

**CITY OF CARPINTERIA
MANAGEMENT, MID-MANAGEMENT AND SUPERVISOR POSITIONS FY 2011-2012
SALARY AND TOTAL COMPENSATION COSTS**

Exempt Positions	Grade	SALARY RANGE				
		Minimum	Control Point	Maximum	FY 2011-12	* TOTAL COMPENSATION
City Manager	Contract				\$141,052	\$220,529
Community Development Director	M 19	\$93,026	\$116,282	\$127,910	\$127,910	\$178,274
Public Works Director	M 19	\$93,026	\$116,282	\$127,910	\$127,910	\$179,895
Administrative Services Director	M 18	\$84,539	\$405,674	\$116,241	\$116,241	\$165,171
Parks & Recreation Director	M 17	\$76,838	\$96,048	\$105,653	\$105,653	\$154,043
HR Administrator/Risk Manager	M 14	\$61,852	\$77,315	\$85,046	\$73,500	\$121,725
City Clerk	M 14	\$61,852	\$77,315	\$85,046	\$73,500	\$101,910
Assistant to the City Manager	M 14	\$61,852	\$77,315	\$85,046	\$85,046	\$128,111
Senior Planner	M 14	\$61,852	\$77,315	\$85,046	\$85,046	\$130,486
Building Inspector/Plan Check	M 12	\$53,530	\$66,913	\$73,604	\$73,604	\$98,505
Emergency & Volunteer Serv. Coord.	M 12	\$53,530	\$66,913	\$73,604	Vacant	
Public Works Supervisor	M 12	\$53,530	\$66,913	\$73,604	\$69,630	\$107,056
Finance Supervisor	M 12	\$53,530	\$66,913	\$73,604	\$65,915	\$102,788
Environmental Coordinator	M 12	\$53,530	\$66,913	\$73,604	\$62,979	\$87,436
Code Compliance Supervisor	M 11	\$50,260	\$62,825	\$69,107	\$67,364	\$98,108

** Total budget compensation, including salary, pension, insurance and other benefits.*

CITY OF CARPINTERIA
NON-EXEMPT GENERAL SERVICES and PUBLIC WORKS EMPLOYEES
 Represented by SEIU Local 620
SALARY AND TOTAL COMPENSATION COSTS FY 2011-2012

Non-Exempt Positions	Assigned Range	Compensation 5-Step Range	Current Step	FY 2011-12	TOTAL COMPENSATION *
<i>General Services</i>					
Administrative Assistant	112	A - \$44,769.96 E - \$54,418.16	112-E	\$54,418.16	\$88,212
Receptionist/Office Assistant	100	A - \$32,288.96 E - \$40,462.94	100-E	\$40,462.94	\$57,318
<i>Public Works</i>					
Maintenance Technician	108	A - \$40,599.37 E - \$49,300.17	108-E	\$49,300.17	\$83,798
Maintenance Worker II	108	A - \$40,599.37 E - \$49,300.17	108-E	\$49,300.17	\$80,460
Maintenance Worker II	108	A - \$40,599.37 E - \$49,300.17	108-D	\$46,952.54	\$81,886
Maintenance Worker I	102	A - \$34,974.22 E - \$42,511.38	102-E	\$42,511.38	\$76,332
Maintenance Worker I	102	A - \$34,974.22 E - \$42,511.38	102-E	\$42,511.38	\$79,707

** Total budget compensation, including salary, pension, insurance and other benefits.*

**MISCELLANEOUS UNREPRESENTED EMPLOYEE POSITIONS FY 2011-2012
SALARY AND TOTAL COMPENSATION COSTS**

Non-Exempt Positions	Grade	SALARY RANGE				
		Minimum	Control Point	Maximum	FY 2011-12	TOTAL COMPENSATION *
Associate Planner	12	\$53,503	\$66,913	\$73,604	\$73,604	\$100,157
Assistant Planner	10	\$46,699	\$58,374	\$64,211	\$64,211	\$91,625
Code Compliance Officer II	8	\$40,406	\$50,508	\$55,559	\$50,610	\$70,113
Management Assistant	7	\$38,502	\$48,128	\$52,940	\$52,941	\$75,502
Management Analyst	7	\$38,502	\$48,128	\$52,940	\$46,505	\$76,247
Pool Supervisor	6	\$36,680	\$45,851	\$50,436	\$50,436	\$70,792
Parks & Facilities Technician	6	\$36,680	\$45,851	\$50,436	\$46,958	\$80,953
Code Compliance Officer I	6	\$36,680	\$45,851	\$50,436	\$46,141	\$78,797

** Total budget compensation, including salary, pension, insurance and other benefits.*

**ELECTED OFFICIALS
CITY OF CARPINTERIA**

	<u>Annual Salary</u>	<u>Annual Benefit Cost</u>	<u>Total Salary/Benefits</u>
Council members (5@ \$3,720)	\$18,600	\$74,050	\$93,550

As City employees, each of the 5 Council members receives a monthly paycheck for a gross amount of \$310,000 (\$3,720 per year). This income is subject to federal and state income taxes, SDO and Meditax withholding (not Social Security). As an employer, the City is required to match the Meditax contribution of 1.45% of gross or \$269.70 annually. As a part-time employee, each Councilmember is required to contribute 7% of gross pay to a 457 retirement plan (\$260.40 annually). The City makes no contribution to the 457plan. Council members receive no PERS retirement benefit.

In addition, the City is required to provide worker's compensation and unemployment benefits. The annual cost of these benefits are \$99.00 (\$19.80 per Councilmember).

The City provides a \$50,000 life insurance benefit for each Councilmember at an annual cost of \$264.00 each.

Each Councilmember may optionally choose to receive a health & dental insurance benefit. The City provides sing, 2-party and family coverage. The health insurance benefit for City Council members offers a choice of an HMO or PPO policy. The benefit is based on the cost of the premium for the HMP policy. The employee is responsible for any additional premium for the cost of the PPO plan.

The 2011-12 budget has appropriated \$73,259 to provide this benefit to all 5 Council members, an average of \$14,652 per Councilmember.

The annual cost of all salaries and benefits as described above is \$93,550, an average of \$18,710.

CITY OF CARPINTERIA

CONTRACT FOR LEGAL SERVICES

City Attorney

Retainer Services	\$120,000
Special Legal	
a. Litigation	\$100,000
b. Off-retainer	\$100,000
c. Other	<u>\$ 10,000</u>
TOTAL	\$330,000

Non-retainer Hourly Rate Table 2011-2012

Current Rates

Partners	\$285.00 per hour
Associates	\$270.00 per hour
Paralegals	\$165.00 per hour
Law Clerks	\$165.00 per hour

City of Carpinteria
Hourly Rated, Seasonal, Part-Time
Employee Classification/Compensation Plan
Effective FY 2011-12

Position	Range	A	B	C	D	E
Maintenance Trainee	619	\$ 8.0000	\$ 8.4000	\$ 8.8200	\$ 9.2610	\$ 9.7241
Recreation Aide	619	\$ 8.0000	\$ 8.4000	\$ 8.8200	\$ 9.2610	\$ 9.7241
Clerk/Cashier I	619	\$ 8.0000	\$ 8.4000	\$ 8.8200	\$ 9.2610	\$ 9.7241
Crossing Guard	619	\$ 8.0000	\$ 8.4000	\$ 8.8200	\$9.26.10	\$ 9.7241
	620	\$ 8.2000	\$ 8.6100	\$ 9.0405	\$ 9.4925	\$ 9.9672
	621	\$ 8.4050	\$ 8.8253	\$ 9.2665	\$ 9.7298	\$ 10.2163
Clerk/Cashier II	622	\$ 8.6151	\$ 9.0459	\$ 9.4982	\$ 9.9731	\$ 10.4717
	623	\$ 8.8305	\$ 9.2720	\$ 9.7356	\$ 10.2224	\$ 10.7335
	624	\$ 9.0513	\$ 9.5038	\$ 9.9790	\$ 10.4780	\$ 11.0019
	625	\$ 9.2775	\$ 9.7414	\$ 10.2285	\$ 10.7399	\$ 11.2769
Asst. Coach-Swim Team	626	\$ 9.5095	\$ 9.9850	\$ 10.4842	\$ 11.0084	\$ 11.5588
Pool Lifeguard I	626	\$ 9.5095	\$ 9.9850	\$ 10.4842	\$ 11.0084	\$ 11.5588
Recreation Leader I	626	\$ 9.5095	\$ 9.9850	\$ 10.4842	\$ 11.0084	\$ 11.5588
Water Aerobics Instructor I	626	\$ 9.5095	\$ 9.9850	\$ 10.4842	\$ 11.0084	\$ 11.5588
	627	\$ 9.7472	\$ 10.2346	\$ 10.7463	\$ 11.2836	\$ 11.8478
Managing Cashier/Clerk	628	\$ 9.9909	\$ 10.4904	\$ 11.0150	\$ 11.5657	\$ 12.1440
WSI-Swim Instructor	629	\$ 9.7287	\$ 10.2151	\$ 10.7259	\$ 11.2621	\$ 11.8253
Water Aerobics Instructor II	630	\$ 9.9719	\$ 10.4705	\$ 10.9940	\$ 11.5437	\$ 12.1209
Recreation Leader II	630	\$ 9.9719	\$ 10.4705	\$ 10.9940	\$ 11.5437	\$ 12.1209
Pool Lifeguard II	630	\$ 9.9719	\$ 10.4705	\$ 10.9940	\$ 11.5437	\$ 12.1209
Beach Lifeguard II	630	\$ 9.9719	\$ 10.4705	\$ 10.9940	\$ 11.5437	\$ 12.1209
	631	\$ 10.2212	\$ 10.7322	\$ 11.2688	\$ 11.8323	\$ 12.4239
	632	\$ 10.4767	\$ 11.0005	\$ 11.5506	\$ 12.1281	\$ 12.7345
Senior Pool Guard I	633	\$ 10.7386	\$ 11.2756	\$ 11.8393	\$ 12.4313	\$ 13.0529
Senior Recreation Leader I	633	\$ 10.7386	\$ 11.2756	\$ 11.8393	\$ 12.4313	\$ 13.0529
	634	\$ 11.0071	\$ 11.5574	\$ 12.1353	\$ 12.7421	\$ 13.3792
General Maintenance Worker	635	\$ 11.2823	\$ 11.8464	\$ 12.4387	\$ 13.0606	\$ 13.7137
Management Intern	636	\$ 11.5643	\$ 12.1425	\$ 12.7497	\$ 13.3872	\$ 14.0565
Beach Lifeguard II	636	\$ 11.5643	\$ 12.1425	\$ 12.7497	\$ 13.3872	\$ 14.0565
Senior Pool Lifeguard II	636	\$ 11.5643	\$ 12.1425	\$ 12.7497	\$ 13.3872	\$ 14.0565
	637	\$ 11.8534	\$ 12.4461	\$ 13.0684	\$ 13.7218	\$ 14.4079
	638	\$ 12.1498	\$ 12.7573	\$ 13.3951	\$ 14.0649	\$ 14.7681
Administrative Aide	639	\$ 12.4535	\$ 13.0762	\$ 13.7300	\$ 14.4165	\$ 15.1373
Swim Program Coordinator	639	\$ 12.4535	\$ 13.0762	\$ 13.7300	\$ 14.4165	\$ 15.1373
	640	\$ 12.7649	\$ 13.4031	\$ 14.0732	\$ 14.7769	\$ 15.5158
Master Swim Coach	641	\$ 13.0840	\$ 13.7382	\$ 14.4251	\$ 15.1463	\$ 15.9037
Assistant Program Coordinator	641	\$ 13.0840	\$ 13.7382	\$ 14.4251	\$ 15.1463	\$ 15.9037
	642	\$ 13.4111	\$ 14.0816	\$ 14.7857	\$ 15.5250	\$ 16.3012
Maintenance Project Worker	643	\$ 13.7463	\$ 14.4337	\$ 15.1553	\$ 15.9131	\$ 16.7088

City of Carpinteria
Hourly Rated, Seasonal, Part-Time
Employee Classification/Compensation Plan
Effective FY 2011-12

	644	\$ 14.0900	\$ 14.7945	\$ 15.5342	\$ 16.3109	\$ 17.1265
Senior Beach Lifeguard	645	\$ 14.4423	\$ 15.1644	\$ 15.9226	\$ 16.7187	\$ 17.5547
Recreation Program Coordinator	645	\$ 14.4423	\$ 15.1644	\$ 15.9226	\$ 16.7187	\$ 17.5547
Head Coach/Swim Team	645	\$ 14.4423	\$ 15.1644	\$ 15.9226	\$ 16.7187	\$ 17.5547
	646	\$ 14.8033	\$ 15.5435	\$ 16.3207	\$ 17.1367	\$ 17.9935
GATV Production Assistant	647	\$ 15.1734	\$ 15.9321	\$ 16.7287	\$ 17.5651	\$ 18.4434
	648	\$ 15.5527	\$ 16.3304	\$ 17.1469	\$ 18.0042	\$ 18.9044
	649	\$ 15.9416	\$ 16.7386	\$ 17.5756	\$ 18.4543	\$ 19.3771
	650	\$ 16.3401	\$ 17.1571	\$ 18.0149	\$ 18.9157	\$ 19.8615
PT Administrative Assistant I	651	\$ 16.7486	\$ 17.5860	\$ 18.4653	\$ 19.3886	\$ 20.3580
	652	\$ 17.1673	\$ 18.0257	\$ 18.9270	\$ 19.8733	\$ 20.8670
	653	\$ 17.5965	\$ 18.4763	\$ 19.4001	\$ 20.3701	\$ 21.3886
Lifeguard Program Coordinator	654	\$ 18.0364	\$ 18.9382	\$ 19.8851	\$ 20.8794	\$ 21.9234
Senior Beach Lifeguard II	654	\$ 18.0364	\$ 18.9382	\$ 19.8851	\$ 20.8794	\$ 21.9234
Beach Program Co-Coordinator	654	\$ 18.0364	\$ 18.9382	\$ 19.8851	\$ 20.8794	\$ 21.9234
	655	\$ 18.4873	\$ 19.4117	\$ 20.3823	\$ 21.4014	\$ 22.4714
	656	\$ 18.9495	\$ 19.8970	\$ 20.8918	\$ 21.9364	\$ 23.0332
	657	\$ 19.4232	\$ 20.3944	\$ 21.4141	\$ 22.4848	\$ 23.6091
	658	\$ 19.9088	\$ 20.9043	\$ 21.9495	\$ 23.0469	\$ 24.1993
	659	\$ 20.4065	\$ 21.4269	\$ 22.4982	\$ 23.6231	\$ 24.8043
Senior Beach Supervisor	660	\$ 20.9167	\$ 21.9625	\$ 23.0607	\$ 24.2137	\$ 25.4244
	661	\$ 21.4396	\$ 22.5116	\$ 23.6372	\$ 24.8190	\$ 26.0600
	662	\$ 21.9756	\$ 23.0744	\$ 24.2281	\$ 25.4395	\$ 26.7115
	663	\$ 22.5250	\$ 23.6512	\$ 24.8338	\$ 26.0755	\$ 27.3793
	664	\$ 23.0881	\$ 24.2425	\$ 25.4547	\$ 26.7274	\$ 28.0638
PT Administrative Assistant II	665	\$ 23.6653	\$ 24.8486	\$ 26.0910	\$ 27.3956	\$ 28.7653
Project Inspector	666	\$ 24.2570	\$ 25.4698	\$ 26.7433	\$ 28.0805	\$ 29.4845
	667	\$ 24.8634	\$ 26.1065	\$ 27.4119	\$ 28.7825	\$ 30.2216
	668	\$ 25.4850	\$ 26.7592	\$ 28.0972	\$ 29.5020	\$ 30.9771
	669	\$ 26.1221	\$ 27.4282	\$ 28.7996	\$ 30.2396	\$ 31.7516
GATV Production Coordinator	670	\$ 26.7751	\$ 28.1139	\$ 29.5196	\$ 30.9956	\$ 32.5453
	671	\$ 27.4445	\$ 28.8167	\$ 30.2576	\$ 31.7705	\$ 33.3590
Construction Inspector	672	\$ 28.1306	\$ 29.5372	\$ 31.0140	\$ 32.5647	\$ 34.1930
HOURLY RATED						
Project Intern		\$10.00	Hourly Rated			
Engineering Tech I		\$18.00	Hourly Rated			
Engineering Tech II		\$24.75	Hourly Rated			