

CITY OF RANCHO PALOS VERDES

**CITY COUNCIL
AGENDA REPORT**

MEETING DATE: 05/07/2024
AGENDA HEADING: Consent Calendar

AGENDA TITLE:

Consideration and possible action to receive the 2023 City Employee Compensation and Benefit Analysis Report.

RECOMMENDED COUNCIL ACTION:

- (1) Receive and file the 2023 City Employee Compensation and Benefit Analysis Report for the calendar year ending December 31, 2023.

FISCAL IMPACT: None

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

ORIGINATED BY: Vina Ramos, Director of Finance *V/R*

REVIEWED BY: Same as below

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

ATTACHED SUPPORTING DOCUMENTS:

- A. 2023 City Employee Compensation and Benefit Analysis Report (Summary) (page A-1)
- B. 2023 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 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) (Attachment A). This report does not require City Council review or approval prior to submission and is due annually to the SCO on April 30. This report was submitted to the SCO's office on April 22, 2024 to meet the April 30 deadline.

The information presented in this staff report is the second report, which was originally 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 (Attachment B).

Historically, since 2013, the City Council directed Staff to hire the City’s independent financial auditor to conduct a review of the Analysis 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. It is important to highlight that this type of AUP is not a common practice in municipal agencies, as cities already undergo a similar review during annual audits. Additionally, any audit findings regarding compensation discovered during an AUP would also be addressed during the annual financial audit fieldwork 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). 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.

On April 19, 2022, based on the challenges on finding AUP services for this type of service and the staff time spent on the audit, the City Council approved Staff’s request of biennial audits instead of annual audits. Compliance with payments of compensation remains a continuous effort within the Finance Department, regardless of the audit periods. The audit report was instituted to abide by the prior City Council’s request for added transparency and affirmation that the compensation is being reported accurately.

The following discussion provides a summary of the Analysis Report and a status update on the AUP audit.

DISCUSSION:

2023 Analysis Report

The Analysis Report (Attachments A and 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, estimated pension city contributions, health insurance, estimated ancillary insurance, and retirement health savings. Additionally, the Analysis Report includes a list of all leave time earned during 2023.

At the end of December 2023, total gross income for all employees is approximately \$8 million and \$2.4 million in benefits, for a total of \$10.4 million in total compensation. The

total leave time earned is approximately 15,540 hours. Compared to the previous year based on a calendar year, the total compensation increased by approximately \$0.6 million or 6%. This increase aligns with the adopted budget and the budgeted increase in salary and benefits based on the City's workforce planning and the adopted Memorandum of Understandings with its labor unions.

To further improve this report, Staff added a summary page (Attachment A) in 2021, as requested by then-Councilmember Dyda, from the prior year's report. The summary is an enhancement that presents the compensation and benefit information in a condensed format.

Audit Update

In the prior years, CliftonLarsonAllen (CLA), the City's financial auditor, performed the AUP on the Analysis Report for approximately \$5,000. 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 in April. On April 19, 2022, the City Council approved Staff's recommendation to procure AUP engagement services biennially instead of every year. Since then, Staff continues to find it challenging to procure this type of service by April due to limited staffing and the time required for the Finance Department to complete this audit. Staff is working with the City's auditor to schedule the AUP and estimates that the 2023 audit will be completed in the next three months. A separate staff report will be submitted to the City Council once completed.

CONCLUSION:

Staff recommends that the City Council receive the Analysis Report for 2023. 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>.

**ATTACHMENT A
EMPLOYEE COMPENSATION
AND BENEFIT ANALYSIS REPORT
(SUMMARY REPORT)
CALENDAR YEAR 2023**

City of Rancho Palos Verdes
Employee Compensation and Benefit Analysis Report
Calendar Year 2023

EMPLOYEE INFORMATION					EMPLOYEE WAGES, BENEFITS, EARNED HOURS					
Last Name	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Subtotal Gross Income	Subtotal Benefits	Total Compensation	Total Hours Earned
Acosta	MAINTENANCE WORKER	FT	Y	56,970	74,060	29,557	34,391	18,779	53,170	183
Alcantara	RECREATION SPECIALIST	PT	N	37,032	48,131	22,003	23,684	2,654	26,338	33
Alegria	MAYOR PRO TEM	EL	Y	4,800	4,800	8,655	8,655	596	9,252	-
Alvarez	SENIOR PLANNER	FT	Y	100,093	130,063	120,734	131,675	46,449	178,123	308
Awwad	DIRECTOR OF PUBLIC WORKS	FT	Y	146,219	214,871	209,125	224,512	36,376	260,889	321
Bailiff	PERMIT TECHNICIAN	FT	Y	62,953	81,785	67,541	72,826	25,882	98,708	192
Banales	DEPUTY CITY MANAGER	FT	N	154,314	225,394	168,623	187,302	51,011	238,312	309
Banuelos	MAINTENANCE WORKER	FT	Y	56,970	74,060	71,997	82,446	44,767	127,213	251
Barnes	SENIOR ADMINISTRATIVE ANALYST	FT	Y	94,267	118,817	101,536	110,046	25,320	135,365	265
Bautista	RECREATION LEADER	PT	Y	28,663	37,265	22,277	23,600	3,331	26,931	43
Becerra	RECREATION LEADER	PT	N	28,862	36,600	8,680	8,680	824	9,503	15
Berg	RECREATION PROGRAM SUPERVISOR	FT	Y	80,590	104,715	84,844	104,149	45,163	149,312	283
Berry	ASSOCIATE PLANNER	FT	N	86,997	113,045	68,803	80,329	30,310	110,639	196
Bobbett	SENIOR PLANNER	FT	N	100,093	130,063	60,255	67,938	17,451	85,390	
Boyle	RECREATION SPECIALIST	PT	Y	37,032	48,131	34,945	37,877	9,938	47,815	44
Brach	PLANNING COMMISSIONER	AP	N	1,620	1,620	1,246	1,246	120	1,366	-
Bradley	CITY COUNCIL MEMBER	EL	Y	4,800	4,800	8,655	8,655	596	9,252	-
Bright	SENIOR ADMINISTRATIVE ANALYST	FT	N	83,837	116,128	17,681	18,824	4,083	22,907	30
Brown	PERMIT TECHNICIAN	FT	Y	62,953	81,785	70,183	76,104	21,660	97,764	194
Brown	RECREATION LEADER	PT	N	28,663	37,265	9,689	9,689	935	10,624	18
Buchwald	INFORMATION TECHNOLOGY MANAGER	FT	Y	119,947	176,009	170,948	184,483	30,188	214,671	279

City of Rancho Palos Verdes
Employee Compensation and Benefit Analysis Report
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Last Name	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Subtotal Gross Income	Subtotal Benefits	Total Compensation	Total Hours Earned
Burns	RECREATION PROGRAM SUPERVISOR	FT	N	72,440	94,127	57,548	70,625	36,575	107,200	183
Campbell	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	4,619	4,974	1,277	6,251	6
Carbajal	ACCOUNTING CLERK	FT	Y	48,074	62,483	50,401	54,119	19,485	73,604	144
Casil	SENIOR ENGINEER	FT	N	113,665	147,686	16,302	18,788	5,444	24,233	
Chura	PLANNING COMMISSIONER	AP	Y	1,620	1,620	1,620	1,620	156	1,776	-
Cloke	SENIOR ADMINISTRATIVE ANALYST	FT	Y	94,267	122,500	112,951	125,621	57,707	183,328	287
Copp	DEP DIRECTOR OF PUBLIC WORKS	FT	N	128,108	187,982	10,010	10,865	1,615	12,481	
Cox	RECREATION LEADER	PT	Y	28,862	36,600	17,393	17,393	1,666	19,059	34
Cox	SENIOR RECREATION LEADER	PT	N	31,233	39,687	462	495	62	557	1
Crew	INTERN	PT	N	26,167	45,068	2,666	2,666	257	2,923	5
Cruikshank	MAYOR	EL	Y	4,800	4,800	-	4,800	25,466	30,266	-
Davis	RECREATION LEADER	PT	N	28,663	37,265	13,174	14,186	1,590	15,775	27
De La Cruz	RECREATION LEADER	PT	N	28,663	37,265	756	756	73	829	2
Delgado	PERMIT TECHNICIAN	FT	N	62,953	81,785	67,510	72,955	10,150	83,104	187
Deziel	HUMAN RESOURCES MANAGER	FT	N	128,108	187,982	138,461	147,280	24,432	171,712	274
Dillon	PT STAFF ASSISTANT	PT	N	38,372	49,854	29,773	32,017	3,559	35,576	41
Donnelly	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	10,180	10,981	2,814	13,795	14
Dragoo	PRINCIPAL CIVIL ENGINEER	FT	Y	119,947	176,009	100,792	112,191	58,818	171,009	429
English	RECREATION LEADER	PT	N	28,663	37,265	14,296	14,296	1,356	15,653	26
Escobar	RECREATION LEADER	PT	N	28,663	37,265	16,930	16,930	1,601	18,531	30
Esquivias	PUBLIC SAFETY LIAISON	PT	Y	31,533	40,984	32,122	32,122	3,053	35,175	50
Falcon	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	10,347	10,347	991	11,337	16
Ferrari	RECREATION LEADER	PT	Y	28,663	37,265	13,870	13,870	1,339	15,209	26
Ferraro	CITY COUNCIL MEMBER	EL	Y	4,800	4,800	8,655	8,655	596	9,252	-
Flores	RECREATION LEADER	PT	N	28,663	37,265	15,592	15,592	1,452	17,043	27

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Last Name	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Subtotal Gross Income	Subtotal Benefits	Total Compensation	Total Hours Earned
Forbes	DIRECTOR OF COMM DEVELOPMENT	FT	N	146,219	214,871	46,679	50,127	9,015	59,142	
Fourmy	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	4,673	4,673	451	5,124	8
Fox	RECREATION LEADER	PT	Y	28,663	37,265	15,515	16,683	1,869	18,553	30
Fox	RECREATION SPECIALIST	PT	N	37,032	48,131	20,370	21,866	2,443	24,309	28
Fox	RECREATION SPECIALIST	PT	Y	37,032	48,131	35,112	37,739	4,151	41,890	48
Fox	SENIOR PARK RANGER	FT	Y	57,544	74,774	57,161	61,624	24,291	85,915	194
Fuchino	SENIOR RECREATION LEADER	PT	N	34,303	44,587	12,691	12,691	1,211	13,902	19
Garrett	SENIOR ADMINISTRATIVE ANALYST	FT	Y	83,837	116,128	96,343	109,142	51,953	161,095	208
Giang	ASSOCIATE PLANNER	FT	Y	86,997	113,045	80,865	95,902	34,887	130,788	175
Givens	RECREATION SPECIALIST	PT	Y	37,032	48,131	30,404	32,701	3,640	36,341	45
Gonzalez-Mesta	PARK RANGER	FT	Y	51,533	66,967	48,070	52,001	16,509	68,510	181
Gregg	SENIOR RECREATION LEADER	PT	N	31,233	39,687	8,498	8,498	804	9,302	15
Grey	RECREATION LEADER	PT	N	28,663	37,265	5,056	5,056	480	5,536	10
Grieco	ADMINISTRATIVE ASSISTANT	FT	Y	53,413	69,423	59,143	69,150	33,236	102,386	187
Hamill	PLANNING COMMISSIONER	AP	N	1,620	1,620	62	62	6	68	-
Hampton	PUBLIC SAFETY LIAISON	PT	N	31,533	40,984	25,933	25,933	2,483	28,415	41
Hampton	PUBLIC SAFETY LIAISON	PT	Y	31,533	40,984	24,369	24,369	2,305	26,674	39
Hayes	RECREATION LEADER	PT	N	28,663	37,265	14,749	15,807	1,742	17,549	29
Heimaster	RECREATION LEADER	PT	N	28,663	37,265	1,302	1,302	126	1,427	2
Hernandez	INTERN	PT	N	26,167	45,068	2,449	2,449	236	2,685	5
Hernandez	MAINTENANCE SUPERINTENDENT	FT	Y	114,877	149,274	111,269	127,754	36,812	164,566	265
Hevener	PROJECT MANAGER	FT	N	101,488	131,861	85,936	98,900	35,943	134,843	
Hirsch	ADMINISTRATIVE ASSISTANT	FT	Y	64,772	84,159	76,633	84,788	25,757	110,545	267

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Last Name	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Subtotal Gross Income	Subtotal Benefits	Total Compensation	Total Hours Earned
Humphires	SENIOR RECREATION LEADER	PT	N	31,034	40,352	12,245	12,245	1,165	13,410	20
Hunter	PARK RANGER	FT	Y	51,533	66,967	45,816	56,740	26,008	82,747	219
Hunter	SENIOR ADMINISTRATIVE ANALYST	FT	N	94,267	122,500	64,910	68,870	10,618	79,488	
Jacinto	HUMAN RESOURCES ANALYST	FT	N	78,500	109,198	49,486	54,073	16,459	70,532	
Jimenez	ASSISTANT PLANNER	FT	N	88,836	115,428	15,647	16,739	2,371	19,110	48
Johnson	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	12,216	13,227	3,476	16,703	20
Joncich	SENIOR RECREATION LEADER	PT	N	31,233	39,687	1,993	1,993	192	2,186	3
Kahn	RECREATION SPECIALIST	PT	Y	37,032	48,131	30,383	32,567	3,479	36,046	41
Kao	INTERN	PT	N	26,167	45,068	1,168	1,168	113	1,281	2
Kim	ASSISTANT PLANNER	FT	N	77,418	100,599	63,194	67,857	9,765	77,622	
Kozak	INTERN	PT	N	26,167	45,068	1,837	1,837	176	2,013	3
Krause	RECREATION LEADER	PT	N	28,663	37,265	6,168	6,168	595	6,763	11
Kringen	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	10,999	11,807	1,328	13,136	17
Lavenant	LEAD WORKER	FT	N	64,654	83,977	56,967	60,120	10,541	70,661	
Lightner	RECREATION SPECIALIST	PT	Y	37,032	48,131	29,912	32,110	3,503	35,613	37
Lin	SENIOR ACCOUNTANT	FT	Y	89,730	117,049	101,213	115,565	56,203	171,768	308
Linder	DIRECTOR OF PARKS & RECREATION	FT	Y	146,219	214,871	177,523	199,133	57,396	256,528	335
Lo	DEP DIRECTOR OF PUBLIC WORKS	FT	N	128,108	187,982	127,752	137,010	31,074	168,083	252
Louie	STAFF ASSISTANT	FT	N	48,918	63,573	26,059	28,165	10,309	38,474	
Loya	SENIOR ADMINISTRATIVE ANALYST	FT	N	94,267	118,817	87,838	99,525	27,786	127,311	245
Lozano	OPEN SPACE & TRAIL MANAGER	FT	Y	94,267	122,500	119,527	130,139	35,649	165,788	275
Ma	INTERN	PT	N	26,167	45,068	1,953	1,953	188	2,141	4
Magrini	SENIOR RECREATION LEADER	PT	N	31,034	40,352	15,397	15,397	1,486	16,882	28
Maloney	RECREATION LEADER	PT	N	28,663	37,265	6,763	6,763	644	7,407	13
Maltz	RECREATION LEADER	PT	N	28,663	37,265	9,479	9,479	915	10,393	5

City of Rancho Palos Verdes
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Last Name	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Subtotal Gross Income	Subtotal Benefits	Total Compensation	Total Hours Earned
Martinez	ASSISTANT PLANNER	FT	N	77,418	100,599	50,695	59,504	17,001	76,505	
Masters	RECREATION LEADER	PT	N	46,351	60,201	404	404	39	443	-
Mata	SENIOR ACCOUNTING TECHNICIAN	FT	Y	69,464	90,277	65,061	70,385	25,575	95,960	179
Matus	RECREATION SPECIALIST	PT	N	51,451	66,832	22,814	24,545	2,648	27,193	33
Mccormack	MAINTENANCE WORKER	FT	N	56,970	74,060	10,754	11,024	3,674	14,698	7
Mcphail	RECREATION LEADER	PT	N	42,996	55,893	8,923	8,923	861	9,784	16
Mesker	ASSOCIATE ENGINEER	FT	N	102,846	133,626	5,753	6,231	706	6,936	
Mihranian	CITY MANAGER	FT	Y	250,550	250,550	248,196	268,202	101,705	369,907	326
Mink	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	18,814	18,814	1,816	20,629	30
Molina	BUILDING INSPECTOR	FT	Y	74,929	97,343	71,235	82,533	34,655	117,188	212
Momoli	DEPUTY CITY CLERK	FT	Y	73,518	95,526	89,125	95,629	22,393	118,022	194
Monroy	CODE ENFORCEMENT OFFICER	FT	N	73,209	95,301	80,831	86,994	24,873	111,867	201
Monsivaiz	SENIOR BUILDING INSPECTOR	FT	Y	83,931	109,060	79,714	91,677	36,661	128,338	199
Mori	RECREATION SPECIALIST	PT	N	37,032	48,131	27,941	29,984	3,280	33,264	37
Murphy	RECREATION LEADER	PT	N	28,862	36,600	6,108	6,108	589	6,697	10
Ndubaku	RECREATION LEADER	PT	N	28,663	37,265	-	-	-	-	-
Nelson	PLANNING COMMISSIONER	AP	Y	1,620	1,620	1,620	1,620	156	1,776	-
Nemeth	ASSOCIATE PLANNER	FT	Y	86,997	113,045	115,609	125,235	27,065	152,299	277
Ngoie	INTERN	PT	N	26,167	45,068	2,077	2,077	200	2,277	4
Nguyen	DIRECTOR OF FINANCE	FT	N	146,219	214,871	112,657	121,031	31,390	152,422	110
Nguyen	INTERN	PT	N	26,167	45,068	5,475	5,475	528	6,003	4
Nulman	PLANNING COMMISSIONER	AP	Y	1,620	1,620	1,620	1,620	156	1,776	-
Okstad	PT STAFF ASSISTANT	PT	Y	35,368	45,952	37,028	40,102	10,418	50,520	47
O'Neill	PROJECT MANAGER	FT	Y	101,488	131,861	107,391	116,052	20,353	136,405	247
Palma	RECREATION LEADER	PT	N	28,862	36,600	5,546	5,546	535	6,081	10

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Last Name	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Subtotal Gross Income	Subtotal Benefits	Total Compensation	Total Hours Earned
Patton	INTERN	PT	N	26,167	45,068	2,449	2,449	236	2,685	5
Perestam	PLANNING COMMISSIONER	AP	Y	1,620	1,620	1,620	1,620	156	1,776	-
Perez	SENIOR RECREATION LEADER	PT	N	31,233	39,687	1,411	1,411	136	1,547	2
Perry	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	17,467	17,467	1,642	19,110	28
Proch	ACCOUNTANT	FT	Y	82,221	106,839	73,192	86,619	38,044	124,663	250
Qazi	RECREATION LEADER	PT	N	28,862	36,600	8,105	8,105	775	8,881	15
Ramos	DIRECTOR OF FINANCE	FT	Y	138,632	201,664	179,149	193,503	50,561	244,064	318
Rasor	BUILDING OFFICIAL	FT	Y	119,947	176,009	102,853	111,309	20,416	131,725	308
Reed	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	22,005	23,654	2,632	26,286	35
Rivera	TELEVISION PRODUCER	PT	Y	45,045	71,402	52,859	61,517	20,213	81,730	51
Rochte	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	19,288	19,288	1,861	21,149	32
Rodin	RECREATION PROGRAM SUPERVISOR	FT	Y	80,590	104,715	81,675	89,407	40,084	129,491	278
Rukavina	DIRECTOR OF COMM DEVELOPMENT	FT	N	114,642	148,981	10,756	10,856	1,334	12,190	-
Russell	PERMIT TECHNICIAN	FT	N	62,953	81,785	56,600	67,797	23,378	91,175	187
Saadatnejadi	PLANNING COMMISSIONER	AP	Y	1,620	1,620	1,620	1,620	156	1,776	-
Saldana Lopez	OPEN SPACE & TRAIL SUPERVISOR	FT	Y	72,440	94,127	64,695	70,105	20,952	91,056	194
Santarosa	PLANNING COMMISSIONER	AP	Y	1,620	1,620	1,620	1,620	156	1,776	-
Seeraty	SENIOR PLANNER	FT	Y	100,093	130,063	109,762	128,874	62,508	191,381	275
Seo	CITY COUNCIL MEMBER	EL	N	4,800	4,800	8,655	8,655	596	9,252	-
Seo	RECREATION LEADER	PT	N	28,663	37,265	7,900	7,900	762	8,662	16
Silva	DEP DIRECTOR OF COMM DEVELOP	FT	Y	128,108	187,982	161,883	183,137	52,882	236,020	279
Silva	RECREATION LEADER	PT	N	28,663	37,265	8,473	9,086	1,039	10,125	17
Smith	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	25,868	27,828	3,100	30,928	45
Soto	RECREATION SPECIALIST	PT	N	37,032	48,131	24,285	26,076	2,893	28,969	35
States	RECREATION LEADER	PT	Y	28,663	37,265	1,463	1,463	141	1,604	3

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Last Name	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Subtotal Gross Income	Subtotal Benefits	Total Compensation	Total Hours Earned
Stoker	RECREATION LEADER	PT	N	28,663	37,265	-	-	-	-	-
Sun	SENIOR RECREATION LEADER	PT	N	31,034	40,352	7,308	7,308	705	8,014	11
Sunwoo	ASSOCIATE ENGINEER	FT	N	102,846	133,626	20,451	22,169	4,789	26,958	
Swanson	TELEVISION PRODUCER	PT	Y	45,045	71,402	43,989	43,989	4,098	48,087	32
Takaoka	CITY CLERK	FT	Y	119,947	176,009	120,370	139,282	66,395	205,677	308
Tangestanifar	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	-	18,891	-	18,891	-
Thelen	RECREATION SPECIALIST	PT	Y	37,032	48,131	19,527	21,008	2,350	23,357	28
Titus	ADMINISTRATIVE ASSISTANT	FT	N	64,772	84,159	6,764	7,909	2,631	10,540	23
Torrey	RECREATION SPECIALIST	PT	Y	37,032	48,131	31,952	34,355	3,810	38,165	44
Trautner	DEP DIRECTOR OF REC & PARKS	FT	Y	128,108	187,982	159,747	172,462	33,968	206,430	314
Valencia	ACCOUNTING CLERK	FT	Y	56,225	73,047	45,799	56,761	25,828	82,590	189
Valencia	RECREATION SPECIALIST	PT	N	37,032	48,131	31,535	33,882	3,698	37,580	45
Villalpando	SENIOR ADMINISTRATIVE ANALYST	FT	Y	94,267	118,817	94,867	103,115	24,417	127,532	251
Walsh	SENIOR RECREATION LEADER	PT	N	34,303	44,587	5,138	5,138	488	5,626	8
Waters	SENIOR ADMINISTRATIVE ANALYST	FT	Y	94,267	122,500	113,222	123,433	45,387	168,820	313
Welstead	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	2,991	3,203	364	3,566	4
Whitten	ASSISTANT PLANNER	FT	Y	75,858	98,569	71,916	83,052	35,395	118,447	175
Wilder	RECREATION LEADER	PT	N	28,663	37,265	4,695	4,695	453	5,148	9
Wolterding	ADMINISTRATIVE ANALYST	FT	N	64,382	83,671	46,329	55,209	31,382	86,591	169
Wright	SENIOR ACCOUNTING TECHNICIAN	FT	N	73,170	95,090	73,050	78,816	30,281	109,096	261
Yoon	SENIOR PLANNER	FT	N	100,093	130,063	17,127	18,104	6,572	24,676	11
Zellers	RECREATION SPECIALIST	PT	Y	37,032	48,131	32,057	34,509	3,866	38,375	47

City of Rancho Palos Verdes
Employee Compensation and Benefit Analysis Report
Calendar Year 2023

Last Name	Title	FT or PT	Emp Full Yr?	Annual Salary Minimum	Annual Salary Maximum	W-2 Medicare Wages	Subtotal Gross Income	Subtotal Benefits	Total Compensation	Total Hours Earned
Zweizig	ADMINISTRATIVE ASSISTANT	FT	Y	64,772	84,159	80,822	87,913	38,367	126,280	330
				\$ 9,492,841	\$ 12,689,443	\$ 7,294,837	\$ 8,047,407	\$ 2,358,927	\$ 10,406,334	15,540

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

**ATTACHMENT B
EMPLOYEE COMPENSATION
AND BENEFIT ANALYSIS REPORT
(DETAILED REPORT)
CALENDAR YEAR 2023**

EMPLOYEE INFORMATION						CITY PAID WAGES									CITY PAID BENEFITS								TOTAL
Last Name	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	Merit Increase/ Incentive Pay	Other/Retro/ Pay/ Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Comp (estimated)	Life Insurance (estimated)	Retiree Health Savings	Def Comp	Subtotal Benefits	Total Compensation
Acosta	MAINTENANCE WORKER	FT	Y	56,970	74,060	29,557	27,093	6,251	-	-	500	547	-	34,391	2,163	13,407	429	689	500	1,092	500	18,779	53,170
Alcantara	RECREATION SPECIALIST	PT	N	37,032	48,131	22,003	22,964	420	-	-	300	-	-	23,684	1,862	-	319	474	-	-	-	2,654	26,338
Alegria	MAYOR PRO TEM	EL	Y	4,800	4,800	8,655	4,800	-	-	3,855	-	-	-	8,655	-	-	423	173	-	-	-	596	9,252
Alvarez	SENIOR PLANNER	FT	Y	100,093	130,063	120,734	127,890	-	-	-	3,784	-	-	131,675	30,045	9,018	1,751	2,645	540	1,911	540	46,449	178,123
Awwad	DIRECTOR OF PUBLIC WORKS	FT	Y	146,219	214,871	209,125	204,754	-	1,800	3,855	7,000	-	7,104	224,512	14,024	609	3,047	4,501	6,143	1,911	6,143	36,376	260,889
Bailiff	PERMIT TECHNICIAN	FT	Y	62,953	81,785	67,541	70,428	398	-	-	2,000	-	-	72,826	5,563	13,562	979	1,466	1,200	1,911	1,200	25,882	98,708
Banales	DEPUTY CITY MANAGER	FT	N	154,314	225,394	168,623	153,605	-	1,500	-	-	-	32,196	187,302	11,542	22,369	2,445	3,752	4,608	1,686	4,608	51,011	238,312
Banuelos	MAINTENANCE WORKER	FT	Y	56,970	74,060	71,997	71,665	9,781	-	-	1,000	-	-	82,446	16,863	22,205	1,044	1,664	540	1,911	540	44,767	127,213
Barnes	SENIOR ADMINISTRATIVE ANALYST	FT	Y	94,267	118,817	101,536	105,190	-	-	-	2,000	410	2,446	110,046	8,314	9,018	1,472	2,204	1,200	1,911	1,200	25,320	135,365
Bautista	RECREATION LEADER	PT	Y	28,663	37,265	22,277	22,523	777	-	-	300	-	-	23,600	1,441	-	1,418	472	-	-	-	3,331	26,931
Becerra	RECREATION LEADER	PT	N	28,862	36,600	8,680	8,202	378	-	-	100	-	-	8,680	-	-	650	174	-	-	-	824	9,503
Berg	RECREATION PROGRAM SUPERVISOR	FT	Y	80,590	104,715	84,844	101,811	-	-	-	2,055	283	-	104,149	10,298	27,237	1,230	2,087	1,200	1,911	1,200	45,163	149,312
Berry	ASSOCIATE PLANNER	FT	N	86,997	113,045	68,803	78,833	368	-	-	-	-	1,129	80,329	6,202	19,700	998	1,609	900	-	900	30,310	110,639
Bobbett	SENIOR PLANNER	FT	N	100,093	130,063	60,255	67,938	-	-	-	-	-	-	67,938	5,392	8,424	874	1,361	700	-	700	17,451	85,390
Boyle	RECREATION SPECIALIST	PT	Y	37,032	48,131	34,945	36,649	428	-	-	800	-	-	37,877	8,673	-	507	758	-	-	-	9,938	47,815
Brach	PLANNING COMMISSIONER	AP	N	1,620	1,620	1,246	1,246	-	-	-	-	-	-	1,246	-	-	95	25	-	-	-	120	1,366
Bradley	CITY COUNCIL MEMBER	EL	Y	4,800	4,800	8,655	4,800	-	-	3,855	-	-	-	8,655	-	-	423	173	-	-	-	596	9,252
Bright	SENIOR ADMINISTRATIVE ANALYST	FT	N	83,837	116,128	17,681	14,653	146	-	-	-	298	3,727	18,824	1,165	1,923	256	377	-	361	-	4,083	22,907
Brown	PERMIT TECHNICIAN	FT	Y	62,953	81,785	70,183	72,773	1,202	-	-	1,000	523	606	76,104	5,790	9,018	1,018	1,524	1,200	1,911	1,200	21,660	97,764
Brown	RECREATION LEADER	PT	N	28,663	37,265	9,689	9,589	-	-	-	100	-	-	9,689	-	-	741	194	-	-	-	935	10,624
Buchwald	INFORMATION TECHNOLOGY MANAGER	FT	Y	119,947	176,009	170,948	167,581	-	-	3,855	2,000	1,141	9,906	184,483	13,248	14	2,479	3,697	4,420	1,911	4,420	30,188	214,671
Burns	RECREATION PROGRAM SUPERVISOR	FT	N	72,440	94,127	57,548	68,866	1,702	-	-	-	57	-	70,625	5,448	25,288	834	1,416	1,200	1,188	1,200	36,575	107,200
Campbell	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	4,619	4,435	239	-	-	300	-	-	4,974	1,111	-	67	99	-	-	-	1,277	6,251

City of Rancho Palos Verdes Employee Compensation and Benefit Analysis Report Calendar Year 2023																							
Last Name	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	Merit Increase/ Incentive Pay	Other/Retro/ Pay/ Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Comp (estimated)	Life Insurance (estimated)	Retiree Health Savings	Def Comp	Subtotal Benefits	Total Compensation
Carbajal	ACCOUNTING CLERK	FT	Y	48,074	62,483	50,401	51,318	2,501	-	-	300	-	-	54,119	4,078	12,994	731	1,083	300	-	300	19,485	73,604
Casil	SENIOR ENGINEER	FT	N	113,665	147,686	16,302	16,154	-	-	-	2,500	135	-	18,788	1,713	3,115	236	380	-	-	-	5,444	24,233
Chura	PLANNING COMMISSIONER	AP	Y	1,620	1,620	1,620	1,620	-	-	-	-	-	-	1,620	-	-	124	33	-	-	-	156	1,776
Cloke	SENIOR ADMINISTRATIVE ANALYST	FT	Y	94,267	122,500	112,951	120,462	-	-	-	5,159	-	-	125,621	28,303	22,205	1,638	2,571	540	1,911	540	57,707	183,328
Copp	DEP DIRECTOR OF PUBLIC WORKS	FT	N	128,108	187,982	10,010	7,115	-	-	-	3,750	-	-	10,865	1,176	1	145	218	-	75	-	1,615	12,481
Cox	RECREATION LEADER	PT	Y	28,862	36,600	17,393	16,615	678	-	-	100	-	-	17,393	-	-	1,318	348	-	-	-	1,666	19,059
Cox	SENIOR RECREATION LEADER	PT	N	31,233	39,687	462	495	-	-	-	-	-	-	495	45	-	7	10	-	-	-	62	557
Crew	INTERN	PT	N	26,167	45,068	2,666	2,666	-	-	-	-	-	-	2,666	-	-	204	53	-	-	-	257	2,923
Cruikshank	MAYOR	EL	Y	4,800	4,800	-	4,800	-	-	-	-	-	-	4,800	-	25,370	-	96	-	-	-	25,466	30,266
Davis	RECREATION LEADER	PT	N	28,663	37,265	13,174	13,641	445	-	-	100	-	-	14,186	1,115	-	191	284	-	-	-	1,590	15,775
De La Cruz	RECREATION LEADER	PT	N	28,663	37,265	756	756	-	-	-	-	-	-	756	-	-	58	15	-	-	-	73	829
Delgado	PERMIT TECHNICIAN	FT	N	62,953	81,785	67,510	68,908	72	-	3,855	-	120	-	72,955	5,457	849	979	1,460	-	1,405	-	10,150	83,104
Deziel	HUMAN RESOURCES MANAGER	FT	N	128,108	187,982	138,461	110,281	-	-	2,891	-	1,419	32,688	147,280	10,934	1,053	2,008	2,435	3,308	1,386	3,308	24,432	171,712
Dillon	PT STAFF ASSISTANT	PT	N	38,372	49,854	29,773	30,634	-	-	-	1,000	383	-	32,017	2,487	-	432	640	-	-	-	3,559	35,576
Donnelly	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	10,180	10,009	172	-	-	800	-	-	10,981	2,447	-	148	220	-	-	-	2,814	13,795
Dragoo	PRINCIPAL CIVIL ENGINEER	FT	Y	119,947	176,009	100,792	112,116	-	-	-	-	75	-	112,191	28,101	22,205	1,592	2,509	1,212	1,986	1,212	58,818	171,009
English	RECREATION LEADER	PT	N	28,663	37,265	14,296	13,757	240	-	-	300	-	-	14,296	-	-	1,070	286	-	-	-	1,356	15,653
Escobar	RECREATION LEADER	PT	N	28,663	37,265	16,930	16,806	23	-	-	100	-	-	16,930	-	-	1,263	339	-	-	-	1,601	18,531
Esquivias	PUBLIC SAFETY LIAISON	PT	Y	31,533	40,984	32,122	31,020	1,002	-	-	100	-	-	32,122	-	-	2,410	642	-	-	-	3,053	35,175
Falcon	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	10,347	9,774	272	-	-	300	-	-	10,347	-	-	784	207	-	-	-	991	11,337
Ferrari	RECREATION LEADER	PT	Y	28,663	37,265	13,870	13,331	240	-	-	300	-	-	13,870	-	-	1,061	277	-	-	-	1,339	15,209
Ferraro	CITY COUNCIL MEMBER	EL	Y	4,800	4,800	8,655	4,800	-	-	3,855	-	-	-	8,655	-	-	423	173	-	-	-	596	9,252
Flores	RECREATION LEADER	PT	N	28,663	37,265	15,592	14,756	536	-	-	300	-	-	15,592	-	-	1,140	312	-	-	-	1,452	17,043

Last Name	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	Merit Increase/ Incentive Pay	Other/Retro/ Pay/ Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Comp (estimated)	Life Insurance (estimated)	Retiree Health Savings	Def Comp	Subtotal Benefits	Total Compensation
Forbes	DIRECTOR OF COMM DEVELOPMENT	FT	N	146,219	214,871	46,679	49,615	-	450	-	-	61	-	50,127	3,210	3,673	676	1,006	-	450	-	9,015	59,142
Fourmy	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	4,673	4,373	-	-	-	300	-	-	4,673	-	-	358	93	-	-	-	451	5,124
Fox	RECREATION LEADER	PT	Y	28,663	37,265	15,515	15,922	461	-	-	300	-	-	16,683	1,310	-	225	334	-	-	-	1,869	18,553
Fox	RECREATION SPECIALIST	PT	N	37,032	48,131	20,370	21,364	202	-	-	300	-	-	21,866	1,710	-	295	437	-	-	-	2,443	24,309
Fox	RECREATION SPECIALIST	PT	Y	37,032	48,131	35,112	36,097	342	-	-	1,300	-	-	37,739	2,887	-	509	755	-	-	-	4,151	41,890
Fox	SENIOR PARK RANGER	FT	Y	57,544	74,774	57,161	54,028	4,660	-	-	2,000	936	-	61,624	4,355	13,562	829	1,234	1,200	1,911	1,200	24,291	85,915
Fuchino	SENIOR RECREATION LEADER	PT	N	34,303	44,587	12,691	11,123	968	-	-	600	-	-	12,691	-	-	957	254	-	-	-	1,211	13,902
Garrett	SENIOR ADMINISTRATIVE ANALYST	FT	Y	83,837	116,128	96,343	102,389	5,057	-	-	1,000	697	-	109,142	24,233	22,205	1,397	2,207	-	1,911	-	51,953	161,095
Giang	ASSOCIATE PLANNER	FT	Y	86,997	113,045	80,865	88,547	5,550	-	-	-	1,804	-	95,902	7,115	20,367	1,173	1,921	1,200	1,911	1,200	34,887	130,788
Givens	RECREATION SPECIALIST	PT	Y	37,032	48,131	30,404	31,767	634	-	-	300	-	-	32,701	2,545	-	441	654	-	-	-	3,640	36,341
Gonzalez-Mestas	PARK RANGER	FT	Y	51,533	66,967	48,070	48,364	3,636	-	-	-	-	-	52,001	3,843	9,018	697	1,041	-	1,911	-	16,509	68,510
Gregg	SENIOR RECREATION LEADER	PT	N	31,233	39,687	8,498	8,498	-	-	-	-	-	-	8,498	-	-	634	170	-	-	-	804	9,302
Grey	RECREATION LEADER	PT	N	28,663	37,265	5,056	5,056	-	-	-	-	-	-	5,056	-	-	379	101	-	-	-	480	5,536
Grieco	ADMINISTRATIVE ASSISTANT	FT	Y	53,413	69,423	59,143	67,559	591	-	-	1,000	-	-	69,150	5,344	22,205	858	1,386	1,200	1,044	1,200	33,236	102,386
Hamill	PLANNING COMMISSIONER	AP	N	1,620	1,620	62	62	-	-	-	-	-	-	62	-	-	5	1	-	-	-	6	68
Hampton	PUBLIC SAFETY LIAISON	PT	N	31,533	40,984	25,933	24,800	1,033	-	-	100	-	-	25,933	-	-	1,964	519	-	-	-	2,483	28,415
Hampton	PUBLIC SAFETY LIAISON	PT	Y	31,533	40,984	24,369	23,526	742	-	-	100	-	-	24,369	-	-	1,817	487	-	-	-	2,305	26,674
Hayes	RECREATION LEADER	PT	N	28,663	37,265	14,749	14,721	486	-	-	600	-	-	15,807	1,212	-	214	316	-	-	-	1,742	17,549
Heimaster	RECREATION LEADER	PT	N	28,663	37,265	1,302	1,302	-	-	-	-	-	-	1,302	-	-	100	26	-	-	-	126	1,427
Hernandez	INTERN	PT	N	26,167	45,068	2,449	2,449	-	-	-	-	-	-	2,449	-	-	187	49	-	-	-	236	2,685
Hernandez	MAINTENANCE SUPERINTENDENT	FT	Y	114,877	149,274	111,269	122,968	-	-	-	4,000	785	-	127,754	12,490	15,838	1,613	2,560	1,200	1,911	1,200	36,812	164,566
Hevener	PROJECT MANAGER	FT	N	101,488	131,861	85,936	98,900	-	-	-	-	-	-	98,900	10,089	20,624	1,246	1,984	1,000	-	1,000	35,943	134,843
Hirsch	ADMINISTRATIVE ASSISTANT	FT	Y	64,772	84,159	76,633	80,271	2,037	-	-	2,479	-	-	84,788	6,335	12,271	1,111	1,730	1,200	1,911	1,200	25,757	110,545

Last Name	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	Merit Increase/ Incentive Pay	Other/Retro/ Pay/ Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS) *	Medical Vis/Den Insurance	FICA Med/SS	Workers Comp (estimated)	Life Insurance (estimated)	Retiree Health Savings	Def Comp	Subtotal Benefits	Total Compensation
Humphires	SENIOR RECREATION LEADER	PT	N	31,034	40,352	12,245	11,935	210	-	-	100	-	-	12,245	-	-	920	245	-	-	-	1,165	13,410
Hunter	PARK RANGER	FT	Y	51,533	66,967	45,816	50,745	4,558	-	-	1,000	437	-	56,740	4,057	15,838	664	1,137	1,200	1,911	1,200	26,008	82,747
Hunter	SENIOR ADMINISTRATIVE ANALYST	FT	N	94,267	122,500	64,910	58,757	6,543	-	2,570	1,000	-	-	68,870	6,141	555	941	1,380	800	-	800	10,618	79,488
Jacinto	HUMAN RESOURCES ANALYST	FT	N	78,500	109,198	49,486	50,215	-	-	-	1,500	2,357	-	54,073	4,182	9,361	718	1,083	-	1,116	-	16,459	70,532
Jimenez	ASSISTANT PLANNER	FT	N	88,836	115,428	15,647	15,790	182	-	643	-	-	124	16,739	1,230	179	227	335	200	-	200	2,371	19,110
Johnson	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	12,216	12,634	294	-	-	300	-	-	13,227	3,034	-	177	265	-	-	-	3,476	16,703
Joncich	SENIOR RECREATION LEADER	PT	N	31,233	39,687	1,993	1,993	-	-	-	-	-	-	1,993	-	-	152	40	-	-	-	192	2,186
Kahn	RECREATION SPECIALIST	PT	Y	37,032	48,131	30,383	31,455	812	-	-	300	-	-	32,567	2,427	-	423	628	-	-	-	3,479	36,046
Kao	INTERN	PT	N	26,167	45,068	1,168	1,168	-	-	-	-	-	-	1,168	-	-	89	23	-	-	-	113	1,281
Kim	ASSISTANT PLANNER	FT	N	77,418	100,599	63,194	64,001	964	-	2,891	-	-	-	67,857	5,070	621	916	1,358	900	-	900	9,765	77,622
Kozak	INTERN	PT	N	26,167	45,068	1,837	1,837	-	-	-	-	-	-	1,837	-	-	140	37	-	-	-	176	2,013
Krause	RECREATION LEADER	PT	N	28,663	37,265	6,168	5,864	204	-	-	100	-	-	6,168	-	-	472	123	-	-	-	595	6,763
Kringen	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	10,999	11,160	347	-	-	300	-	-	11,807	933	-	159	236	-	-	-	1,328	13,136
Lavenant	LEAD WORKER	FT	N	64,654	83,977	56,967	41,975	16,645	-	-	1,500	-	-	60,120	3,348	4,164	826	1,203	500	-	500	10,541	70,661
Lightner	RECREATION SPECIALIST	PT	Y	37,032	48,131	29,912	30,226	1,083	-	-	800	-	-	32,110	2,427	-	434	642	-	-	-	3,503	35,613
Lin	SENIOR ACCOUNTANT	FT	Y	89,730	117,049	101,213	115,565	-	-	-	-	-	-	115,565	27,155	22,349	1,468	2,330	495	1,911	495	56,203	171,768
Linder	DIRECTOR OF PARKS & RECREATION	FT	Y	146,219	214,871	177,523	195,333	-	1,800	-	2,000	-	-	199,133	19,644	17,533	2,574	4,014	5,860	1,911	5,860	57,396	256,528
Lo	DEP DIRECTOR OF PUBLIC WORKS	FT	N	128,108	187,982	127,752	118,842	-	-	-	3,000	-	15,168	137,010	11,499	10,574	1,852	2,745	1,546	1,311	1,546	31,074	168,083
Louie	STAFF ASSISTANT	FT	N	48,918	63,573	26,059	27,947	218	-	-	-	-	-	28,165	2,244	6,123	378	565	500	-	500	10,309	38,474
Loya	SENIOR ADMINISTRATIVE ANALYST	FT	N	94,267	118,817	87,838	98,307	-	-	-	1,000	219	-	99,525	7,762	13,096	1,274	1,994	1,200	1,260	1,200	27,786	127,311
Lozano	OPEN SPACE & TRAIL MANAGER	FT	Y	94,267	122,500	119,527	120,460	-	-	3,855	2,000	-	3,824	130,139	28,303	14	1,733	2,607	540	1,911	540	35,649	165,788
Ma	INTERN	PT	N	26,167	45,068	1,953	1,953	-	-	-	-	-	-	1,953	-	-	149	39	-	-	-	188	2,141
Magrini	SENIOR RECREATION LEADER	PT	N	31,034	40,352	15,397	14,489	578	-	-	300	30	-	15,397	-	-	1,178	308	-	-	-	1,486	16,882

Last Name	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	Merit Increase/ Incentive Pay	Other/Retro/ Pay/ Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS) *	Medical Vis/Den Insurance	FICA Med/SS	Workers Comp (estimated)	Life Insurance (estimated)	Retiree Health Savings	Def Comp	Subtotal Benefits	Total Compensation
Maloney	RECREATION LEADER	PT	N	28,663	37,265	6,763	6,424	240	-	-	100	-	-	6,763	-	-	509	135	-	-	-	644	7,407
Maltz	RECREATION LEADER	PT	N	28,663	37,265	9,479	9,251	228	-	-	-	-	-	9,479	-	-	725	190	-	-	-	915	10,393
Martinez	ASSISTANT PLANNER	FT	N	77,418	100,599	50,695	59,317	187	-	-	-	-	-	59,504	4,704	10,371	735	1,191	-	-	-	17,001	76,505
Masters	RECREATION LEADER	PT	N	46,351	60,201	404	404	-	-	-	-	-	-	404	-	-	31	8	-	-	-	39	443
Mata	SENIOR ACCOUNTING TECHNICIAN	FT	Y	69,464	90,277	65,061	65,935	1,799	-	-	1,000	1,652	-	70,385	5,346	13,562	943	1,412	1,200	1,911	1,200	25,575	95,960
Matus	RECREATION SPECIALIST	PT	N	51,451	66,832	22,814	23,373	1,072	-	-	100	-	-	24,545	1,826	-	331	491	-	-	-	2,648	27,193
Mccormack	MAINTENANCE WORKER	FT	N	56,970	74,060	10,754	3,573	931	-	-	-	-	6,520	11,024	280	2,672	156	221	100	145	100	3,674	14,698
Mcphail	RECREATION LEADER	PT	N	42,996	55,893	8,923	8,578	246	-	-	100	-	-	8,923	-	-	683	178	-	-	-	861	9,784
Mesker	ASSOCIATE ENGINEER	FT	N	102,846	133,626	5,753	4,231	-	-	-	2,000	-	-	6,231	496	1	83	125	-	-	-	706	6,936
Mihranian	CITY MANAGER	FT	Y	250,550	250,550	248,196	231,492	-	8,400	-	10,500	-	17,810	268,202	54,313	13,562	3,599	5,171	11,575	1,911	11,575	101,705	369,907
Mink	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	18,814	17,279	735	-	-	800	-	-	18,814	-	-	1,439	376	-	-	-	1,816	20,629
Molina	BUILDING INSPECTOR	FT	Y	74,929	97,343	71,235	79,607	1,109	-	-	1,000	816	-	82,533	6,340	21,593	1,033	1,653	1,100	1,836	1,100	34,655	117,188
Momoli	DEPUTY CITY CLERK	FT	Y	73,518	95,526	89,125	80,032	14,596	-	-	1,000	-	-	95,629	6,317	8,559	1,292	1,914	1,200	1,911	1,200	22,393	118,022
Monroy	CODE ENFORCEMENT OFFICER	FT	N	73,209	95,301	80,831	75,321	1,084	-	-	1,749	3,385	5,454	86,994	7,466	11,204	1,124	1,742	900	1,536	900	24,873	111,867
Monsivaiz	SENIOR BUILDING INSPECTOR	FT	Y	83,931	109,060	79,714	90,713	964	-	-	-	-	-	91,677	7,151	22,205	1,156	1,838	1,200	1,911	1,200	36,661	128,338
Mori	RECREATION SPECIALIST	PT	N	37,032	48,131	27,941	28,370	1,314	-	-	300	-	-	29,984	2,275	-	405	600	-	-	-	3,280	33,264
Murphy	RECREATION LEADER	PT	N	28,862	36,600	6,108	6,108	-	-	-	-	-	-	6,108	-	-	467	122	-	-	-	589	6,697
Ndubaku	RECREATION LEADER	PT	N	28,663	37,265	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nelson	PLANNING COMMISSIONER	AP	Y	1,620	1,620	1,620	1,620	-	-	-	-	-	-	1,620	-	-	124	33	-	-	-	156	1,776
Nemeth	ASSOCIATE PLANNER	FT	Y	86,997	113,045	115,609	111,156	9,789	-	-	4,289	-	-	125,235	8,748	9,819	1,676	2,511	1,200	1,911	1,200	27,065	152,299
Ngoie	INTERN	PT	N	26,167	45,068	2,077	2,077	-	-	-	-	-	-	2,077	-	-	159	42	-	-	-	200	2,277
Nguyen	DIRECTOR OF FINANCE	FT	N	146,219	214,871	112,657	82,458	-	750	-	-	-	37,824	121,031	7,724	13,865	1,634	2,425	2,474	795	2,474	31,390	152,422
Nguyen	INTERN	PT	N	26,167	45,068	5,475	4,996	-	-	-	-	479	-	5,475	-	-	419	109	-	-	-	528	6,003
Nutman	PLANNING COMMISSIONER	AP	Y	1,620	1,620	1,620	1,620	-	-	-	-	-	-	1,620	-	-	124	33	-	-	-	156	1,776
Okstad	PT STAFF ASSISTANT	PT	Y	35,368	45,952	37,028	38,242	374	-	-	1,300	187	-	40,102	9,078	1	537	802	-	-	-	10,418	50,520

Last Name	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	Merit Increase/ Incentive Pay	Other/Retro/ Pay/ Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Comp (estimated)	Life Insurance (estimated)	Retiree Health Savings	Def Comp	Subtotal Benefits	Total Compensation
O'Neill	PROJECT MANAGER	FT	Y	101,488	131,861	107,391	112,005	-	-	3,855	-	192	-	116,052	11,309	849	1,557	2,327	1,200	1,911	1,200	20,353	136,405
Palma	RECREATION LEADER	PT	N	28,862	36,600	5,546	5,330	216	-	-	-	-	-	5,546	-	-	424	111	-	-	-	535	6,081
Patton	INTERN	PT	N	26,167	45,068	2,449	2,449	-	-	-	-	-	-	2,449	-	-	187	49	-	-	-	236	2,685
Perestam	PLANNING COMMISSIONER	AP	Y	1,620	1,620	1,620	1,620	-	-	-	-	-	-	1,620	-	-	124	33	-	-	-	156	1,776
Perez	SENIOR RECREATION LEADER	PT	N	31,233	39,687	1,411	1,411	-	-	-	-	-	-	1,411	-	-	108	28	-	-	-	136	1,547
Perry	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	17,467	16,970	197	-	-	300	-	-	17,467	-	-	1,293	349	-	-	-	1,642	19,110
Proch	ACCOUNTANT	FT	Y	82,221	106,839	73,192	84,790	-	-	-	-	1,829	-	86,619	6,830	24,102	1,061	1,739	1,200	1,911	1,200	38,044	124,663
Qazi	RECREATION LEADER	PT	N	28,862	36,600	8,105	8,005	-	-	-	100	-	-	8,105	-	-	613	162	-	-	-	775	8,881
Ramos	DIRECTOR OF FINANCE	FT	Y	138,632	201,664	179,149	169,945	-	150	-	5,500	5,246	12,662	193,503	17,682	14,297	2,598	3,877	5,098	1,911	5,098	50,561	244,064
Rasor	BUILDING OFFICIAL	FT	Y	119,947	176,009	102,853	106,454	-	-	3,855	1,000	-	-	111,309	8,380	14	1,491	2,232	3,194	1,911	3,194	20,416	131,725
Reed	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	22,005	22,723	131	-	-	800	-	-	23,654	1,840	-	319	473	-	-	-	2,632	26,286
Rivera	TELEVISION PRODUCER	PT	Y	45,045	71,402	52,859	60,241	976	-	-	300	-	-	61,517	4,774	13,442	766	1,230	-	-	-	20,213	81,730
Rochte	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	19,288	18,687	301	-	-	300	-	-	19,288	-	-	1,476	386	-	-	-	1,861	21,149
Rodin	RECREATION PROGRAM SUPERVISOR	FT	Y	80,590	104,715	81,675	86,953	-	-	-	2,000	455	-	89,407	20,556	13,562	1,184	1,791	540	1,911	540	40,084	129,491
Rukavina	DIRECTOR OF COMM DEVELOPMENT	FT	N	114,642	148,981	10,756	3,940	-	-	-	-	-	6,916	10,856	38	847	156	221	-	72	-	1,334	12,190
Russell	PERMIT TECHNICIAN	FT	N	62,953	81,785	56,600	67,617	380	-	-	-	(200)	-	67,797	5,376	14,491	821	1,357	-	1,333	-	23,378	91,175
Saadatnejadi	PLANNING COMMISSIONER	AP	Y	1,620	1,620	1,620	1,620	-	-	-	-	-	-	1,620	-	-	124	33	-	-	-	156	1,776
Saldana Lopez	OPEN SPACE & TRAIL SUPERVISOR	FT	Y	72,440	94,127	64,695	66,625	1,309	-	-	2,000	171	-	70,105	5,282	9,018	938	1,404	1,200	1,911	1,200	20,952	91,056
Santarosa	PLANNING COMMISSIONER	AP	Y	1,620	1,620	1,620	1,620	-	-	-	-	-	-	1,620	-	-	124	33	-	-	-	156	1,776
Seeraty	SENIOR PLANNER	FT	Y	100,093	130,063	109,762	127,772	-	-	-	950	151	-	128,874	30,052	25,288	1,592	2,585	540	1,911	540	62,508	191,381
Seo	CITY COUNCIL MEMBER	EL	N	4,800	4,800	8,655	4,800	-	-	3,855	-	-	-	8,655	-	-	423	173	-	-	-	596	9,252
Seo	RECREATION LEADER	PT	N	28,663	37,265	7,900	7,477	240	-	-	-	184	-	7,900	-	-	604	158	-	-	-	762	8,662
Silva	DEP DIRECTOR OF COMM DEVELOP	FT	Y	128,108	187,982	161,883	163,100	-	-	-	3,000	12,202	4,835	183,137	17,636	17,533	2,347	3,669	4,893	1,911	4,893	52,882	236,020

City of Rancho Palos Verdes Employee Compensation and Benefit Analysis Report Calendar Year 2023																							
Last Name	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	Merit Increase/ Incentive Pay	Other/Retro/ Pay/ Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Comp (estimated)	Life Insurance (estimated)	Retiree Health Savings	Def Comp	Subtotal Benefits	Total Compensation
Silva	RECREATION LEADER	PT	N	28,663	37,265	8,473	9,086	-	-	-	-	-	-	9,086	735	-	123	182	-	-	-	1,039	10,125
Smith	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	25,868	26,906	622	-	-	300	-	-	27,828	2,168	-	375	557	-	-	-	3,100	30,928
Soto	RECREATION SPECIALIST	PT	N	37,032	48,131	24,285	25,103	373	-	-	600	-	-	26,076	2,019	-	352	522	-	-	-	2,893	28,969
States	RECREATION LEADER	PT	Y	28,663	37,265	1,463	1,163	-	-	-	300	-	-	1,463	-	-	112	29	-	-	-	141	1,604
Stoker	RECREATION LEADER	PT	N	28,663	37,265	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sun	SENIOR RECREATION LEADER	PT	N	31,034	40,352	7,308	6,939	269	-	-	100	-	-	7,308	-	-	559	146	-	-	-	705	8,014
Sunwoo	ASSOCIATE ENGINEER	FT	N	102,846	133,626	20,451	19,647	-	-	-	2,000	522	-	22,169	1,598	2,450	297	444	-	-	-	4,789	26,958
Swanson	TELEVISION PRODUCER	PT	Y	45,045	71,402	43,989	43,689	-	-	-	300	-	-	43,989	-	-	3,218	880	-	-	-	4,098	48,087
Takaoka	CITY CLERK	FT	Y	119,947	176,009	120,370	134,726	-	-	-	3,500	1,056	-	139,282	31,927	25,288	1,745	2,808	1,358	1,911	1,358	66,395	205,677
Tangestanifar	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	-	17,727	864	-	-	300	-	-	18,891	-	-	-	-	-	-	-	-	18,891
Thelen	RECREATION SPECIALIST	PT	Y	37,032	48,131	19,527	20,213	495	-	-	300	-	-	21,008	1,646	-	283	420	-	-	-	2,350	23,357
Titus	ADMINISTRATIVE ASSISTANT	FT	N	64,772	84,159	6,764	7,067	-	-	-	-	-	842	7,909	552	1,622	98	158	100	-	100	2,631	10,540
Torrey	RECREATION SPECIALIST	PT	Y	37,032	48,131	31,952	33,223	332	-	-	800	-	-	34,355	2,659	-	463	687	-	-	-	3,810	38,165
Trautner	DEP DIRECTOR OF REC & PARKS	FT	Y	128,108	187,982	159,747	154,756	-	-	3,855	-	3,600	10,251	172,462	15,974	810	2,316	3,455	4,751	1,911	4,751	33,968	206,430
Valencia	ACCOUNTING CLERK	FT	Y	56,225	73,047	45,799	53,702	1,742	-	-	1,000	316	-	56,761	4,279	15,637	664	1,137	1,100	1,911	1,100	25,828	82,590
Valencia	RECREATION SPECIALIST	PT	N	37,032	48,131	31,535	32,376	513	-	-	100	893	-	33,882	2,594	-	444	660	-	-	-	3,698	37,580
Villalpando	SENIOR ADMINISTRATIVE ANALYST	FT	Y	94,267	118,817	94,867	101,896	-	-	-	1,000	219	-	103,115	8,042	8,624	1,376	2,065	1,200	1,911	1,200	24,417	127,532
Walsh	SENIOR RECREATION LEADER	PT	N	34,303	44,587	5,138	5,040	98	-	-	-	-	-	5,138	-	-	385	103	-	-	-	488	5,626
Waters	SENIOR ADMINISTRATIVE ANALYST	FT	Y	94,267	122,500	113,222	120,462	-	-	-	2,970	-	-	123,433	28,303	9,963	1,642	2,488	540	1,911	540	45,387	168,820
Welstead	SENIOR RECREATION LEADER	PT	Y	31,233	39,687	2,991	2,903	-	-	-	300	-	-	3,203	256	-	43	64	-	-	-	364	3,566
Whitten	ASSISTANT PLANNER	FT	Y	75,858	98,569	71,916	77,002	3,869	-	-	1,000	1,181	-	83,052	6,172	22,205	1,043	1,665	1,200	1,911	1,200	35,395	118,447
Wilder	RECREATION LEADER	PT	N	28,663	37,265	4,695	4,504	192	-	-	-	-	-	4,695	-	-	359	94	-	-	-	453	5,148

Last Name	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	Merit Increase/ Incentive Pay	Other/Retro/ Pay/ Adj	Leave Buy Out	Subtotal Gross Income	Pension (PERS)*	Medical Vis/Den Insurance	FICA Med/SS	Workers Comp (estimated)	Life Insurance (estimated)	Retiree Health Savings	Def Comp	Subtotal Benefits	Total Compensation
Wolterding	ADMINISTRATIVE ANALYST	FT	N	64,382	83,671	46,329	51,030	3,288	-	-	-	890	-	55,209	4,123	22,205	672	1,105	900	1,477	900	31,382	86,591
Wright	SENIOR ACCOUNTING TECHNICIAN	FT	N	73,170	95,090	73,050	71,675	267	-	321	6,553	-	-	78,816	16,675	7,966	1,059	1,590	540	1,911	540	30,281	109,096
Yoon	SENIOR PLANNER	FT	N	100,093	130,063	17,127	5,339	-	-	-	-	421	12,344	18,104	449	5,168	248	362	100	145	100	6,572	24,676
Zellers	RECREATION SPECIALIST	PT	Y	37,032	48,131	32,057	33,877	332	-	-	300	-	-	34,509	2,711	-	465	690	-	-	-	3,866	38,375
Zweizig	ADMINISTRATIVE ASSISTANT	FT	Y	64,772	84,159	80,822	80,271	5,663	-	-	1,979	-	-	87,913	18,881	13,562	1,172	1,761	540	1,911	540	38,367	126,280
				\$ 9,492,841	\$ 12,689,443	\$ 7,294,837	\$ 7,431,134	\$ 144,642	\$ 14,850	\$ 51,721	\$ 132,118	\$ 48,565	\$ 224,376	\$ 8,047,407	\$ 854,718	\$ 906,113	\$ 136,238	\$ 160,539	\$ 101,594	\$ 98,131	\$ 101,594	\$ 2,358,927	\$ 10,406,334

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