	1,573	13	329	485	377	326	120	3,222	26,732	-	62	18	18	9	-	108		
Reed	Amber	Recreation Leader	PT	N	29,443	31,419	2,188	2,188	-	-	-	-	-	-	2,188	-	-	167	44	-	-	-	211	2,399	-	-	6	-	-	-	6		
Rivera	Lucia	Park Ranger - PT	PT	N	44,857	58,265	8,434	7,862	572	-	-	-	-	-	8,434	-	-	636	169	-	-	-	805	9,238	-	-	13	-	-	-	13		
Rivera	Carlos	Television Producer	PT	Y	37,326	74,672	46,182	53,422	-	-	-	500	-	-	53,922	4,274	12,958	670	1,078	-	-	-	18,980	72,902	-	-	56	-	-	-	56		
Robert	Nelson	Planning Commissioner	AP	N	1,620	1,620	125	125	-	-	-	-	-	-	125	-	-	10	3	-	-	-	12	137	-	-	-	-	-	-	-		
Rochte	Jacob	Recreation Leader	PT	Y	29,443	31,419	14,906	14,584	247	-	-	-	75	-	14,906	-	-	1,136	298	-	-	-	1,435	16,341	-	-	35	-	-	-	35		

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Last Name	First	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Salary or Wages	OT/Call Out	Auto Allow	Declined Health Insr	Bonus/ Merit Bonus	Other/Retro/ Pay/ Adj	Leave Buy Out	Total ACTUAL City Paid Wages	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Comp (estimated)	Life Insurance (estimated)	Retiree Health Savings	Def Comp	Subtotal Benefits	Total ACTUAL City Paid Benefits	WellNess Leave	Admin Leave	Sick	Vacation	Holiday	Comp Hrs	Total Hours Earned		
Rodin	Emily	Recreation Program Supervisor II	FT	Y	74,214	96,380	72,991	76,460	-	-	-	1,250	-	2,062	79,772	17,279	13,365	1,058	1,598	569	1,712	-	35,581	115,353	20	62	96	101	8	-	287		
Rukavina	Kenneth	Director of Community Development	FT	Y	119,322	202,729	168,976	174,757	-	1,800	-	-	-	-	176,557	12,248	13,365	2,450	3,622	1,061	1,712	1,748	36,206	212,762	23	80	96	160	9	-	367		
Saadatnejadi	Lan	Planning Commissioner	AP	Y	1,620	1,620	1,620	1,620	-	-	-	-	-	-	1,620	-	-	124	33	-	-	-	156	1,776	-	-	-	-	-	-	-		
Sagarnaga-guillean	Maricela	Assistant Planner	FT	Y	71,347	92,668	70,581	72,761	3,390	-	-	-	-	-	76,151	5,802	9,478	1,023	1,524	453	1,712	720	20,713	96,864	-	-	96	82	9	40	228		
Saldana Lopez	Norma	Recreation Program Supervisor I	FT	Y	58,559	76,042	58,604	59,341	1,899	-	-	1,000	-	913	63,153	4,744	9,478	850	1,264	362	1,712	720	19,129	82,282	5	-	96	80	9	-	190		
Sanchez	Moris	Park Ranger - PT	PT	N	44,857	58,265	4,207	4,207	-	-	-	-	-	-	4,207	-	-	322	84	-	-	-	406	4,613	-	-	7	-	-	-	7		
Santarosa	Romolo	Planning Commissioner	AP	Y	1,620	1,620	1,620	1,620	-	-	-	-	-	-	1,620	-	-	124	33	-	-	-	156	1,776	-	-	-	-	-	-	-		
Seeraty	Amy	Senior Planner	FT	Y	93,279	121,152	97,637	112,841	-	-	-	-	1,277	1,440	115,557	25,761	24,836	1,416	2,316	960	1,712	-	57,001	172,558	-	62	96	120	9	-	287		
Seo	David	Recreation Leader	PT	N	29,443	31,419	8,264	7,796	193	-	-	275	-	-	8,264	-	-	632	165	-	-	-	797	9,062	-	-	19	-	-	-	19		
Serna	Marcos	Recreation Leader II	PT	N	31,335	38,542	1,200	1,200	-	-	-	-	-	-	1,200	-	-	92	24	-	-	-	116	1,316	-	-	2	-	-	-	2		
Sichan	Evan	Recreation Leader II	PT	Y	31,335	38,542	25,970	25,921	1,798	-	-	-	-	-	27,719	2,105	-	377	554	-	-	-	3,036	30,755	-	-	48	-	-	-	48		
Silva	Octavio	Deputy Director of Community	FT	Y	104,749	177,360	134,676	146,472	-	-	-	4,500	-	2,850	153,822	13,445	17,632	1,953	3,082	1,083	1,712	1,130	40,037	193,859	12	62	96	120	9	-	299		
Singleton	Daniel	Park Ranger - PT	PT	N	44,857	58,265	222	-	-	-	-	-	222	-	222	-	-	17	4	-	-	-	21	243	-	-	-	-	-	-	-		
Skelin	Paulina	Recreation Specialist	PT	Y	38,719	50,305	286	306	-	-	-	-	-	-	306	29	-	4	6	-	-	-	39	346	-	-	-	-	-	-	-		
Smith	Erica	Recreation Leader II	PT	Y	31,335	38,542	4,914	4,785	129	-	-	-	-	-	4,914	-	-	376	98	-	-	-	474	5,389	-	-	10	-	-	-	10		
Smith	Audrey	Recreation Leader II	PT	Y	31,335	38,542	19,601	20,646	348	-	-	-	-	-	20,994	1,691	-	284	420	-	-	-	2,395	23,390	-	-	44	-	-	-	44		
States	Timothy	Recreation Leader	PT	Y	29,443	31,419	4,053	3,849	182	-	-	-	21	-	4,053	-	-	310	81	-	-	-	391	4,444	-	-	9	-	-	-	9		
Stoker	Coleman	Recreation Leader	PT	N	29,443	31,419	6,037	6,037	-	-	-	-	-	-	6,037	-	-	456	121	-	-	-	576	6,613	-	-	14	-	-	-	14		
Stricklen	Maya	Recreation Specialist	PT	N	38,719	50,305	20,526	21,186	770	-	-	-	-	-	21,956	1,724	-	298	439	-	-	-	2,460	24,417	-	-	35	-	-	-	35		
Swanson	Elizabeth	Television Producer	PT	Y	37,326	74,672	40,780	40,280	-	-	-	500	-	-	40,780	-	-	3,100	816	-	-	-	3,915	44,695	-	-	33	-	-	-	33		
Takaoka	Teresa	Deputy City Clerk	FT	Y	69,176	89,871	108,879	110,451	6,603	-	-	9,165	-	-	126,218	24,936	24,836	1,579	2,534	848	1,712	-	56,445	182,663	5	62	96	160	9	-	331		
Tangestanifar	Parkhideh	Recreation Leader	PT	Y	29,443	31,419	15,413	15,674	429	-	-	-	827	-	16,929	-	-	223	308	-	-	-	532	17,461	-	-	33	-	-	-	33		
Thelen	Quentin	Recreation Leader	PT	Y	29,443	31,419	14,437	14,729	254	-	-	-	70	-	15,052	745	-	562	301	-	-	-	1,608	16,660	-	-	30	-	-	-	30		
Torrey	Dana	Recreation Leader II	PT	Y	31,335	38,542	24,771	26,564	-	-	-	-	-	-	26,564	2,155	-	359	531	-	-	-	3,045	29,609	-	-	51	-	-	-	51		

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Trautner	Daniel	Deputy Director of Recreation & Parks	FT	Y	104,749	177,360	138,277	145,338	-	-	-	3,000	-	8,483	156,821	13,342	16,818	2,005	3,142	1,193	1,712	1,453	39,664	196,485	13	80	96	122	9	-	320				
Ugalde	Andrew	Recreation Leader	PT	Y	29,443	31,419	869	828	-	-	-	-	41	-	869	-	-	67	17	-	-	-	84	953	-	-	2	-	-	-	2				
Ulutas	Kadir	Recreation Leader	PT	Y	29,443	31,419	10,000	9,231	658	-	-	-	111	-	10,000	-	-	744	200	-	-	-	944	10,944	-	-	21	-	-	-	21				
Valencia	Stephanie	Account Clerk	FT	Y	52,398	68,029	39,567	41,522	1,249	-	-	-	-	-	42,771	3,332	5,908	574	856	194	-	420	11,284	54,054	14	-	73	46	9	-	142				
Ventouras	George	Recreation Leader	PT	Y	29,443	31,419	786	830	-	-	-	-	25	-	855	207	-	11	17	-	-	-	235	1,090	-	-	2	-	-	-	2				
Villalpando	Jesse	Senior Administrative Analyst	FT	Y	87,849	114,115	87,407	90,250	-	-	-	4,000	-	-	94,250	7,182	9,063	1,267	1,887	576	1,321	660	21,955	116,206	-	62	96	80	9	-	247				
Waters	Matthew	Senior Administrative Analyst	FT	Y	87,849	114,115	111,621	114,019	-	-	-	7,451	-	-	121,470	25,736	10,004	1,619	2,448	962	1,712	-	42,481	163,950	18	62	96	160	9	-	345				
Welstead	Lisa	Recreation Specialist	PT	Y	38,719	50,305	8,970	8,955	345	-	-	275	-	-	9,574	766	-	130	191	-	-	-	1,088	10,662	-	-	14	-	-	-	14				
Whitten	Gerri	Code Enforcement Officer	FT	N	68,351	88,767	25,576	29,827	280	-	-	-	-	-	30,107	2,363	8,661	371	603	188	-	300	12,486	42,593	9	-	41	34	9	7	99				
Williamson	Leslie	Recreation Specialist	PT	Y	38,719	50,305	5,049	5,414	-	-	-	-	-	-	5,414	459	-	73	108	-	-	-	641	6,054	-	-	8	-	-	-	8				
Wright	Selena	Senior Account Technician	FT	Y	66,428	86,297	78,393	86,225	-	-	-	3,561	-	-	89,786	19,478	13,115	1,137	1,808	726	1,712	-	37,975	127,761	5	-	96	160	9	-	269				
Yoon	Jae Hee	Senior Planner	FT	Y	93,279	121,152	91,359	104,389	-	-	-	2,000	-	-	106,389	8,298	24,074	1,325	2,131	740	1,712	720	38,999	145,388	9	62	96	96	9	-	272				
Yost	Krista	Assistant Planner	FT	N	71,347	92,668	30,872	33,073	-	-	-	-	-	-	33,073	2,620	3,488	448	662	201	-	-	7,419	40,492	-	-	44	37	9	8	98				
Zellers	Ann	Recreation Specialist	PT	Y	38,719	50,305	27,334	28,881	403	-	-	-	-	-	29,284	2,340	-	396	586	-	-	-	3,322	32,606	-	-	46	-	-	-	46				
Zweizig	Nathan	Administrative Staff Assistant	FT	Y	58,559	76,042	80,639	74,011	12,338	-	-	500	373	-	87,222	16,799	13,365	1,169	1,747	588	1,712	-	35,380	122,602	14	-	96	120	9	96	335				
		TOTAL			\$ 8,280,480	\$ 11,031,361	\$ 6,850,609	\$ 7,080,030	\$ 118,394	\$17,100	\$ 44,443	\$ 113,634	\$ 20,844	\$ 129,365	\$ 7,523,811	\$ 826,503	\$ 920,190	\$ 119,295	\$151,063	\$ 45,056	\$88,936	\$46,179	\$ 2,197,221	\$ 9,721,032	681	2,048	7,590	6,847	845	734	18,745				
											Pension (PERS) includes Employer's Normal Cost and estimated portion of the Employer's Payment of Unfunded Liability																								