



City Council and Executive Staff Compensation Calendar Year 2013

| City Council | Annual Salary* | Other Pay** | Insurance Premiums | Pension Costs | Total Compensation |
|-----------------------------------|----------------|-------------|--------------------|---------------|--------------------|
| Councilmember Constance Boardman^ | 2,101 | 24,432 | 83 | 440 | 27,056 |
| Councilmember Joe Carchio*** | 2,101 | 15,536 | 3,627 | - | 21,264 |
| Councilmember Jill Hardy | 2,101 | 1,500 | - | 440 | 4,041 |
| Mayor Matthew Harper^^ | 2,101 | 19,308 | 83 | 440 | 21,932 |
| Councilmember Jim Katapodis | 2,101 | 1,500 | - | 440 | 4,041 |
| Mayor Pro Tem Joe Shaw | 2,101 | 15,046 | 5,529 | 440 | 23,116 |
| Councilmember David Sullivan | 2,101 | 1,500 | - | 440 | 4,041 |

* City Council Salary per Charter Section 302

** Includes expense allowance and differential for Mayoral officeholder (per Municipal Code Sections 2.28.010 and 2.28.030), medical waived cash back

*** Opted out of CalPERS program

^ Served as Mayor for 11 month period

^^ Served as Mayor for 1 month period

| Executive Staff | Annual Salary | Other Pay* | Insurance Premiums | Pension Costs | Total Compensation |
|-----------------------------------|---------------|------------|--------------------|---------------|--------------------|
| City Manager*** | 247,208 | 17,308 | 11,730 | 49,254 | 325,500 |
| Assistant City Manager^ | 114,708 | 65,332 | 408 | 20,555 | 201,003 |
| Assistant City Manager~ | 31,804 | 1,246 | 1,822 | 6,814 | 41,686 |
| City Attorney | 214,864 | 18,396 | 11,018 | 42,816 | 287,094 |
| Chief Assistant City Attorney | 154,170 | 8,894 | 13,462 | 30,735 | 207,261 |
| City Clerk | 134,784 | 11,646 | 6,232 | 26,877 | 179,539 |
| City Treasurer | 48,000 | 3,796 | 536 | 9,002 | 61,334 |
| Fire Chief | 204,880 | 12,276 | 2,224 | 80,011 | 299,391 |
| Police Chief+ | 204,880 | 10,248 | 14,754 | 82,505 | 312,387 |
| Police Chief++ | 8,038 | 696 | 26 | 3,218 | 11,978 |
| Director of Community Services** | 156,250 | 12,957 | 12,884 | 31,163 | 213,254 |
| Director of Finance | 192,026 | 6,000 | 13,462 | 38,270 | 249,758 |
| Director of Human Resources | 168,085 | 14,645 | 1,298 | 33,505 | 217,533 |
| Director of Info Services | 178,173 | 17,369 | 9,440 | 35,513 | 240,495 |
| Director of Library Services | 147,154 | 6,000 | 9,122 | 31,422 | 193,698 |
| Director of Planning and Building | 192,962 | 6,000 | 13,462 | 38,457 | 250,881 |
| Director of Public Works | 192,962 | 17,132 | 13,462 | 38,457 | 262,013 |

* Includes auto allowance, medical waived-cash back, leave conversion/cash, and other contractual obligations

^ Served as Assistant City Manager for 7 month period

~ Served as Assistant City Manager for 3 month period

+ Served as Police Chief for 11 month period

++ Served as Police Chief for 1 month period

** Served as Director of Community Services for 2 months and as Acting Director of Community Services for 10 months

*** Total compensation excludes one-time loan forgiveness amount of \$85,715