

City of Carpinteria
City Council Regular Meeting Agenda
Monday, June 23, 2014
Council Chamber, 5775 Carpinteria Avenue

4:30 Closed Session - 5:30 p.m. Regular Session

INFORMATION ABOUT CITY COUNCIL MEETINGS:

- The time at which an item on the agenda is scheduled to be heard is an estimate only. The City Council may consider and act on an agenda item in any order it deems appropriate. In addition, an item may be considered earlier or later than the Estimated Time, depending on the length of time which is devoted to other agenda items. All persons interested in an item listed on the agenda are advised to be present throughout the meeting to ensure that they are present when the item is called.
- The regular meeting will be broadcast live over Government Access Television Channel 21. The City Council meetings will be rebroadcast on Wednesdays at 8:00 p.m. and Saturdays at 5:00 p.m.
- Materials related to an Agenda item submitted to the City Council after distribution of the agenda packet are available for public inspection in the City Clerk's Office at 5775 Carpinteria Avenue, Carpinteria, during normal business hours. Such documents are also available on the City of Carpinteria website at www.carpinteria.ca.us subject to staff's ability to post the documents before the meeting.
- Any written or printed material and/or exhibits presented at a City Council meeting or work session become the property of the City.
- Any information presented to the City Council by the public on any agenda item and during Public Comment using electronic media to be displayed on the overhead projector must be arranged with staff for review of materials in advance of the meeting and no later than close of business Wednesday prior to the Council meeting.
- As a courtesy to others and to avoid interference with the public address system, please refrain from using cell phones in the Council Chambers and please turn off all audible pagers and rings.
- If you wish to speak on a matter scheduled for consideration in a closed session, you will have an opportunity to address the City Council before the Council retires to its closed session deliberations.

**ESTIMATED
TIME:**

4:30 p.m. **CALL TO ORDER**

4:30 p.m. **ROLL CALL**

4:31 p.m. **PUBLIC COMMENT ON CLOSED SESSION**

4:32 p.m. **CLOSED SESSION**

Conference with Labor Negotiator(s) – Government Code Section 54957.6

City Negotiator(s): Arlene Balmadrid, Human Resources Director, Dave Durflinger, City Manager, Jeffrey Dinkin, Attorney

Employee Organization: Service Employees International Union (SEIU) Local 620

4:32 p.m. **TEMPORARY ADJOURNMENT TO CLOSED SESSION**

5:30 p.m. **CALL BACK TO ORDER**

5:31 p.m. **CLOSED SESSION REPORT**

5:30 p.m. **ROLL CALL**

5:31 p.m. **PLEDGE OF ALLEGIANCE**

5:31 p.m. **INTRODUCTIONS, PROCLAMATIONS AND PRESENTATIONS**

1. Presentation of a resolution to Bill Araluce thanking him for his 21 years of service to the City as a member of the Architectural Review Board.
2. Presentation of a proclamation recognizing the year 2020 A Year Without War Program.

5:45 p.m. **PUBLIC INFORMATION REPORTS AND ANNOUNCEMENTS**

5:45 p.m. **CITY MANAGER'S REPORT**

The City Manager will report to the City Council regarding various City and/or community events and/or matters of interest. There will be no City

Council discussion except to ask questions or refer matters to staff; and no action will be taken unless listed on a subsequent agenda.

5:47 p.m.

PRESENTATIONS BY CITIZENS/PUBLIC COMMENT

This is a time for public comments on matters not otherwise on the agenda but within the subject matter jurisdiction of the City Council. The Public Comment period is limited to 15 minutes and divided among those persons desiring to speak. No person shall speak longer than three minutes; however, the Mayor may establish shorter periods based on the time available and/or the number of persons waiting to speak. Persons wishing to speak on a specific item will be recognized at the time the agenda item is considered.

Please be aware that items on the consent calendar are considered to be routine and are normally enacted by one unanimous vote of the Council. If you wish to speak on a consent calendar item, or on a matter scheduled for consideration in a closed session at the end of the agenda, please do so during the Presentations by Citizens/Public Comment portion of the meeting.

The City and the City Council are not responsible for the content of statements made during the public comment period, or the factual accuracy of any such statements.

AGENDA MODIFICATIONS: The City Council may modify the regular agenda by tabling items, adding urgency items to the agenda, or changing the order in which items are considered. Changes to the Consent Calendar are considered at the time the Consent Calendar is considered.

6:02 p.m.

CONSENT CALENDAR (to be approved by roll call vote on one motion with all resolutions and ordinances as read by title only). Individual items may be removed and considered separately at the request of a Councilmember. Any item, which is removed from the Consent Calendar, will be added to the end of the agenda under Other Business.

3. Minutes of the regular meeting held June 9, 2014.
4. Expenditures for the period ending June 17, 2014.
5. Direct staff to review the City's Conflict of Interest Code and prepare any necessary updates.

ADMINISTRATIVE MATTER(S): None

PUBLIC HEARING(S): None

OTHER BUSINESS:

- 6:03 p.m. 6. Receive the City of Carpinteria 2014 Compensation Study
- Recommendation: Receive and file the City of Carpinteria 2014 Compensation Study.
- Staff presenter: Arlene Balmadrid, Human Resources
- a. Staff Report
 - b. Public Comment
 - c. City Council Determination
- 6:35 p.m. 7. Adoption of Ordinance No. 667, Establishing Watershed Management Regulations as part of the Carpinteria Municipal Code
- Recommendation: Approve the first reading of Ordinance No. 667, as read by title only, and continue to July 14, 2014 for final adoption (second reading).
- Staff presenter: Erin Maker, Environmental Coordinator
- a. Staff Report
 - b. Public Comment
 - c. City Council Determination
- 6:45 p.m. 8. Amendment to the Cooperative Agreement for the Ninth Street Pedestrian Bridge Replacement Project
- Recommendation: Approve and authorize the Mayor to sign the amended Cooperative Agreement for City Maintenance Project No. 15018, Ninth Street Pedestrian Bridge Replacement Project.
- Staff presenter: Matt Maechler, Civil Engineer
- a. Staff Report
 - b. Public Comment
 - c. City Council Determination

- 6:50 p.m. 9. Request for Financial Support from the Central Coast Collaborative on Homelessness (C3H)

Recommendation: Consider the request for \$1,299 in financial support from the Central Coast Collaborative on Homelessness and take any related action, as determined appropriate.

Staff presenter: Dave Durflinger, City Manager

- a. Staff Report
- b. Public Comment
- c. City Council Determination

7:05 p.m.

**COMMITTEE REPORTS, INQUIRIES AND OTHER MATTERS
PRESENTED BY COUNCILMEMBERS**

Informational reports from Councilmember representatives on the committees, commissions and organizations listed below. This is also an opportunity for Councilmembers to request information from staff or seek support from fellow Councilmembers for future agenda items.

- 1. Representatives to Regional Agencies and Committees
 - a. Beach Erosion Authority for Clean Oceans and Nourishment (BEACON) (Shaw/Alt. Carty)
 - b. California Joint Powers Insurance Authority (CJPIA) (Clark/Alt. Shaw)
 - c. Channel Counties Division, League of California Cities (Nomura/Alt. Shaw)
 - d. Santa Barbara Association of Governments (SBCAG)(Clark/Alt. Nomura)
 - e. Santa Barbara County Air Pollution Control District (APCD)(Clark/Alt. Nomura)
 - f. Santa Barbara Joint Housing Task Group (Carty & Shaw)
 - g. Central Coast Collaborative on Homelessness (C3H) (Carty)
 - h. South Coast Task Force on Youth Gangs Leadership and Executive Council (Carty & Clark)
- 2. Joint and Standing Committees
 - a. City Council/Chamber of Commerce Board of Directors Committee (Carty & Nomura)
 - b. City Council/Public Safety Committee (Clark & Shaw)
 - c. City Council/School Board Committee (Stein & Carty)
 - d. City Council/Utilities Committee (Stein & Nomura)
 - e. City Council/First District Supervisor Committee (Stein & Carty)
 - f. City Council Finance/Budget Committee (Stein & Clark)

3. Ad Hoc Committees

- a. Public Facility Site Acquisition/Development Committee (Carty & Nomura)
- b. Transportation Committee (Stein & Shaw)
- c. Labor Relations Committee (Nomura & Shaw)
- d. Legal Services Committee (Clark & Shaw)
- e. 50th Anniversary Committee (Carty & Nomura)

4. City Representatives on other Committees

- a. Community Media Access Center (Gary Dobbins)
- b. Santa Barbara Coastal Vector Control District (Ronald Hurd)
- c. Santa Barbara Metropolitan Transit District (Chuck McQuary)

7:10 p.m. **ATTENDANCE OF COUNCILMEMBERS FOR FUTURE MEETINGS**

7:10 p.m. **ADJOURNMENT**

The next regular meeting to be held on **Monday, July14, 2014** at **5:30 P.M.**, in the Council Chamber, City Hall, 5775 Carpinteria Avenue, Carpinteria, California.

In compliance with the Americans with Disabilities Act, if you need assistance to participate in this meeting, please contact the City Clerk's Office at 684-5405, extension 403 or the California Relay Service at (866) 735-2929. Notification 72 hours prior to the meeting will enable the City to make reasonable arrangements for accessibility to this meeting.

This agenda was posted on Wednesday, June 18, 2014, in the City Clerk's Office, on the City Hall Public Notices Board, and on the Internet.

RESOLUTION NO. 5533

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARPINTERIA
COMMENDING AND THANKING WILLIAM ARALUCE FOR HIS SERVICE TO
THE CITY OF CARPINTERIA AS A MEMBER OF THE
ARCHITECTURAL REVIEW BOARD
1991-2014**

WHEREAS, William Araluce served with distinction and dedication as a member of the Architectural Review Board (ARB) from January 1991 to March 2014, serving as Chair for over seven years; and

WHEREAS, William Araluce's conduct as a member of the Architectural Review Board serves as an honorable example of the City's commitment to open, honest and equitable government; and

WHEREAS, in his role as an Architectural Review Board member, William Araluce contributed significantly to the Board carrying out its duties and implementing established policies, goals and objectives for the physical development of the City including the protection and enhancement of its natural and historic charm and beauty; and

WHEREAS, during his tenure as a member of the Architectural Review Board, William Araluce applied his professional skills in the interpretation of architectural drawings, providing value added recommendations to applicants; and

WHEREAS, during his tenure as a member of the Architectural Review Board, William Araluce was instrumental in helping to develop the City's General Plan Community Design Element and the Single Family Residential Design Guidelines for Sub-Area 3; and

WHEREAS, during his tenure as a member of the Architectural Review Board, William Araluce demonstrated his sincere commitment to improving the quality of life for the residents and businesses of our community and all the visitors who enjoy Carpinteria.

NOW, THEREFORE, BE IT RESOLVED by the Carpinteria City Council that William Araluce be commended and extended thanks for the time and effort that he has given on behalf of the City of Carpinteria.

PASSED, APPROVED AND ADOPTED on this 23rd day of June 2014 by the following vote:

AYES: COUNCILMEMBERS:

NOES: COUNCILMEMBER(S):

ABSENT: COUNCILMEMBER(S):

J. Bradley Stein, Mayor

ATTEST:

Fidela Garcia, City Clerk

I hereby certify that the foregoing resolution was duly and regularly introduced and adopted at a regular meeting of the City Council of the City of Carpinteria held on this 23rd day of June 2014.

Fidela Garcia, City Clerk

APPROVED AS TO FORM:

Peter N. Brown, City Attorney

STAFF REPORT
CITY COUNCIL MEETING
June 23, 2014

ITEM FOR COUNCIL CONSIDERATION:

Proclamation Recognizing 2020 A Year Without War

Report prepared by: Fidela Garcia, City Clerk

Department: General Government

Reviewed by:

City Manager, Dave Durflinger


Signature


Signature

STAFF RECOMMENDATION:

ACTION ITEM X ; NON-ACTION ITEM

I. BACKGROUND/DISCUSSION:

The City Council received a request from Mark McIntire, a professor at Santa Barbara City College, representing 2020 A Year Without War, for consideration of a proclamation recognizing the 2020 A Year Without War Program. The program and the group's vision are working to build a global network towards establishing an end to the use of war for one year. They hope to establish a year without war in 2020. Information on the group and its activities, which was submitted with their request, is attached for City Council review. Upon the request of Councilmembers, official recognition via Proclamation has been set for tonight's meeting.

II. FINANCIAL CONSIDERATIONS:

None.

III. LEGAL ISSUES:

None.

IV. PRINCIPAL PARTIES EXPECTED AT MEETING:

Mark McIntire, Representative of 2020 A Year Without War

V. ATTACHMENTS:

- A. Proclamation
- B. 2020 A Year Without War Program and Projects information sheets

PROCLAMATION

A PROCLAMATION OF THE CARPINTERIA CITY COUNCIL RECOGNIZING 2020 A YEAR WITHOUT WAR

WHEREAS, the City of Carpinteria supports providing a safe and nurturing environment that embraces diversity and strengthens our community as citizens of the globe; and

WHEREAS, the City of Carpinteria has earned global respect for its safe and inviting community, including "The World's Safest Beach"; and

WHEREAS, the City of Carpinteria has a long and noble history of supporting organizations that foster peace and harmony through dialogue and conversation in settling disputes; and

WHEREAS, Carpinteria citizens have helped create and are helping to develop 2020 A Year Without War program as a global, social movement, presently with thousands of members and visitors from over 90 countries, to make the year 2020 a global year without war; and

WHEREAS, the Carpinteria Community has given sons, daughters, fathers and mothers to defend freedom around the globe as honorable war veterans; and

WHEREAS, 2020 A Year Without War, is focusing a global discussion on the benefits, both capital and human, to saving the estimated \$2.0 trillion plus spent annually by the world's nations on war and its related activities;

NOW, THEREFORE, I, J. Bradley Stein, Mayor, on behalf of the Carpinteria City Council, do hereby recognize the 2020 A Year Without War Program and support its United Nations' petition to globally recognize August 27th as Pact of Paris Day.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Carpinteria, County of Santa Barbara, State of California, this 23rd day of June, 2014.

J. Bradley Stein, Vice Mayor

ATTEST:

Fidela Garcia, City Clerk

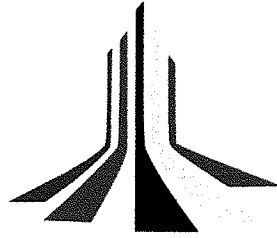
Attachment A

Proclamation Recognizing 2020 A Year Without War Program

Attachment B

2020 A Year Without War Program
Program and Projects information sheets

2020 A Year Without War



Moving Towards a Global Ceasefire

Vision

A Year Without War is a global network established to end the use of war for one year in 2020.

We are people from around the world, regardless of political affiliations, inclusive of all religious beliefs, across all cultures, coming together to make 2020 *A Year Without War*. We are individuals, groups, institutions and governments. We are students, educators, artists, scientists, authors, philanthropists, businesses, civic leaders, members of the military and citizens of every nation. Bringing our talents and passion together to build a network that will achieve a global ceasefire for the year 2020.

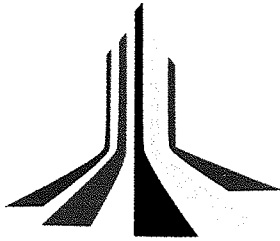
History

A Year Without War emerged from the mind of Joe White, Chair of the Philosophy Department at Santa Barbara City College, who thought that a global ceasefire for one year would have massively positive effects upon the entire planet. With the help of students, this idea spread throughout the community and across the world. Currently we are operating under the umbrella of the nonprofit SBCC Foundation, which has allowed us to branch out and realize the potential of this idea. Our partners in Sweden, Jordan, and the United Kingdom, have been generous and enthusiastic in developing programs to support this movement. Now we are an ever-growing, global network of dedicated volunteers working together to realize *A Year Without War*.

Goals

- Build a dynamic global network of at least 800 million people to support *A Year Without War*
- Establish *A Year Without War* communities at schools and universities around the world
- Create programs to engage people in realizing the possibility of *A Year Without War*
- Secure *A Year Without War* proclamations of support from communities globally
- Gather international support from politicians, organizations and individuals
- Petition the United Nations General Assembly for a resolution ratifying 2020 as *A Year Without War*

2020 A Year Without War: Project Summaries



The Proclamations Project

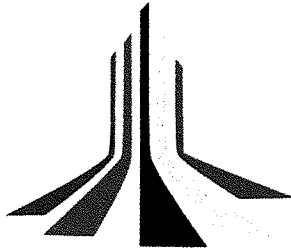
Proclamations are signed statements of commitment from groups and organizations who wish to show their support to 2020 A Year Without War. Proclamations help to increase global awareness and enhance our ability to achieve our mission. Each proclamation is customized to reflect the unique group and articulates the specific actions the group will take to promote 2020 AYWW, such as reaching out to their communities to support 2020 AYWW projects or gaining signatures for our petitions. Anyone, any group, any government large or small can pass a proclamation, including but not limited to: cities, schools, nonprofit organizations, clubs, businesses, religious groups, teams, publications and individual citizens of every nation. We are here to work with you to pass a proclamation of support for 2020 A Year Without War.

For resources on how to pass a proclamation within your group please go to our website at www.ayearwithoutwar.org. Proclamations already passed are in the 2020 AYWW online library as examples. The online library also has generic proclamations available for download that can be customized to your organization's specific needs. Proclamations Director, Dennis Gagnon, is available to help you every step of the way.

The Proclamations Project is ongoing and will continue through the year 2020. However, we urge you to pass a proclamation within your group or organization as soon as possible because the growth and success of 2020 AYWW relies on global awareness of our mission.

Please join us by passing a proclamation in your organization, school, business, city or any group that supports 2020 A YearWithout War. Go to www.ayearwithoutwar.org.

2020 A Year Without War: Project Summaries



The Peace Crane Project

The Peace Crane Project is an organization connecting children from around the world in a creative process of sharing ideas about world peace. Children draw pictures and write poems and other messages of peace on brightly colored papers, then fold their messages into origami peace cranes, and mail the peace cranes to other children, establishing pen-pal-like relationships. Connecting children from around the world in these “peace dialogues” encourages awareness and participation in the global community, with the hope of developing a more integrated and peaceful future.

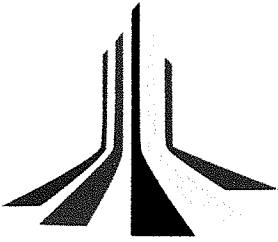
2020 A Year Without War is collaborating with the Peace Crane Project by providing origami paper in our colors of red, blue, black, yellow and green. We will ask the children to write why they want a year without war, fold the peace cranes and send them to their UN representative in the Fall of 2015.

The overarching message from these children will be, "Please, follow the law." In 1928, the Pact of Paris was signed by 60 countries after the devastation of World War I, outlawing the use of war to resolve conflict. We believe that the voices of the world's children will be louder than any one organization could be, and we want to empower them to effect real change in the world they will inherit.

Concurrent with the arrival of the Peace Cranes to the UN in the fall of 2015, we will introduce a petition to recognize August 27th internationally as "Pact of Paris Day: When the World Outlawed War," as well as encourage all remaining nations to sign onto the Pact of Paris. The Peace Crane Project will be a powerful supplement to this petition, coming as a plea from the children to their nation's leaders to simply stop fighting. We aim to collect the Peace Cranes afterward and assemble them into a sculpture that will preserve the history of this incredible event, as well as encourage children and adults around the world to take action.

For more information about the Peace Crane Project please visit www.ayearwithoutwar.org.

2020 A Year Without War: Project Summaries



United Nations Association

"The United Nations Association of the United States of America (UNA-USA) is a membership organization dedicated to inform, inspire, and mobilize the American people to support the ideals and vital work of the United Nations." - www.unausa.org

"The World Federation of United Nations Associations (WFUNA) is a global nonprofit organization representing and coordinating a membership of over 100 national United Nations Associations (UNAs) and their thousands of constituents." - www.wfuna.org

"UNA-USA, Santa Barbara & Tri-County chapter's goal is to be an effective catalyst in the local community to educate the public about the U.N. and thereby strengthen the U.S. involvement in the United Nations." - www.unasb.org

2020 A Year Without War is excited to have the UNA-USA, Santa Barbara & Tri-County Chapter as a partner. This local UNA is one of over 138 chapters making up the United Nations Association of the United States of America. 2020 AYWW hopes to partner with all UNA-USA chapters, connecting the networks of members and increasing the visibility and vitality of both organizations. 2020 AYWW also hopes to partner with the World Federation of the United Nations and promote our mission around the world through this extensive and active network. Through UNA proclamations of support and member mobilization, 2020 AYWW will have many strong partners promoting the Pact of Paris Day Petition being passed by the United Nations General Assembly in 2015.

The UN Liaison for 2020 AYWW, Melisa Ashbaugh Johnston, has taken an active role in the local UNA chapter by attending monthly board meetings, supplying volunteers for local UNA events and assisting with outreach through social media networks. Currently, proclamations of support for 2020 AYWW are being drafted for local chapters of the UNA-USA. Next we will focus on national and global chapters. We hope all individual members of each chapter will help us in the petition signature drive for the Pact of Paris Day and our UN Petitions that are forthcoming.

To find out more about our UNA programs or to pass a proclamation please visit www.ayearwithoutwar.org.



Proclamation 2020 A Year Without War

WHEREAS, citizens of the City of Lompoc have created and developed a global, social movement, presently with thousands of members and visitors from over 90 countries, to make the year 2020 a global year without war; and

WHEREAS, the City of Lompoc has been closely associated with and a supporter of the United States military since the opening of Camp Cooke in 1941, just north of the City of Lompoc, through the base's present status in 2014 as Vandenberg Air Force Base; and

WHEREAS, the City of Lompoc has sent its citizens to serve in the U.S. military since the Spanish American war and including all subsequent wars; and

WHEREAS, the support of a strong military has been for the purpose of securing a lasting peace; and

WHEREAS, 2020 A Year Without War, is focusing a global discussion on the benefits, both capital and human, to saving the estimated \$1.3 trillion + spent annually by the world's nations on war and its related activities; and

WHEREAS, communities like Lompoc seek to live in peace with all of its neighbors as demonstrated through its global Sister City program with its five sister cities; and

WHEREAS, on August 27, 1928, under the leadership of U.S. Secretary of State Frank Kellogg, serving in the Hoover Administration, brought nations of the world together to sign the Pact of Paris, formally outlawing war, with no nation subsequently rescinding that law; and

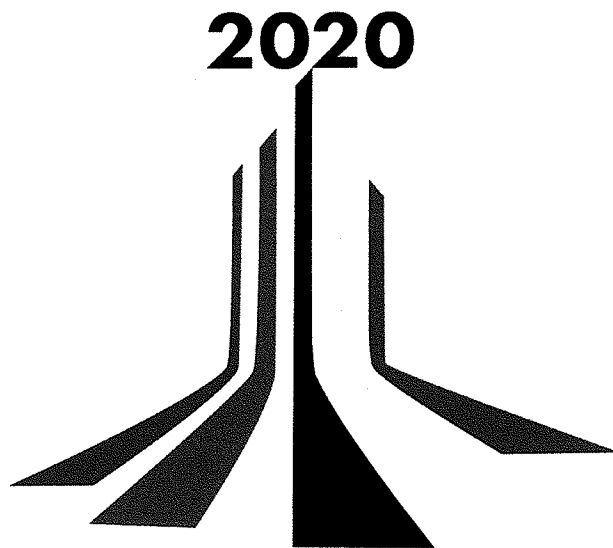
WHEREAS, 2020 A Year Without War, has mounted a petition campaign to the United Nations, to have the General Assembly of the United Nations designate August 27 as an internationally recognized day of celebration of humanity's step toward the elimination of war; and

WHEREAS, the City of Lompoc has been committed to providing a high quality of life for its citizens, the City of Lompoc encourages members of California's Congressional delegation; members of the Santa Barbara County Board of Supervisors, the California State Assembly, the California State Senate -- who represent residents of the City of Lompoc, along with the California League of Cities and the National League of Cities to support 2020 A Year Without War.

NOW, THEREFORE, I, John H. Linn, Mayor of the City of Lompoc, California, recognizes the 2020 A Year Without War Program and supports its United Nations' petition to globally recognize August 27th as Pact of Paris Day.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the City of Lompoc to be affixed this 4th day of March, 2014.

John H. Linn, Mayor
City of Lompoc



AYearWithoutWar.org

Join AYWW Interns & Volunteers

and

AYWW Founder, Professor Joe White

Celebrating Our Accomplishments

Thanking our Supporters

Friday, June 6, 2014

5 – 7 pm

SBCC La Playa Stadium Press Box

Parking by "P" on map <http://international.sbcc.edu/about/campusmap/>

*Just Drop-by, enjoy the gorgeous view,
meet our project leaders, hear about our accomplishments, &
share our excitement for the next 5.5 years.*

Reception hosted by

Annie & John Bowler, AYWW Visionary Funders

Refreshments by the Cha Cha Cooking Club

RSVP to Dulcie Sinn 805.735.1002 dulcie@ayww.org

**City of Carpinteria
City Council Minutes
Regular Meeting
Council Chambers
Monday, June 9, 2014**

CALL TO ORDER

Mayor Stein called the meeting to order at 5:30 p.m.

ROLL CALL

Councilmembers present:

Councilmember Wade Nomura
Councilmember Fred Shaw
Councilmember Al Clark
Vice Mayor Gregg Carty
Mayor J. Bradley Stein

Staff members present:

Dave Durflinger, City Manager
Peter Brown, City Attorney
Fidela Garcia, City Clerk
John Thornberry, Administrative Services Manager
Jackie Campbell, Community Development Director
Charles Ebeling, Public Works Director
Matt Roberts, Parks and Recreation Director

PLEDGE OF ALLEGIANCE

All present were led in the salute to the flag by Mayor Stein.

INTRODUCTIONS, PROCLAMATIONS AND PRESENTATIONS: NONE

PUBLIC INFORMATION REPORTS AND ANNOUNCEMENTS: NONE

CITY MANAGER'S REPORT

- The beach camera has been repaired and people may access the Carpinteria Beach camera on the Internet to view weather conditions at the beach.
- Summer Softball Co-ed League continues to be organized. People interested in forming teams may contact Ann Meyer at City Hall.

- Summer Recreation Guide is available for activities offered through the Summer Recreation Program.
- Community survey on hazardous waste disposal services is in the Coastal View and on the City's website. The purpose of the survey is to poll the community on the most convenient means to receive household hazardous waste disposal services.
- Architectural Review Board (ARB) will meet on June 12 at 5:30 p.m. to review single-family design guidelines for Concha Loma and Arbol Verde neighborhoods. The ARB is seeking community input during this workshop,

PRESENTATIONS BY CITIZENS / PUBLIC COMMENT

Rhonda Gutierrez, Carpinteria Valley Water District, provided an update on water conservation outreach efforts to reduce water consumption by 20 percent. She reported that customers used 941 acre-feet of water during the period of March 1 to May 31, which is five acre feet less than budget expectations. She stated this represents a 20 percent reduction. She reminded District customers that conserving water now would preserve water supplies for next year. She noted that the District provides rebates for residential customers to replace old, inefficient toilets or clothes washers with high efficiency ones. She also noted that rebates are available to commercial customers for replacement of high efficiency toilets and urinals. She invited District residents to participate in the second annual Waterwise Garden Contest. She stated that applications and contest criteria are available on the website at www.cvwd.net, and the application deadline is June 20.

Peter Bonning shared copies of a feasibility study proposed for the Skate Garden at Fifth Street. He noted that the study was presented by an out-of-town third party at the Women's Club, and the study looked at eight different sites and judged them based on criteria including whether skateboarding and skating are dangerous; whether they are hubs for illicit behavior; whether they will require significant oversight; whether they will require significant maintenance; whether there will be noise concerns; whether they will lower or raise property values; whether they will create parking or traffic congestion; what would be the benefits of skate parks such as safety, damage to private property; benefits to physical and mental health; and environmental impacts. He stated that he looks forward to the City Council's review and comment.

AGENDA MODIFICATIONS: None

CONSENT CALENDAR

Motion by Councilmember Shaw, seconded by Councilmember Clark, to approve the Consent Calendar.

Upon voice vote, motion carried unanimously, with Councilmember Nomura abstaining from Item 1, Minutes of the regular meeting held May 27, 2014.

1. Minutes of the regular meeting held May 27, 2014.
2. Professional Engineering Services Agreement Amendment No. 2 with Drake Haglan and Associates for Preliminary Engineering Services for the Carpinteria Avenue Bridge Project.

ADMINISTRATIVE MATTER: NONE

PUBLIC HEARING(S):

3. Consideration of Adoption of the 2014-15 Budget and Setting of Appropriation Limits as Required by State Law.

Recommendation: Receive the staff report, open the public hearing and receive public comment, provide staff with direction concerning any amendments to the proposed budget and adopt Resolution Nos. 5538, 5539, and 5540, as read by title only, thereby approving the municipal budget for 2014-15, and setting related appropriation limits in compliance with State law.

Dave Durflinger, City Manager, provided a PowerPoint presentation with an overview of the proposed Fiscal Year 2014/15 budget.

John Thornberry, Administrative Services Director/Finance Director, presented the General Fund budget.

Jackie Campbell, Community Development Director, presented the Community Development Department budget.

Charlie Ebeling, Public Works Director, presented the Public Works Department budget.

Matt Roberts, Parks and Recreation Director, presented the Parks and Recreation Department budget.

Mr. Thornberry presented the Administrative Services budget.

Mr. Durflinger presented the General Government Program budget.

Vice Mayor Carty inquired regarding the request for funding from C3H Policy Council. Mayor Stein responded that the Budget Committee did not review this request.

Mayor Stein opened the Public Hearing at 7:27 p.m.

Margaret Esther, City of Santa Barbara Library Services Manager, stated an application was submitted at the request of the Friends of the Library for City financial support for

up to \$35,500. She noted that the Carpinteria branch of the library is open six days a week and many children frequent the homework center. She thanked the City Council and asked them to consider their request for additional funds.

Jean Bailard, representing Friends of the Library, thanked the City Council for its generous support. She noted that in 2013 there were 109,868 library visits; 98,635 library materials circulated; 25,126 computer users; 1,137 new library cards issued; and 900 new books distributed to local school children. She stated that the library's current budget is showing a \$17,336 deficit and the Friends of the Library was proposing a matching challenge to the City and Budget Committee. She further stated that if the challenge is accepted, the budget would increase to \$35,700 and the Friends of the Library would increase its share from \$48,000 to \$57,700. She asked the City Council to consider the request.

Yesenia Curiel, Program Director Santa Barbara Rape Crisis Center, stated that the center has provided services for 40 years to individuals over the age of 14 who have experienced sexual assault. She spoke regarding the Clothesline Project held recently at St. Joseph's Church where t-shirts created by survivors of sexual assault were displayed. She expressed her hope that the City continues to provide funding. Councilmember Shaw acknowledged their efforts.

Connie McDonald, resident of La Jolla Place, stated that the address is wrong as it should be La Jolla Street, and she asked that the City make a correction to the signage. She expressed concern with the City planting trees behind her home that will need to be watered during the drought. She stated that she believes the new trees will destroy her swimming pool and the City did not seek her approval. She further stated that she has asked the City for the past ten years to install restrooms at Memorial Park. She also expressed concern with pedestrian safety on the cul-de-sac on La Jolla Street because of street and sidewalk conditions, lack of wheelchair access, and the bike path. Mayor Stein directed her concerns to Public Works Director Charlie Ebeling.

Mayor Stein closed the Public Hearing at 7:39 p.m.

Motion by Councilmember Shaw, seconded by Councilmember Nomura, to adopt Resolution No. 5538, 5539, 5540, as read by title only, approving the Municipal Budget for 2014/15 and setting related appropriations limits with corrections as presented by staff.

Upon voice vote, motion carried unanimously.

Mayor Stein acknowledged City staff on their efforts.

OTHER BUSINESS:

4. Recycled Water Planning Grant Memorandum of Understanding

Recommendation: That the City Council appropriate \$25,000 and approve the Recycled Water Planning Grant Memorandum of Understanding with the Carpinteria Valley Water District and Carpinteria Sanitary District.

Dave Durflinger, City Manager, presented the staff report.

There were no Public Comments.

Motion by Councilmember Nomura, seconded by Councilmember Clark, to appropriate \$25,000 and approve the Recycled Water Planning Grant Memorandum of Understanding with the Carpinteria Valley Water District and Carpinteria Sanitary District.

Upon voice, vote, motion carried unanimously.

COMMITTEE REPORTS, INQUIRIES AND OTHER MATTERS PRESENTED BY COUNCILMEMBERS

Vice Mayor Carty reported that he attended a bicycle relay from Goleta to the Ventura County Line, and he was handed off the tandem bicycle by County Supervisor Salud Carbajal. He stated that the purpose of the rally was to bring awareness to the missing links to the Coastal Trail and the importance of the different jurisdictions to work together to create a seamless network of safe bicycle paths on the South Coast.

ATTENDANCE OF COUNCILMEMBERS FOR FUTURE MEETINGS

ADJOURNMENT

The meeting was adjourned at 7:53 p.m. by Mayor Stein.

J. Bradley Stein, Mayor

ATTEST:

Fidela Garcia, CMC, City Clerk

STAFF REPORT
CITY COUNCIL MEETING
JUNE 23, 2014

ITEM FOR COUNCIL CONSIDERATION

EXPENDITURES FOR THE PERIOD ENDING JUNE 17, 2014

Report prepared by: Monique Epley, Finance Supervisor

Reviewed by: John Thornberry,
Administrative Services Director

Reviewed by: Dave Durflinger, City Manager

Signature

Signature

Signature

STAFF RECOMMENDATION

Action Item ☐; Non-Action Item ☒

That the City Council accept this report concerning the current list of warrants pursuant to Carpinteria Municipal Code 2.08.150(F).

I. DISCUSSION

As part of each regular City Council agenda, staff prepares the attached listing of checks dispersed with staff certification that the expenditure transactions listed in the warrant register have been reviewed and are within the budgeted appropriations. Staff recommends that the City Council ratify the schedule of demands attached.

II. FINANCIAL CONSIDERATIONS

The warrant register included as an attachment is designed to communicate fiscal activity since the previous regular City Council agenda. No further action of a fiscal nature is requested as part of this report.

III. ATTACHMENT

A. Warrant Register for the period ending June 17, 2014

CITY OF CARPINTERIA
Warrant Register
May 21 through June 17, 2014

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CITY OF CARPINTERIA
Warrant Register
May 21 through June 17, 2014

Num	Last modified by	Date	Name	Memo	Account	Paid Amount
TOTAL				JUNE 2014 HEALTH JUNE 2014 HEALTH	1016196 · Health Insurance Surch... 4868194 · Wellness 68	(136.95) (469.91) (36,753.42)
83106	Monique	05/21/14	CARP EVENTS	2014 HOLIDAY SPIRIT PARADE	1000101 · Operating Cash 10	
SPIRIT PAR...	Monique	05/19/14		2014 HOLIDAY SPIRIT PARADE	3845222 · Marketing/Project Carpi...	(4,000.00)
TOTAL						(4,000.00)
83107	Monique	05/21/14	CARPINTERIA, CITY OF	VOID: PETTY CASH	1000101 · Operating Cash 10	
TOTAL						0.00
83108	Monique	05/21/14	CENTRAL COAST IMAGING SOLUTIONS	INVOICE #AR27176	1000101 · Operating Cash 10	
AR27176	Monique	05/12/14		COPIER MAINTENANCE	1018222 · Equipment Maintenance	(772.51)
TOTAL						(772.51)
83109	Monique	05/21/14	COAST OFFICE TECHNOLOGY		1000101 · Operating Cash 10	
4907	Monique	05/01/14		COMPUTER MAINTENANCE	1018220 · System Administration	(3,327.50)
2014107	Monique	05/14/14		COMPUTER HARDWARE	1070417 · Computer Hardware	(743.48)
TOTAL						(4,070.98)
83110	Monique	05/21/14	COASTAL VIEW NEWS	VOID:	1000101 · Operating Cash 10	
TOTAL						0.00
83111	Monique	05/21/14	COCA-COLA BOTTLING COMPANY OF SO...	8647365	1000101 · Operating Cash 10	
3076129011	Monique	04/08/14		SODA PURCHASES FOR RESALE @ POOL	4866350 · Supplies for Resale	(202.80)
TOTAL						(202.80)
83112	Monique	05/21/14	DATA TICKET INC	INVOICE 52877	1000101 · Operating Cash 10	
52877	Monique	05/13/14		CITATION PROCESSING	1022214 · Hearing Officer	(200.00)
TOTAL						(200.00)
83113	Monique	05/21/14	DEEP MAGAZINE	INVOICE 43292	1000101 · Operating Cash 10	
43292	Monique	05/01/14		MAY/JUNE ADVERTISING	2862308 · Supplies & Materials 62	(200.00)
TOTAL						(200.00)
83114	Monique	05/21/14	DUDEK	INVOICE #20141766	1000101 · Operating Cash 10	
20141766	Monique	05/12/14		PROJ 1522	1000251 · Development Deposits	(565.12)

CITY OF CARPINTERIA
Warrant Register
May 21 through June 17, 2014

Num	Last modified by	Date	Name	Memo	Account	Paid Amount
TOTAL						
83115	Monique	05/21/14	IMPULSE INTERNET SERVICES	INVOICE #766214	1000101 · Operating Cash 10	(565.12)
766214	Monique	05/12/14		EMAIL FILTERING SERVICES	1018222 · Equipment Maintenance	(89.95)
TOTAL						(89.95)
83116	Monique	05/21/14	MONTGOMERY HARDWARE CO	INVOICE #177876	1000101 · Operating Cash 10	
177876	Monique	02/19/14		DOOR LOCK FOR BOATHOUSE	2862308 · Supplies & Materials 62	(468.19)
TOTAL						(468.19)
83117	Monique	05/21/14	MUNICIPAL CODE CORPORATION	INVOICE #00237885	1000101 · Operating Cash 10	
00237885	Monique	01/01/14		SALE TAX CORRECTION	1011221 · Contract Services 11	(39.04)
TOTAL						(39.04)
83118	Monique	05/21/14	NAVPLG	INVOICE #1323	1000101 · Operating Cash 10	
1323		02/02/14		NAVPLG MEMBERSHIP - JEAKLE	1045305 · Dues & Subscriptions 45	(50.00)
TOTAL						(50.00)
83119	Monique	05/21/14	QUALITY DISCOUNT ICE CREAM	INVOICE 30507023	1000101 · Operating Cash 10	
30507023	Monique	05/12/14		POOL RESALE ITEMS	4866308 · Supplies & Materials 66	(89.76)
TOTAL						(89.76)
83120	Monique	05/21/14	SANTA BARBARA PEST CONTROL		1000101 · Operating Cash 10	
50678	Monique	04/23/14		PEST CONTROL	3332223 · Chemical Treatment	(125.00)
50413	Monique	04/23/14		PEST CONTROL	3332223 · Chemical Treatment	(65.00)
TOTAL						(190.00)
83121	Monique	05/21/14	SO CA GAS COMPANY	016-913-9500-6	1000101 · Operating Cash 10	
016-913-950...	Monique	05/06/14		CIVIC CENTER	1013314 · Utility - Natural Gas	(344.26)
TOTAL						(344.26)
83122	Monique	05/21/14	SOUTHERN CALIFORNIA SWIMMING	SWIM FEES	1000101 · Operating Cash 10	
CAC MEET ...	Monique	05/12/14		SWIM FEES	4868308 · Supplies & Materials 68	(142.50)
TOTAL						(142.50)
83123	Monique	05/21/14	STAPLES ADVANTAGE		1000101 · Operating Cash 10	
3229336746	Monique	04/25/14		OFFICE SUPPLIES	1013308 · Supplies & Materials 13	(68.83)

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CITY OF CARPINTERIA
Warrant Register
 May 21 through June 17, 2014

Num	Last modified by	Date	Name	Memo	Account	Paid Amount
3229336747	Monique	04/25/14		OFFICE SUPPLIES	1013308 · Supplies & Materials 13	(30.87)
3229580741	Monique	04/26/14		OFFICE SUPPLIES	1013308 · Supplies & Materials 13	(186.70)
TOTAL						(286.40)
83124	Monique	05/21/14	VERIZON CALIFORNIA	011711114329800406	1000101 · Operating Cash 10	
0117111143...	Monique	04/28/14		CIVIC CENTER	1013301 · Telephone 13	(850.91)
				PUBLIC WORKS	2531301 · Telephone 31	(37.94)
				BEACH	2862301 · Telephone 62	(120.80)
				POOL	4866301 · Telephone 66	(235.25)
				CONCESSION	2864308 · Supplies & Materials 64	(113.71)
TOTAL						(1,358.61)
83125	Monique	05/21/14	VERIZON WIRELESS	INVOICE #9724906277	1000101 · Operating Cash 10	
9724906277	Monique	05/09/14		CELL PHONE - BUILDING INSPECTOR	1042308 · Supplies & Materials 42	(113.34)
TOTAL						(113.34)
83126	Monique	05/21/14	WEST GROUP	565-139-500	1000101 · Operating Cash 10	
829486806	Monique	04/30/14		SUBSCRIPTION PRODUCT CHARGES	1051305 · Dues & Subscriptions 51	(128.82)
TOTAL						(128.82)
83127	Monique	05/21/14	WICK BOILER SERVICE	INVOICE 890333	1000101 · Operating Cash 10	
890333	Monique	02/26/14		POOL BOILER SERVICE	4866223 · Equipment Maintenance...	(1,248.50)
TOTAL						(1,248.50)
83128	Monique	05/21/14	BIG GREEN CLEANING COMPANY	INVOICE #444017	1000101 · Operating Cash 10	
444017	Monique	05/01/14		SEASIDE BUILDING	4865309 · Misc Operating Expens...	(165.00)
TOTAL						(165.00)
83129	Monique	05/21/14	BROWNSTEIN HYATT FARBER SCHRECK	VOID:	1000101 · Operating Cash 10	
TOTAL						0.00
83130	Monique	05/21/14	C & W CONSTRUCTION SPECIALTIES, INC	CLIENT # 647	1000101 · Operating Cash 10	
121-14	Monique	04/30/14		ROW SUPPLIES	3332308 · Supplies & Materials 32	(192.06)
TOTAL						(192.06)
83131	Monique	05/21/14	FLAG FACTORY, THE	INVOICE 20596	1000101 · Operating Cash 10	
20596	Monique	04/29/14		FLAG SUPPLIES	1013225 · Grounds Maintenance	(299.70)
TOTAL						(299.70)

CITY OF CARPINTERIA
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Num	Last modified by	Date	Name	Memo	Account	Paid Amount
83132	Monique	05/21/14	HASLER	7900-0110-3770-5400	1000101 · Operating Cash 10	
5400	Monique	05/07/14		POSTAGE	1013302 · Postage 13	(1,000.00)
TOTAL						(1,000.00)
83133	Monique	05/21/14	LAKESHIRTS	INVOICE 788621	1000101 · Operating Cash 10	
788621	Monique	05/01/14		GUARD APPAREL	2864302 · Purchases for Inventory	(1,047.52)
TOTAL						(1,047.52)
83134	Monique	05/21/14	LAMOTTE COMPANY	INVOICE #1349069	1000101 · Operating Cash 10	
1349069	Monique	04/30/14		POOL SUPPLIES	4866308 · Supplies & Materials 66	(102.66)
TOTAL						(102.66)
83135	Monique	05/21/14	SANTA BARBARA COUNTY, SHERIFF'S DE...	14-238	1000101 · Operating Cash 10	
14-238	Monique	04/28/14		SHERIFF OVERTIME	1021215 · Sheriff's Overtime	(123.14)
TOTAL						(123.14)
83136	Monique	05/21/14	SATCOM GLOBAL FZE	INVOICE AS05141204	1000101 · Operating Cash 10	
AS05141204	Monique	05/01/14		IRIDIUM TRADE-UP	1024215 · Disaster Preparedness	(42.75)
TOTAL						(42.75)
83137	Monique	05/21/14	SO CA GAS COMPANY		1000101 · Operating Cash 10	
014-914-323...	Monique	05/07/14		SEASIDE BUILDING	4865309 · Misc Operating Expens...	(9.75)
140-914-308...	Monique	05/07/14		PROJ 4865	1000251 · Development Deposits	(69.73)
TOTAL				VETS HALL UTILITIES	4865309 · Misc Operating Expens...	(34.34)
						(113.82)
83138	Monique	05/21/14	STAPLES ADVANTAGE		1000101 · Operating Cash 10	
3229903370	Monique	04/30/14		PW SUPPLIES	2531308 · Supplies & Materials 31	(104.19)
3229903367	Monique	04/30/14		PW SUPPLIES	2531308 · Supplies & Materials 31	(67.16)
TOTAL						(171.35)
83139	Monique	05/21/14	THE WHARF	APRIL 2014 STATEMENT	1000101 · Operating Cash 10	
APR 2014 S...	Monique	05/01/14		HUFF SAFETY ACCOUNT	3332197 · Indiv Equip Reimburse...	(18.22)
TOTAL				HUFF SAFETY ACCOUNT	3332197 · Indiv Equip Reimburse...	(124.81)
				GONZALEZ SAFETY ACCOUNT	1013197 · Indiv Equip Reimburse...	(142.22)
						(285.25)
83140	Monique	05/21/14	VERIZON CALIFORNIA	011711121344992803	1000101 · Operating Cash 10	

CITY OF CARPINTERIA

Warrant Register

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Num	Last modified by	Date	Name	Memo	Account	Paid Amount
0117111213...	Monique	05/07/14		ASH AVE	2862301 · Telephone 62	(188.05)
TOTAL						(188.05)
83141	Monique	05/21/14	WATER GEAR INC	INVOICE 00234873	1000101 · Operating Cash 10	
00234873	Monique	04/29/14		POOL RESALE ITEMS	4866350 · Supplies for Resale	(305.57)
TOTAL						(305.57)
83142	Monique	05/21/14	BROWNSTEIN HYATT FARBBER SCHRECK		1000101 · Operating Cash 10	
563136	Monique	04/25/14		CITY VS MANN	1017228 · Litigation	(5,156.70)
563138	Admin1 (Admin)	04/25/14		PROJ 1543	1000251 · Development Deposits	(181.50)
563139	Admin1 (Admin)	04/25/14		PROJ 1705	1000251 · Development Deposits	(285.00)
563140	Admin1 (Admin)	04/25/14		PROJ 1702	1000251 · Development Deposits	(114.00)
563141	Admin1 (Admin)	04/25/14		PROJ 1649	1000251 · Development Deposits	(370.50)
563137	Monique	04/25/14		MHRBS	1017223 · MHRB Ordinance	(666.00)
563133	Monique	04/25/14		LITIGATION MATTERS	1017228 · Litigation	(2,337.00)
563479	Monique	04/25/14		CITY ATTORNEY OVER 50 HOURS	1017229 · City Attorney Off-Retainer	(19,429.50)
563471	Monique	04/28/14		CITY ATTORNEY RETAINER	1017220 · City Attorney Retainer	(10,000.00)
564641	Monique	05/09/14		CITY ATTORNEY OFF RETAINER	1017229 · City Attorney Off-Retainer	(8,331.00)
564483	Monique	05/09/14		CITY ATTORNEY RETAINER	1017220 · City Attorney Retainer	(10,000.00)
564481	Monique	05/09/14		MHRBS MATTERS	1017223 · MHRB Ordinance	(1,054.50)
564480	Monique	05/09/14		CITY V PLACENCIA	1017228 · Litigation	(884.50)
564479	Monique	05/09/14		IRS ADMINISTRATIVE APPEAL	1017228 · Litigation	(384.75)
564478	Monique	05/09/14		LITIGATION MATTERS	1017228 · Litigation	(1,512.00)
TOTAL						(60,706.95)
83143	Monique	05/21/14	ALAMO SELF STORAGE	JUNE 2014 STORAGE	1000101 · Operating Cash 10	
JUN 2014 S...	Monique	05/13/14		OFFSITE STORAGE FEES	1013221 · Miscellaneous Contract...	(295.00)
TOTAL						(295.00)
83144	Monique	05/21/14	ANIMAL MEDICAL CLINIC	INVOICE #143466	1000101 · Operating Cash 10	
143466	Monique	05/09/14		ANIMAL SHELTERING	1047213 · Animal Sheltering	(1,770.00)
TOTAL						(1,770.00)
83145	Monique	05/21/14	COASTAL VIEW NEWS		1000101 · Operating Cash 10	
42961	Monique	04/07/14		OIL PAYMENT PROGRAM	2000261 · Deferred Revenue 20	(578.00)
43176	Monique	04/28/14		LEGAL NOTICES	1011303 · Printing & Advertising 11	(115.50)
43145	Monique	04/28/14		LEGAL NOTICES	1011303 · Printing & Advertising 11	(140.25)
43153	Monique	04/28/14		LEGAL NOTICES	2772221 · Pavement Management...	(66.50)
43275	Monique	05/09/14		SUMMER CAMP ADVERTISING	2862308 · Supplies & Materials 62	(275.00)
43361	Monique	05/15/14		PET ADS	2862329 · Jr Lifeguard Expenses	(275.00)
43374	Monique	05/15/14		LEGAL NOTICES	1047303 · Printing & Advertising 47	(60.00)
43377	Monique	05/15/14		LEGAL NOTICES	1011303 · Printing & Advertising 11	(119.00)
					1011303 · Printing & Advertising 11	(84.00)

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CITY OF CARPINTERIA
Warrant Register
May 21 through June 17, 2014

Num	Last modified by	Date	Name	Memo	Account	Paid Amount
83151	Monique	05/28/14	AT&T	ACCT 030-149-5366-001	1000101 · Operating Cash 10	
030-149-536...	Monique	05/19/14		TELEPHONE - CIVIC CENTER TELEPHONE - PW TELEPHONE - BEACH TELEPHONE - POOL	1013301 · Telephone 13 2531301 · Telephone 31 2862301 · Telephone 62 4866301 · Telephone 66	(518.72) (23.13) (84.25) (92.51) (718.61)
TOTAL						
83152	Monique	05/28/14	BIG GREEN CLEANING COMPANY		1000101 · Operating Cash 10	
444019	Monique	05/01/14		CITY HALL VETS HALL	1013224 · Interior Maintenance	(805.00)
444022	Monique	05/01/14		ASH ROW PARKS	4865224 · Custodial Services 2861225 · Marsh Park Maintenance 3332221 · Miscellaneous Contracts... 2361221 · Miscellaneous Contracts	(725.00) (347.00) (694.00) (1,390.00) (3,961.00)
TOTAL						
83153	Monique	05/28/14	CARPINTERIA VALLEY LUMBER CO	ACCOUNT 164	1000101 · Operating Cash 10	
APRIL 2014 ...	Monique	04/30/14		ROW SEASIDE BUILDING ROW ROW ROW 9TH ST BATHROOM SEAL FOUNTAIN 9TH ST BATHROOM ROW SEASIDE PW SHOP PW SHOP	3332308 · Supplies & Materials 32 4865309 · Misc Operating Expens... 3332225 · ROW Maintenance 32 3332225 · ROW Maintenance 32 3332308 · Supplies & Materials 32 3332225 · ROW Maintenance 32 3332225 · ROW Maintenance 32 3332308 · Supplies & Materials 32 3332225 · ROW Maintenance 32 3332308 · Supplies & Materials 32 2531308 · Supplies & Materials 31	(4.31) (51.35) (29.84) (4.95) (9.72) (10.40) (4.63) (4.95) (12.63) (11.86) (58.28) (105.16) (308.08)
TOTAL						
83154	Monique	05/28/14	CHEVRON & TEXACO BUSINESS CARD S...	789-819-058-7	1000101 · Operating Cash 10	
789-819-058...	Monique	05/22/14		VEHICLE FUEL VEHICLE FUEL VEHICLE FUEL VEHICLE FUEL	1013307 · Vehicle Oper & Mainten... 3332307 · Vehicle Oper & Mainten... 2531307 · Vehicle Oper & Mainten... 2361307 · Vehicle Oper/Maintenan...	(411.86) (451.84) (114.87) (197.65) (1,176.22)
TOTAL						
83155	Monique	05/28/14	COASTAL VIEW NEWS		1000101 · Operating Cash 10	
43206	Monique	05/09/14		FIRST FRIDAY AD	1044302 · Marketing Materials	(775.00)
43336	Monique	05/12/14		FIRST FRIDAY AD	1044302 · Marketing Materials	(1,000.00) (1,775.00)
TOTAL						
83156	Monique	05/28/14	EDD-SDI	776-5147-9	1000101 · Operating Cash 10	

CITY OF CARPINTERIA
Warrant Register
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Num	Last modified by	Date	Name	Memo	Account	Paid Amount
PAYROLL 0...	Monique	05/20/14		PAYROLL 05-29-14	1000223 · SDI Withheld 10	(934.74)
TOTAL						(934.74)
83157	Monique	05/28/14	EDD-SIT	932-0283-6	1000101 · Operating Cash 10	
PAYROLL 0...	Monique	05/20/14		PAYROLL 05-29-14	1000221 · SIT Withheld 10	(3,707.59)
TOTAL						(3,707.59)
83158	Monique	05/28/14	JFM WEB DESIGN	INVOICE 140079	1000101 · Operating Cash 10	
140079	Monique	05/25/14		QUARTERLY BASIC HOSTING TRIATHLON 2014	4863300 · Triathlon Expense	(41.85)
TOTAL						(41.85)
83159	Monique	05/28/14	JUANA CARRENO ENRIQUEZ	VETS HALL CLEANING DEPOSIT REFUND	1000101 · Operating Cash 10	
VETS HALL...	Monique	05/27/14		VETS HALL CLEANING DEPOSIT REFUND	1000231 · Veterans Building Depo...	(300.00)
TOTAL						(300.00)
83160	Monique	05/28/14	LINCOLN FINANCIAL GROUP	JUNE 2014 BILLING	1000101 · Operating Cash 10	
JUNE 2014 ...	Monique	05/20/14		JUNE 2014	1051191 · Life Insurance Premium...	(66.15)
				JUNE 2014	1011191 · Life Insurance Premium...	(85.93)
				JUNE 2014	1012191 · Life Insurance Premium...	(122.49)
				JUNE 2014	1013191 · Life Insurance Premium...	(32.07)
				JUNE 2014	1014191 · Life Insurance Premium...	(160.96)
				JUNE 2014	1016191 · Life Insurance Premium...	(172.37)
				JUNE 2014	1030191 · Life Insurance Premium...	(269.90)
				JUNE 2014	2531191 · Life Insurance Premium...	(181.69)
				JUNE 2014	1041191 · Life Insurance Premium...	(380.49)
				JUNE 2014	1042191 · Life Insurance Premium...	(183.15)
				JUNE 2014	1069191 · Life Insurance Premium...	(158.07)
				JUNE 2014	1022191 · Life Insurance Premium...	(129.06)
				JUNE 2014	3332191 · Life Insurance Premium...	(73.64)
				JUNE 2014	1044191 · Life Insurance Premium...	(91.90)
				JUNE 2014	2361191 · Life Insurance Premium...	(58.71)
				JUNE 2014	4868191 · Life Insurance Premium...	(33.44)
TOTAL						(2,200.02)
83161	Monique	05/28/14	LOPEZ, KENNY	VETS HALL CLEANING DEPOSIT REFUND	1000101 · Operating Cash 10	
VETS HALL...	Monique	05/19/14		VETS HALL CLEANING DEPOSIT REFUND	1000231 · Veterans Building Depo...	(300.00)
TOTAL						(300.00)
83162	Monique	05/28/14	METLIFE - GROUP BENEFITS	JUNE 2014 BILLING	1000101 · Operating Cash 10	
JUNE 2014 ...	Monique	05/15/14		JUNE 2014 DENTAL	1051194 · Wellness 51	(633.89)
				JUNE 2014 DENTAL	1011194 · Wellness 11	(169.96)
				JUNE 2014 DENTAL	1012194 · Wellness 12	(238.05)
				JUNE 2014 DENTAL	1013194 · Wellness 13	(183.08)

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Warrant Register
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Num	Last modified by	Date	Name	Memo	Account	Paid Amount
83163	Monique	05/28/14	PENFIELD & SMITH	JUNE 2014 DENTAL	1014194 · Wellness 14	(366.16)
				JUNE 2014 DENTAL	1016194 · Wellness 16	(54.97)
				JUNE 2014 DENTAL	1030194 · Wellness 30	(519.95)
				JUNE 2014 DENTAL	2531194 · Wellness 31	(478.10)
				JUNE 2014 DENTAL	1041194 · Wellness 41	(533.07)
				JUNE 2014 DENTAL	1042194 · Wellness 42	(183.08)
				JUNE 2014 DENTAL	1069194 · Wellness 69	(238.05)
				JUNE 2014 DENTAL	1022194 · Wellness 22	(224.93)
				JUNE 2014 DENTAL	3332194 · Wellness 32	(295.02)
				JUNE 2014 DENTAL	1044194 · Wellness 44	(183.08)
				JUNE 2014 DENTAL	2361194 · Wellness 61	(183.08)
				JUNE 2014 DENTAL	4868194 · Wellness 68	(54.97)
TOTAL						(4,539.44)
121827	Monique	04/18/14	PENFIELD & SMITH	INVOICE 121827	1000101 · Operating Cash 10	
				PROJ 1522	1000251 · Development Deposits	(3,785.06)
				DIF HWY INTERCHANGE	3100232 · DIF Highway Interchange	(199.22)
				DIF HWY INTERCHANGE	3179616 · FHWA HBR 31	(199.22)
TOTAL						(4,183.50)
83164	Monique	05/28/14	SEUI LOCAL 620	PAYROLL 05-29-14	1000101 · Operating Cash 10	
				PAYROLL 05-29-14	1000229 · SEIU Local 620	(146.19)
TOTAL						(146.19)
83165	Monique	05/28/14	T. ROWE PRICE	PAYROLL CONTRIBUTION - ANTHONY VEGA	1000101 · Operating Cash 10	
				PAYROLL 05-29-14 - ANTHONY VEGA	1000105 · ICMA Cash	(50.00)
TOTAL						(50.00)
83166	Monique	05/28/14	TRANSAMERICA EMPLOYEE BENEFITS	GROUP ID #G000026466	1000101 · Operating Cash 10	
				WELLNESS - JUNE	1030194 · Wellness 30	(18.75)
JUNE 2014 ...	Monique	05/15/14		WELLNESS - JUNE	1016194 · Wellness 16	(35.70)
				WELLNESS - JUNE	1041194 · Wellness 41	(36.45)
				WELLNESS - JUNE	1051194 · Wellness 51	(33.12)
				WELLNESS - JUNE	4868194 · Wellness 68	(35.70)
				WELLNESS - JUNE	1011194 · Wellness 11	(18.75)
				WELLNESS - JUNE	1030194 · Wellness 30	(40.68)
				WELLNESS - JUNE	1022194 · Wellness 22	(35.70)
				WELLNESS - JUNE	1042194 · Wellness 42	(99.37)
				WELLNESS - JUNE	1041194 · Wellness 41	(76.88)
				WELLNESS - JUNE	1041194 · Wellness 41	(33.12)
				WELLNESS - JUNE	1022194 · Wellness 22	(72.48)
				WELLNESS - JUNE	1012194 · Wellness 12	(18.75)
				WELLNESS - JUNE	1042194 · Wellness 42	(67.40)
				WELLNESS - JUNE	2531194 · Wellness 31	(109.37)
				WELLNESS - JUNE	1030194 · Wellness 30	(35.70)
				WELLNESS - JUNE	2531194 · Wellness 31	(67.40)
				WELLNESS - JUNE	1011194 · Wellness 11	(35.70)
				WELLNESS - JUNE	1022194 · Wellness 22	(18.75)
TOTAL						(18.75)

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TOTAL				WELLNESS - JUNE WELLNESS - JUNE	1012194 · Wellness 12 1030194 · Wellness 30	(33.12) (56.75) (979.64)
83167	Monique	05/28/14	UNITED WAY OF SANTA BARBARA COUNTY	PAYROLL 05-29-14	1000101 · Operating Cash 10	
PAYROLL 0...	Monique	05/20/14		PAYROLL 05-29-14	1000224 · United Way Payable	(20.00)
TOTAL						(20.00)
83168	Monique	05/28/14	VANTAGEPOINT TRANSFER AGENTS - 457	PAYROLL 05-29-14	1000101 · Operating Cash 10	
PAYROLL 0...	Monique	05/20/14		PAYROLL 05-29-14	1000105 · ICMA Cash	(950.00)
TOTAL						(950.00)
83169	Monique	05/28/14	VENCO POWER SWEEPING INC	INVOICE 0002235-IN	1000101 · Operating Cash 10	
0002235-IN	Monique	04/30/14		CONSTRUCTION SWEEPING	2531227 · Street Sweeping	(90.00)
TOTAL						(90.00)
83170	Monique	05/28/14	WEST COAST ARBORIST INC	INVOICE 96446	1000101 · Operating Cash 10	
96446	Monique	04/30/14		TREE MAINTENANCE	2732220 · Public Tree Maintenananc...	(1,140.00)
TOTAL						(1,140.00)
83171	Monique	05/28/14	WISSING, ALICE	PC 05-05-14	1000101 · Operating Cash 10	
PC 05-05-14	Monique	05/27/14		PC 05-05-14 PROJ 1700 · FAITH LUTHERAN	1041225 · Misc. Planning Contracts 1000251 · Development Deposits	(27.50) (151.25) (178.75)
TOTAL						(178.75)
83172	Monique	05/28/14	ALL AROUND LANDSCAPE SUPPLY	INVOICE #S1727276.001	1000101 · Operating Cash 10	
S1727276.001	Monique	05/08/14		ROW	3332220 · Public Tree Maintenance	(24.91)
TOTAL						(24.91)
83173	Monique	05/28/14	FEDEX	2-663-85232	1000101 · Operating Cash 10	
2-663-85232	Monique	05/23/14		DIF HWY INTERCHANGE DIF HWY INTERCHANGE	3100232 · DIF Highway Interchange 3179616 · FHWA HBR 31	(14.17) (14.16) (28.33)
TOTAL						(28.33)
83174	Monique	05/28/14	LAKESHIRTS		1000101 · Operating Cash 10	
789019	Monique	05/08/14		GUARD APPAREL	2864302 · Purchases for Inventory	(623.77)
788943	Monique	05/08/14		GUARD APPAREL	2864302 · Purchases for Inventory	(327.51)
789489	Monique	05/08/14		GUARD APPAREL	2864302 · Purchases for Inventory	(529.90)
789852	Monique	05/08/14		GUARD APPAREL	2864302 · Purchases for Inventory	(497.55)

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789850	Monique	05/08/14		GUARD APPAREL	2864302 · Purchases for Inventory	(461.55)
TOTAL						(2,440.28)
83175	Monique	05/28/14	LAUREN WILSON	CARP FIRST 2014 SUMMER ISSUE	1000101 · Operating Cash 10	
CARP FIRS...	Monique	05/06/14		CARP FIRST 2014 SUMMER	1044302 · Marketing Materials	(40.00)
TOTAL						(40.00)
83176	Monique	05/28/14	RAYVERN LIGHTING SUPPLY	INVOICE 27247-0	1000101 · Operating Cash 10	
27247-0	Monique	05/08/14		ROW LIGHTING	3332225 · ROW Maintenance 32	(494.23)
TOTAL						(494.23)
83177	Monique	05/28/14	SO CA EDISON		1000101 · Operating Cash 10	
2-25-126-20...	Monique	05/20/14		VIOLA FIELDS	2361313 · Utility - Electric 23	(37.39)
2-27-939-99...	Monique	05/20/14		ROLLER RINK	1013314 · Utility - Natural Gas	(25.92)
TOTAL						(63.31)
83178	Monique	05/28/14	STAPLES ADVANTAGE		1000101 · Operating Cash 10	
3230757897	Monique	05/07/14		LIFEGUARD SUPPLIES	2862308 · Supplies & Materials 62	(195.86)
				VOLUNTEER SERVICES	1045308 · Supplies & Materials 45	(39.35)
				OFFICE SUPPLIES	1013308 · Supplies & Materials 13	(38.86)
3230757893	Monique	05/07/14		VETS HALL	4865309 · Misc Operating Expens...	(326.03)
				PARKS	2361221 · Miscellaneous Contracts	(61.54)
				PW SUPPLIES	2531308 · Supplies & Materials 31	(87.62)
3230811637	Monique	05/08/14		POOL	4866308 · Supplies & Materials 66	(85.67)
TOTAL						(834.93)
83179	Monique	05/28/14	TRI-CO BLUE PRINT & SUPPLY	5327	1000101 · Operating Cash 10	
5327	Monique	05/07/14		CHEVRON PIPELINE	1030308 · Supplies & Materials 30	(56.16)
TOTAL						(56.16)
83180	Monique	05/28/14	VENCO WESTERN INC	INVOICE #0148742-IN	1000101 · Operating Cash 10	
0148742-IN	Monique	05/15/14		ROW	3332221 · Miscellaneous Contract...	(1,793.19)
				CITY HALL	1013225 · Grounds Maintenance	(742.10)
				PROJ 4865	1000251 · Development Deposits	(221.26)
				VETS HALL	4865220 · Grounds Maintenance 65	(108.66)
				POOL	4866220 · Grounds Maintenance 66	(221.73)
				ROW	3323220 · Parking Lot Landscape	(422.38)
				PARKS	2361225 · Park Maintenance 61	(4,523.56)
TOTAL						(8,032.88)
83181	Monique	06/04/14	A T & T MOBILITY	ACCOUNT #337015224648	1000101 · Operating Cash 10	

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33015224648	Monique	05/23/14		PW CELL PHONE PW CELL PHONE PW CELL PHONE PW CELL PHONE	2531301 · Telephone 31 1013308 · Supplies & Materials 13 3332308 · Supplies & Materials 32 2531308 · Supplies & Materials 31	(115.49) (15.86) (13.86) (84.81)
TOTAL						(230.02)
83182	Monique	06/04/14	BALMADRID, ARLENE	CELL PHONE REIMBURSEMENT	1000101 · Operating Cash 10	
TOTAL				CELL PHONE REIMBURSEMENT	1016308 · Supplies & Materials 16	(65.00) (65.00)
83183	Monique	06/04/14	CAMPBELL, JACQUELINE	CELL PHONE REIMBURSEMENT	1000101 · Operating Cash 10	
TOTAL				CELL PHONE REIMBURSEMENT	1041308 · Supplies & Materials 41	(65.00) (65.00)
83184	Monique	06/04/14	CARPINTERIA, CITY OF	PETTY CASH	1000101 · Operating Cash 10	
PETTY CASH	Monique	05/13/14		PETTY CASH PETTY CASH PETTY CASH PETTY CASH	1012306 · Meetings & Travel 12 1013308 · Supplies & Materials 13 1016308 · Supplies & Materials 16 1022308 · Supplies & Materials 22	(3.39) (39.41) (3.00) (26.69)
TOTAL						(72.49)
83185	Monique	06/04/14	CHANNEL ISLANDS DO IT BEST	10001	1000101 · Operating Cash 10	
APRIL 2014 ...	Monique	04/30/14		TRAIN STATION ROW TRAIN STATION POOL TRACTOR POOL PARKS POOL ROW ROW PARKS TRAIN STATION POOL SHOP ROW PARKS ROW PARKS PARKS ROW ROW STREET LIGHTS CITY HALL SHOP BEACH SHOP	3332225 · ROW Maintenance 32 3332308 · Supplies & Materials 32 3332225 · ROW Maintenance 32 4866308 · Supplies & Materials 66 2531307 · Vehicle Oper & Mainten... 4866308 · Supplies & Materials 66 2361221 · Miscellaneous Contracts 4866308 · Supplies & Materials 66 3332308 · Supplies & Materials 32 3332224 · Graffiti Removal 2361221 · Miscellaneous Contracts 3332225 · ROW Maintenance 32 4866308 · Supplies & Materials 66 3332308 · Supplies & Materials 32 3332224 · Graffiti Removal 2361221 · Miscellaneous Contracts 3332224 · Graffiti Removal 2361221 · Miscellaneous Contracts 3332225 · ROW Maintenance 32 3332225 · ROW Maintenance 32 2923225 · Public Right of Way Lig... 1013224 · Interior Maintenance 2531307 · Vehicle Oper & Mainten... 2862308 · Supplies & Materials 62 3332308 · Supplies & Materials 32	(134.92) (0.08) (27.20) (12.62) (16.52) (13.59) (7.28) (16.52) (7.77) (23.30) (19.40) (67.46) (16.98) (15.05) (32.04) (6.80) (33.97) (53.79) (6.37) (17.48) (67.46) (56.78) (56.34) (0.49) (8.72) (24.29)

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TOTAL				CITY HALL SHOP TRAIN STATION	1013224 · Interior Maintenance 2531307 · Vehicle Oper & Mainten... 3332225 · ROW Maintenance 32	(9.70) (9.71) (33.73) (796.36)
83186	Monique	06/04/14	CITY OF SANTA BARBARA	OCT - DEC 2013 INVOICE	1000101 · Operating Cash 10	
OCT-DEC 2...	Monique	04/18/14		OCT - DEC 2013 INVOICE	4200276 · Fees Affordable Housing	(2,000.00) (2,000.00)
TOTAL						
83187	Monique	06/04/14	COAST AUTO PARTS, INC.	MAY 2014 BILLING	1000101 · Operating Cash 10	
MAY 2014 B...	Monique	05/31/14		VEHICLE MAINTENANCE VEHICLE MAINTENANCE TRACTOR VEHICLE MAINTENANCE	2531307 · Vehicle Oper & Mainten... 2531307 · Vehicle Oper & Mainten... 2531307 · Vehicle Oper & Mainten... 2531307 · Vehicle Oper & Mainten...	(22.38) (12.12) (5.29) (95.17) (134.96)
TOTAL						
83188	Monique	06/04/14	COASTAL VIEW NEWS		1000101 · Operating Cash 10	
43407	Monique	05/23/14		PET ADS	1047303 · Printing & Advertising 47	(60.00)
43436	Monique	06/02/14		PET ADS	1047303 · Printing & Advertising 47	(80.00) (140.00)
TOTAL						
83189	Monique	06/04/14	COLSON, MARY ANN	WELLNESS REIMBURSEMENT	1000101 · Operating Cash 10	
	Monique	06/01/14		WELLNESS REIMBURSEMENT	1014194 · Wellness 14	(350.91) (350.91)
TOTAL						
83190	Monique	06/04/14	CONEJO SWIMWORKS	INVOICE #48545	1000101 · Operating Cash 10	
48545	Monique	06/02/14		SWIM TEAM SUPPLIES	4868308 · Supplies & Materials 68	(2,334.34) (2,334.34)
TOTAL						
83191	Monique	06/04/14	COUNCIL ON ALCOHOLISM & DRUG ABUSE	043014CALGRIP2	1000101 · Operating Cash 10	
043014CAL...	Monique	05/15/14		CALGRIP GRANT	2000261 · Deferred Revenue 20	(14,127.76) (14,127.76)
TOTAL						
83192	Monique	06/04/14	DIAZ, JAYNE	WELLNESS REIMBURSEMENT	1000101 · Operating Cash 10	
	Monique	06/01/14		WELLNESS REIMBURSEMENT	1014194 · Wellness 14	(350.91) (350.91)
TOTAL						
83193	Monique	06/04/14	DRAKE HAGLAN & ASSOCIATES, INC.		1000101 · Operating Cash 10	
12034-14	Monique	05/12/14	15016	HBR GRANT	2000261 · Deferred Revenue 20	(20,064.50)

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12034-15	Monique	05/12/14	15016	HBR GRANT	2079614 · FHWA HBR 20	(20,064.52)
			15016	DIF PROGRAM HIGHWAY BRIDGES & INTERC...	3100232 · DIF Highway Interchange	(2,599.58)
			15016	DIF PROGRAM HIGHWAY BRIDGES & INTERC...	3179616 · FHWA HBR 31	(2,599.58)
			15016	HBR GRANT	2000261 · Deferred Revenue 20	(1,567.33)
			15016	HBR GRANT	2079614 · FHWA HBR 20	(1,567.33)
			15016	DIF PROGRAM HIGHWAY BRIDGES & INTERC...	3100232 · DIF Highway Interchange	(203.07)
TOTAL			15016	DIF PROGRAM HIGHWAY BRIDGES & INTERC...	3179616 · FHWA HBR 31	(203.07)
				PROJ 1522	1000251 · Development Deposits	(33,637.52)
						(82,506.50)
83194	Monique	06/04/14	DRIGGERS, LARRY	VOID: WELLNESS REIMBURSEMENT	1000101 · Operating Cash 10	0.00
TOTAL						
83195	Monique	06/04/14	DURFLINGER, DAVID	CELL PHONE REIMBURSEMENT	1000101 · Operating Cash 10	
TOTAL				CELL PHONE REIMBURSEMENT	1012308 · Supplies & Materials 12	(65.00)
						(65.00)
83196	Monique	06/04/14	EASY LIFT TRANSPORTATION	INVOICE 6084	1000101 · Operating Cash 10	
6084	Monique	06/01/14		CLAIM PER CONTRACT FOR JUNE	2734221 · Easy Lift/CART 27	(1,000.00)
TOTAL						(1,000.00)
83197	Monique	06/04/14	EBELING, CHARLES	CELL PHONE REIMBURSEMENT	1000101 · Operating Cash 10	
TOTAL				CELL PHONE REIMBURSEMENT	1030308 · Supplies & Materials 30	(65.00)
						(65.00)
83198	Monique	06/04/14	FRONTADO, JOHN	WELLNESS PAYMENT	1000101 · Operating Cash 10	
TOTAL				WELLNESS REIMBURSEMENT	1014194 · Wellness 14	(350.91)
						(350.91)
83199	Monique	06/04/14	GARCIA, FIDELA	CELL PHONE REIMBURSEMENT	1000101 · Operating Cash 10	
TOTAL				CELL PHONE REIMBURSEMENT	1011308 · Supplies & Materials 11	(65.00)
						(65.00)
83200	Monique	06/04/14	HIDALGO, BENNY	WELLNESS REIMBURSEMENT	1000101 · Operating Cash 10	
TOTAL				WELLNESS REIMBURSEMENT	1014194 · Wellness 14	(350.91)
						(350.91)
83201	Monique	06/04/14	HUGO'S AUTO DETAIL	MAY 2014 MAINTENANCE	1000101 · Operating Cash 10	
MAY 2014 B...	Monique	05/21/14		MAY 2014 MAINTENANCE	1013307 · Vehicle Oper & Mainten...	(80.00)

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TOTAL						
83202	Monique	06/04/14	JIMENEZ, ERNEST	WELLNESS REIMBURSEMENT	1000101 · Operating Cash 10	(80.00)
	Monique	06/01/14		WELLNESS REIMBURSEMENT	1014194 · Wellness 14	(350.91)
TOTAL						(350.91)
83203	Monique	06/04/14	LEMERE, PATRICIA	WELLNESS REIMBURSEMENT	1000101 · Operating Cash 10	(350.91)
	Monique	06/01/14		WELLNESS REIMBURSEMENT	1014194 · Wellness 14	(350.91)
TOTAL						(350.91)
83204	Monique	06/04/14	MCCORMIX CORP	INVOICE #888495	1000101 · Operating Cash 10	(122.96)
888495	Monique	05/15/14		PW VEHICLE FUEL	3332307 · Vehicle Oper & Mainten...	(122.96)
TOTAL						(122.96)
83205	Monique	06/04/14	MNS ENGINEERS INC	INVOICE 64366	1000101 · Operating Cash 10	(5,701.25)
64366	Monique	05/19/14	15030	SSV GRANT	2000261 · Deferred Revenue 20	(5,701.25)
			15030	SSV GRANT	2079275 · Public Work Grants	(11,402.50)
TOTAL						(11,402.50)
83206	Monique	06/04/14	MONTECITO BANK & TRUST	4692	1000101 · Operating Cash 10	(112.30)
4692	Monique	05/23/14		CODE ENFORCEMENT	1022169 · Uniform Allowance	(11.78)
				PW REFRESHMENTS	3332308 · Supplies & Materials 32	(10.80)
				PW REFRESHMENTS	3332308 · Supplies & Materials 32	(134.88)
TOTAL						(293.76)
83207	Monique	06/04/14	NORMAN'S NURSERY	INVOICE #495022	1000101 · Operating Cash 10	(293.76)
495022	Monique	05/09/14		CITY TREES	3332220 · Public Tree Maintenance	(293.76)
TOTAL						(293.76)
83208	Monique	06/04/14	QUALITY DISCOUNT ICE CREAM	INVOICE 30507100	1000101 · Operating Cash 10	(117.72)
30507100	Monique	05/27/14		POOL RESALE ITEMS	4868308 · Supplies & Materials 66	(117.72)
TOTAL						(117.72)
83209	Monique	06/04/14	ROCKWELL PRINTING	INVOICE #24733	1000101 · Operating Cash 10	(45.36)
24733	Monique	05/27/14		PW SUPPLIES	1030308 · Supplies & Materials 30	(45.36)
TOTAL						(45.36)
83210	Monique	06/04/14	SILK, KEVIN	CELL PHONE REIMBURSEMENT	1000101 · Operating Cash 10	

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TOTAL	Monique	06/01/14		CELL PHONE REIMBURSEMENT	1044308 · Supplies & Materials 44	(35.00)
83211	Monique	06/04/14	SO CA EDISON	2-00-378-2059	1000101 · Operating Cash 10	(35.00)
2-00-378-20...	Monique	05/24/14		CIVIC CENTER ROW PARKING PARKS POOL STREET LIGHTING BIKEWAYS	1013313 · Utility - Electric 13 3332313 · Utility - Electric 32 3332313 · Utility - Electric 32 2361313 · Utility - Electric 23 4866313 · Utility - Electric 66 2923220 · Street Lighting 2923225 · Public Right of Way Lig...	(1,963.49) (213.24) (171.71) (455.38) (820.76) (455.34) (59.50)
TOTAL						(4,139.42)
83212	Monique	06/04/14	SOCAL SWIMMING	CAC MEET ENTRY FEES	1000101 · Operating Cash 10	
CAC MEET ...	Monique	06/03/14		CAC MEET FEES	4868308 · Supplies & Materials 68	(374.25)
TOTAL						(374.25)
83213	Monique	06/04/14	SOUTHERN CALIFORNIA SWIMMING	2014 REGISTRATION - YOUNGS	1000101 · Operating Cash 10	
2014 REG Y...	Monique	06/02/14		REGISTRATION FEES - YOUNGS	4868308 · Supplies & Materials 68	(60.00)
TOTAL						(60.00)
83214	Monique	06/04/14	SPINLIFE.COM	ORDER #40342160	1000101 · Operating Cash 10	
40342160	Monique	05/28/14		BEACH WHEELCHAIR	2870410 · Beach Wheelchair Stor...	(1,748.00)
TOTAL						(1,748.00)
83215	Monique	06/04/14	STAPLES ADVANTAGE		1000101 · Operating Cash 10	
3229224068	Monique	04/24/14		VETS HALL	4865309 · Misc Operating Expens...	(203.96)
3230869646	Monique	05/09/14		OFFICE SUPPLIES	1013308 · Supplies & Materials 13	(4.43)
TOTAL						(208.39)
83216	Monique	06/04/14	TERMINIX INTERNATIONAL CO, LP	REFUND BUS LIC APP FEES	1000101 · Operating Cash 10	
REFUND A...	Monique	06/02/14		REFUND BUSINESS LICENSE APPLICATION F...	1010185 · BUSINESS LICENSE A...	(32.00)
TOTAL						(32.00)
83217	Monique	06/04/14	THORNBERRY, JOHN	CELL PHONE REIMBURSEMENT - JAN 2014	1000101 · Operating Cash 10	
	Monique	06/01/14		CEL PHONE REIMBURSEMENT JAN 2014	1014308 · Supplies & Materials 14	(65.00)
TOTAL						(65.00)
83218	Monique	06/04/14	TRIBUNE MEDIA SERVICES, INC.	INVOICE #0628315	1000101 · Operating Cash 10	

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0628315	Monique	05/26/14		LISTINGS DISTRIBUTION	1000251 · Development Deposits	(56.28)
TOTAL						(56.28)
83219	Monique	06/04/14	US BANK	INVOICE #3686338	1000101 · Operating Cash 10	
3686338	Monique	05/23/14		CERTIFICATE OF PARTICIPATION SER 1999	1014220 · CPIC Trustee Fees	(4,082.50)
TOTAL						(4,082.50)
83220	Monique	06/04/14	WEST COAST ARBORIST INC		1000101 · Operating Cash 10	
95646	Monique	03/12/14		TREE MAINTENANCE	2861225 · Marsh Park Maintenance	(499.92)
95645	Monique	03/12/14		TREE MAINTENANCE	3100242 · Park Improvements DIF	(749.88)
95644	Monique	03/12/14		TREE MAINTENANCE	3100242 · Park Improvements DIF	(3,749.40)
TOTAL						(4,999.20)
83221	Monique	06/04/14	ALL AROUND LANDSCAPE SUPPLY		1000101 · Operating Cash 10	
S1727844.001	Monique	05/12/14		ROW	3332308 · Supplies & Materials 32	(10.31)
S1728179.001	Monique	05/13/14		ROW	3332308 · Supplies & Materials 32	(80.89)
S1728139.001	Monique	05/13/14		ROW	3332308 · Supplies & Materials 32	(34.28)
S1728502.001	Monique	05/14/14		VEGA SAFETY ACCOUNT	2531197 · Indiv Equip Reimburse...	(9.37)
S1728543.001	Monique	05/14/14		ROW	3332308 · Supplies & Materials 32	(125.73)
S1727849.001	Monique	05/14/14		ROW	3332308 · Supplies & Materials 32	(94.81)
TOTAL						(63.94)
						(419.33)
83222	Monique	06/04/14	LAUTZENHISER'S STATIONERY, INC.	INVOICE #11434	1000101 · Operating Cash 10	
11434	Monique	05/15/14		CITY CLERK SUPPLIES	1011308 · Supplies & Materials 11	(182.05)
TOTAL						(182.05)
83223	Monique	06/04/14	MANHATTAN ENTERPRISE INC		1000101 · Operating Cash 10	
720189	Monique	05/13/14		BEACH RESALE ITEMS	2864302 · Purchases for Inventory	(882.25)
720190	Monique	05/13/14		POOL RESALE ITEMS	4866350 · Supplies for Resale	(574.17)
TOTAL						(1,456.42)
83224	Monique	06/04/14	PAVEMENT ENGINEERING, INC.		1000101 · Operating Cash 10	
1404-050	Monique	05/12/14	15056	PM SYSTEM UPDATE	2772221 · Pavement Management...	(562.25)
1404-051	Monique	05/12/14	15053	PM SYSTEM UPDATE	2772221 · Pavement Management...	(2,000.00)
TOTAL						(2,562.25)
83225	Monique	06/04/14	QUINN COMPANY	INVOICE NO. 2843	1000101 · Operating Cash 10	
2843	Monique	05/16/14		CIVIC CENTER GENERATOR	1013221 · Miscellaneous Contract...	(2,424.30)

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TOTAL							(2,424.30)
83226	Monique	06/04/14	SANTA BARBARA COUNTY, SHERIFF'S DE...	14-251		1000101 · Operating Cash 10	
14-251	Monique	05/12/14			SHERIFF OVERTIME	1021215 · Sheriff's Overtime	(63.59)
TOTAL							(63.59)
83227	Monique	06/04/14	SO CA EDISON			1000101 · Operating Cash 10	
2-17-070-74...	Monique	05/29/14			STREET LIGHTING	2923220 · Street Lighting	(57.81)
2-19-146-82...	Monique	05/29/14			9TH STREET	2923220 · Street Lighting	(37.48)
2-14-791-58...	Monique	05/30/14			STREET LIGHTING	2923220 · Street Lighting	(99.56)
2-22-684-64...	Monique	05/30/14			STREET LIGHTING	2923220 · Street Lighting	(28.67)
TOTAL							(223.52)
83228	Monique	06/04/14	STAPLES ADVANTAGE			1000101 · Operating Cash 10	
3231223526	Monique	05/14/14			OFFICE SUPPLIES	1013308 · Supplies & Materials 13	(226.16)
3231223528	Monique	05/14/14			OFFICE SUPPLIES	1013308 · Supplies & Materials 13	(10.99)
3231320333	Monique	05/15/14			OFFICE SUPPLIES	1013308 · Supplies & Materials 13	(10.99)
TOTAL							(248.14)
83229	Monique	06/04/14	TESCO CONTROLS, INC		INVOICE #0054272-IN	1000101 · Operating Cash 10	
0054272-IN	Monique	05/12/14	15063		PW SUPPLIES	2923210 · Traffic Signals	(2,665.00)
TOTAL							(2,665.00)
83230	Monique	06/04/14	VENCO POWER SWEEPING INC		INVOICE 0044240-IN	1000101 · Operating Cash 10	
0044240-IN	Monique	05/15/14			STREET SWEEPING SERVICE	2531227 · Street Sweeping	(3,318.60)
TOTAL							(3,318.60)
83231	Monique	06/04/14	VERIZON CALIFORNIA			1000101 · Operating Cash 10	
0117111265...	Monique	05/22/14			ASH AVE	1013301 · Telephone 13	(87.92)
0117111286...	Monique	05/25/14			OUTSIDE PD	1013301 · Telephone 13	(87.92)
TOTAL							(175.84)
83232	Monique	06/04/14	WALLACE GROUP		INVOICE #37091	1000101 · Operating Cash 10	
37091	Monique	05/15/14	15018		MEASURE A GRANT 1	2000261 · Deferred Revenue 20	(3,199.25)
			15018		MEASURE A GRANT 1	2079271 · Measure A Grant 1	(3,199.25)
TOTAL							(6,398.50)
83233	Monique	06/04/14	ROBERTS, MATTHEW		CELL PHONE REIMBURSEMENT	1000101 · Operating Cash 10	
CELL PHONE	Monique	06/01/14			CELL PHONE REIMBURSEMENT	1069308 · Supplies & Materials 69	(65.00)
TOTAL							(65.00)

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TOTAL						
83234	Monique	06/04/14	DRIGGERS, LARRY	WELLNESS REIMBURSEMENT	1000101 · Operating Cash 10	(65.00)
	Monique	06/01/14		WELLNESS REIMBURSEMENT	1014194 · Wellness 14	(350.91)
TOTAL						(350.91)
83235	Monique	06/11/14	76 FLEET SERVICES	INVOICE 36945931	1000101 · Operating Cash 10	
36945931	Monique	05/31/14		VEHICLE FUEL	2531307 · Vehicle Oper & Mainten...	(113.68)
				VEHICLE FUEL	3332307 · Vehicle Oper & Mainten...	(361.24)
TOTAL						(474.92)
83236	Monique	06/11/14	AERIOCONNECT	717917	1000101 · Operating Cash 10	
717917	Monique	06/01/14		DSL MONTHLY SERVICE CHARGE - JUNE 2014	1018222 · Equipment Maintenance	(66.06)
TOTAL						(66.06)
83237	Monique	06/11/14	AG ENT INC		1000101 · Operating Cash 10	
13809	Monique	05/26/14		CACTUS LANE	2361221 · Miscellaneous Contracts	(45.00)
13808	Monique	05/26/14		ELM & SANDYLAND	2361221 · Miscellaneous Contracts	(45.00)
13807	Monique	05/26/14		LINDEN & CARP AVE	2361221 · Miscellaneous Contracts	(45.00)
13812	Monique	05/26/14		CARP CREEK PARK	2361221 · Miscellaneous Contracts	(45.00)
TOTAL						(180.00)
83238	Monique	06/11/14	ALL AROUND LANDSCAPE SUPPLY	INVOICE #S1727931.001	1000101 · Operating Cash 10	
S1727931.001	Monique	05/12/14		POOL	4866308 · Supplies & Materials 66	(50.12)
TOTAL						(50.12)
83239	Monique	06/11/14	AT & T MOBILITY	ACCOUNT 832686259	1000101 · Operating Cash 10	
832686259	Monique	05/21/14		CODE ENFORCEMENT	1047213 · Animal Sheltering	(125.10)
				CODE ENFORCEMENT	1047213 · Animal Sheltering	(86.21)
				CODE ENFORCEMENT	1047213 · Animal Sheltering	(51.21)
TOTAL						(262.52)
83240	Monique	06/11/14	CA STATE PARKS	MAY 2014 PARK FEES	1000101 · Operating Cash 10	
MAY 2014 F...	Monique	06/11/14		STATE PARK FEES	2323103 · STATE DAY USE PAR...	(10,676.90)
TOTAL						(10,676.90)
83241	Monique	06/11/14	CALIFORNIA ELECTRIC SUPPLY	60-22980	1000101 · Operating Cash 10	
7700-716945	Monique	05/05/14		CITY HALL POOL	1013308 · Supplies & Materials 13	(59.74)
					4866308 · Supplies & Materials 66	(18.85)

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7700-720139	Monique	05/22/14		STREETS	2923225 · Public Right of Way Lig...	(111.75)
7700-718097	Monique	05/23/14		POOL	4866308 · Supplies & Materials 66	(18.86)
TOTAL						(209.20)
83242	Monique	06/11/14	CARPINTERIA VALLEY CHAMBER OF CO...		1000101 · Operating Cash 10	
5832	Monique	03/18/14		CARP FIRST DIRECTORY ADVERTISING	1044302 · Marketing Materials	(1,695.00)
5862	Monique	03/31/14		DIRECTORY ADVERTISING	1044220 · Contract Services 44	(595.00)
TOTAL						(2,290.00)
83243	Monique	06/11/14	CARPINTERIA VALLEY WATER DISTRICT	VOID:	1000101 · Operating Cash 10	
TOTAL						0.00
83244	Monique	06/11/14	COAST OFFICE TECHNOLOGY	INVOICE #2014108	1000101 · Operating Cash 10	
2014108	Monique	06/05/14		SBS 2011 CAL LICENSE	1070417 · Computer Hardware	(1,652.40)
TOTAL						(1,652.40)
83245	Monique	06/11/14	COASTAL VIEW NEWS		1000101 · Operating Cash 10	
43406	Monique	05/23/14		LEGAL NOTICES	1011303 · Printing & Advertising 11	(100.00)
43446	Monique	06/02/14		LEGAL NOTICES	1011303 · Printing & Advertising 11	(56.00)
43473	Monique	06/05/14		PET ADS	1047303 · Printing & Advertising 47	(60.00)
TOTAL						(216.00)
83246	Monique	06/11/14	COX COMMUNICATIONS	001-3011-022093901	1000101 · Operating Cash 10	
0013011022...	Monique	06/01/14		INTERNET SERVICES	1018222 · Equipment Maintenance	(132.00)
TOTAL						(132.00)
83247	Monique	06/11/14	DPM COMPANY	APPLICATION NO. 3 SANTA YNEZ GUARDRAIL	1000101 · Operating Cash 10	
APPLICATI...	Monique	06/10/14	15041	MEASURE A GRANT 8	2000261 · Deferred Revenue 20	(3,585.50)
			15041	MEASURE A GRANT 8	2079275 · Public Work Grants	(3,585.50)
			15041	SANTA YNEZ GUARDRAIL IMPROVEMENTS	2779619 · Safe Routes to School ...	(3,585.50)
TOTAL						(10,756.50)
83248	Monique	06/11/14	EDD-SDI	776-5147-9	1000101 · Operating Cash 10	
PAYROLL 0...	Monique	06/11/14		PAYROLL 06-12-14	1000223 · SDI Withheld 10	(946.42)
TOTAL						(946.42)
83249	Monique	06/11/14	EDD-SIT	932-0283-6	1000101 · Operating Cash 10	
PAYROLL 0...	Monique	06/11/14		PAYROLL 06-12-14	1000221 · SIT Withheld 10	(3,697.78)

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TOTAL						
83250	Monique	06/11/14	FIDELITY SECURITY LIFE INSURANCE	INVOICE #7987541	1000101 · Operating Cash 10	(3,697.78)
7987541	Monique	05/23/14		JUNE 2014 VISION	1016194 · Wellness 16	(17.56)
				JUNE 2014 VISION	1041194 · Wellness 41	(8.78)
				JUNE 2014 VISION	1030194 · Wellness 30	(8.78)
				JUNE 2014 VISION	1030194 · Wellness 30	(25.81)
				JUNE 2014 VISION	1022194 · Wellness 22	(17.56)
				JUNE 2014 VISION	2531194 · Wellness 31	(25.81)
				JUNE 2014 VISION	1069194 · Wellness 69	(8.78)
				JUNE 2014 VISION	1051194 · Wellness 51	(16.68)
				JUNE 2014 VISION	1011194 · Wellness 11	(8.78)
				JUNE 2014 VISION	1069194 · Wellness 69	(25.81)
				JUNE 2014 VISION	1044194 · Wellness 44	(16.68)
				JUNE 2014 VISION	2531194 · Wellness 31	(8.78)
TOTAL						
83251	Monique	06/11/14	GOLD COAST FABRICS & HOME DECOR	PROJECT 1713 REFUND	1000101 · Operating Cash 10	(189.81)
PROJ 1713	Monique	06/11/14		PROJ 1713 REFUND	1000251 · Development Deposits	(379.33)
TOTAL						
83252	Monique	06/11/14	HARTHORN, ROY	INVOICE #1158	1000101 · Operating Cash 10	(379.33)
1158	Admin1 (Admin)	06/03/14		BP #111156 - 5049 SIXTH STREET	1010188 · BLDG PLAN CHECK C...	(939.48)
TOTAL						
83253	Monique	06/11/14	JOE GONZALEZ WELDING	INVOICE #59429	1000101 · Operating Cash 10	(939.48)
59429	Monique	04/16/14		PARK IMPROVEMENT DIF PARK IMPROVEMENT DIF	3100242 · Park Improvements DIF 3179622 · Pool Improvements Exp...	(190.00) (190.00)
TOTAL						
83254	Monique	06/11/14	MCGOLDRICK, JOAN	VETS HALL REFUND	1000101 · Operating Cash 10	(380.00)
VETS HALL...	Monique	06/03/14		VETS HALL REFUND	1000231 · Veterans Building Depo...	(100.00)
TOTAL						
83255	Monique	06/11/14	MISSION UNIFORM SERVICE	MAY 2014 BILLING	1000101 · Operating Cash 10	(100.00)
MAY 2014 B...	Monique	05/31/14		UNIFORM EXPENSE UNIFORM EXPENSE UNIFORM EXPENSE UNIFORM EXPENSE	2531198 · Uniform Rental 31 3332198 · Uniform Rental 32 1013198 · Uniform Rental 13 2361198 · Uniform Rental 61	(72.64) (72.66) (36.33) (36.33)
TOTAL						
83256	Monique	06/11/14	MONTECITO BANK & TRUST		1000101 · Operating Cash 10	(217.96)

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5277	Monique	05/23/14		POOL SUPPLIES POOL SUPPLIES SEASIDE PARK PROJECT AMTRAK RAILING REPAIR POOL SUPPLIES PARK SUPPLIES POOL SUPPLIES FOUNTAIN SUPPLIES BEACH RESALE ITEMS BEACH RESALE ITEMS CODE ENFORCEMENT SUPPLIES CDD SUPPLIES MEALS CITY CLERK LODGING CITY CLERK REFRESHMENTS VOLUNTEER SUPPLIES VOLUNTEER SUPPLIES EMERGENCY SERVICES SUPPLIES ROW ROW ROW	4866308 · Supplies & Materials 66 4866308 · Supplies & Materials 66 3100242 · Park Improvements DIF 2531308 · Supplies & Materials 31 4866308 · Supplies & Materials 66 2361221 · Miscellaneous Contracts (45.74) 4863302 · Softball League Expenses 3100242 · Park Improvements DIF (32.44) 2864302 · Purchases for Inventory (451.44) 2864302 · Purchases for Inventory (134.87) 1022169 · Uniform Allowance (106.90) 1041308 · Supplies & Materials 41 (1,620.00) 1011306 · Meetings & Travel 11 (32.69) 1011306 · Meetings & Travel 11 (355.90) 1045308 · Supplies & Materials 45 (15.96) 1045308 · Supplies & Materials 45 (43.50) 1045308 · Supplies & Materials 45 (35.37) 1024215 · Disaster Preparedness (19.44) 3332308 · Supplies & Materials 32 (85.70) 3332308 · Supplies & Materials 32 (100.44) 3332308 · Supplies & Materials 32 (18.99) (3,606.93)	(38.80) (197.23) (34.38) (15.99) (39.42) (45.74) (181.73) (32.44) (451.44) (134.87) (106.90) (1,620.00) (32.69) (355.90) (15.96) (43.50) (35.37) (19.44) (85.70) (100.44) (18.99) (3,606.93)
TOTAL						
83257	Monique	06/11/14	MSC INDUSTRIAL SUPPLY CO. INC	INVOICE 31583714	1000101 · Operating Cash 10	
31583714	Monique	05/13/14		TOMOL PARK	2361221 · Miscellaneous Contracts (85.04) (85.04)	(85.04) (85.04)
TOTAL						
83258	Monique	06/11/14	NICKLIN, NOLA	REIMBURSEMENT	1000101 · Operating Cash 10	
REIMBURS...	Monique	06/09/14		HOST PROGRAM REIMBURSEMENT	1045308 · Supplies & Materials 45 (33.98) (33.98)	(33.98) (33.98)
TOTAL						
83259	Monique	06/11/14	PACIFIC MATERIALS LABORATORY	INVOICE 112176	1000101 · Operating Cash 10	
112176	Monique	04/30/14		SEASIDE PARK	3100242 · Park Improvements DIF (1,020.00) (1,020.00)	(1,020.00) (1,020.00)
TOTAL						
83260	Monique	06/11/14	PACIFIC PLUMBING SPECIALITIES	INVOICE 063198	1000101 · Operating Cash 10	
063198	Monique	05/16/14		PUBLIC RESTROOMS	3332308 · Supplies & Materials 32 (95.68) (95.68)	(95.68) (95.68)
TOTAL						
83261	Monique	06/11/14	PERMACOLOR INC	.	1000101 · Operating Cash 10	
275936	Monique	05/08/14		EMERGENCY SERVICES SUPPLIES EMERGENCY SERVICES SUPPLIES	3100242 · Park Improvements DIF (1,750.00) 3179622 · Pool Improvements Exp... (1,750.00) (3,500.00)	(1,750.00) (1,750.00) (3,500.00)
TOTAL						

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83262	Monique	06/11/14	PORT SUPPLY		1000101 · Operating Cash 10	
1664256	Monique	05/13/14		BUOYS	2862308 · Supplies & Materials 62	(47.80)
1664257	Monique	05/14/14		SWIM PLATFORM	2862308 · Supplies & Materials 62	(1,666.75)
TOTAL						(1,714.55)
83263	Monique	06/11/14	RADIO SHACK		1000101 · Operating Cash 10	
023075	Monique	04/11/14		BEACH SUPPLIES	2864308 · Supplies & Materials 64	(56.01)
023570	Monique	04/24/14		PARKS	2361221 · Miscellaneous Contracts	(16.19)
TOTAL						(72.20)
83264	Monique	06/11/14	REAL GREEN GARDENING		1000101 · Operating Cash 10	
APRIL 2014 ...	Monique	04/30/14		BAILARD	2361306 · Bluffs Park Expense	(540.00)
				CARP CREEK	2361225 · Park Maintenance 61	(540.00)
				LIBRARY	1000251 · Development Deposits	(75.00)
				PALM TO LINDEN TRAIL GRANT	2000261 · Deferred Revenue 20	(600.00)
				MARSH PARK	2861225 · Marsh Park Maintenance	(450.00)
				MONTE VISTA	2361225 · Park Maintenance 61	(1,335.00)
				SEASIDE	4865220 · Grounds Maintenance 65	(180.00)
				COASTAL VISTA	2861225 · Marsh Park Maintenance	(360.00)
				TAR PITS	2861225 · Marsh Park Maintenance	(450.00)
				PROJ 4865	1000251 · Development Deposits	(120.60)
				VETS HALL	4865221 · Miscellaneous Contract...	(59.40)
				VIOLA	2361306 · Bluffs Park Expense	(720.00)
				MONTE VISTA PARK	2361221 · Miscellaneous Contracts	(592.01)
TOTAL						(6,022.01)
83265	Monique	06/11/14	REDEEMER COMMUNITY CHURCH		1000101 · Operating Cash 10	
VETS HALL...	Monique	06/03/14		VETS HALL REFUND	1000231 · Veterans Building Depo...	(200.00)
TOTAL						(200.00)
83266	Monique	06/11/14	ROBERTS, MATTHEW		1000101 · Operating Cash 10	
TOTAL						0.00
83267	Monique	06/11/14	SEUI LOCAL 620		1000101 · Operating Cash 10	
PAYROLL 0...	Monique	06/11/14		PAYROLL 06-12-14	1000229 · SEIU Local 620	(146.19)
TOTAL						(146.19)
83268	Monique	06/11/14	SO CA EDISON		1000101 · Operating Cash 10	
2-32-832-75...	Monique	05/31/14		PROJ 4865 VETS HALL	1000251 · Development Deposits	(548.03)
2-30-652-42...	Monique	05/31/14		UTILITIES VETS HALL	4865309 · Misc Operating Expens...	(466.84)
				SEASIDE	4865309 · Misc Operating Expens...	(84.41)

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TOTAL						(1,099.28)
83269	Monique	06/11/14	SOLID WASTE SOLUTIONS INC	INVOICE #105	1000101 · Operating Cash 10	
105	Monique	06/02/14		AB949 COORDINATION	3937221 · Solid Waste	(648.00)
TOTAL						(648.00)
83270	Monique	06/11/14	STAPLES ADVANTAGE		1000101 · Operating Cash 10	
3231399368	Monique	05/16/14		PW SUPPLIES	2531308 · Supplies & Materials 31	(97.76)
3231654612	Monique	05/17/14		PARKS	2361221 · Miscellaneous Contracts	(123.08)
				PW	2531308 · Supplies & Materials 31	(61.54)
TOTAL						(282.38)
83271	Monique	06/11/14	STRADLING YOCCA CARLSON & RAUTH	INVOICE #288949-0001	1000101 · Operating Cash 10	
288949-0001	Monique	05/29/14		MISC EMPLOYMENT MATTERS	1072211 · Personnel Services	(3,357.50)
TOTAL						(3,357.50)
83272	Monique	06/11/14	T. ROWE PRICE	PAYROLL CONTRIBUTION - ANTHONY VEGA	1000101 · Operating Cash 10	
PAYROLL 0...	Monique	06/11/14		PAYROLL 06-12-14 - ANTHONY VEGA	1000105 · ICMA Cash	(50.00)
TOTAL						(50.00)
83273	Monique	06/11/14	UNITED WAY OF SANTA BARBARA COUNTY	PAYROLL 06-12-14	1000101 · Operating Cash 10	
PAYROLL 0...	Monique	06/11/14		PAYROLL 06-12-14	1000224 · United Way Payable	(20.00)
TOTAL						(20.00)
83274	Monique	06/11/14	VANTAGEPOINT TRANSFER AGENTS - 457	PAYROLL 06-12-14	1000101 · Operating Cash 10	
PAYROLL 0...	Monique	06/11/14		PAYROLL 06-12-14	1000105 · ICMA Cash	(950.00)
TOTAL						(950.00)
83275	Monique	06/11/14	ALL AROUND LANDSCAPE SUPPLY		1000101 · Operating Cash 10	
S1729653.001	Monique	05/19/14		ROW	3332225 · ROW Maintenance 32	(19.43)
S1729481.001	Monique	05/19/14		ROW	3332225 · ROW Maintenance 32	(80.89)
S1729484.001	Monique	05/20/14		ROW	3332225 · ROW Maintenance 32	(101.12)
S1730338.001	Monique	05/21/14		ROW	3332225 · ROW Maintenance 32	(48.73)
TOTAL						(250.17)
83276	Monique	06/11/14	C3 INTELLIGENCE, INC	INVOICE #3963	1000101 · Operating Cash 10	
3963	Monique	06/02/14		RECRUITMENT	4866308 · Supplies & Materials 66	(205.50)
TOTAL						(205.50)

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83277	Monique	06/11/14	FEDEX	2-677-80805	1000101 · Operating Cash 10	
2-677-80805	Monique	06/06/14		DIF HWY INTERCHANGE DIF HWY INTERCHANGE	3100232 · DIF Highway Interchange 3179616 · FHWA HBR 31	(14.17) (14.16) (28.33)
TOTAL						
83278	Monique	06/11/14	FLAG FACTORY, THE	INVOICE 20695	1000101 · Operating Cash 10	
20695	Monique	05/20/14		FLAG SUPPLIES	3332308 · Supplies & Materials 32	(186.30) (186.30)
TOTAL						
83279	Monique	06/11/14	PRAXAIR	INVOICE #49415582	1000101 · Operating Cash 10	
49415582	Monique	05/20/14		PW SUPPLIES	2531308 · Supplies & Materials 31	(26.05) (26.05)
TOTAL						
83280	Monique	06/11/14	SANTA BARBARA COUNTY, SHERIFF'S DE...	VOID: 14-261	1000101 · Operating Cash 10	0.00
TOTAL						
83281	Monique	06/11/14	SO CA EDISON	2-26-504-7225	1000101 · Operating Cash 10	
2-26-504-72...	Monique	06/03/14		CARP/CASITAS PASS	2923210 · Traffic Signals	(31.99) (31.99)
TOTAL						
83282	Monique	06/11/14	SO CA GAS COMPANY	006-514-2700-7	1000101 · Operating Cash 10	
006-514-270...	Monique	05/28/14		POOL	4866314 · Utility - Natural Gas 66	(4,241.14) (4,241.14)
TOTAL						
83283	Monique	06/11/14	STAPLES ADVANTAGE		1000101 · Operating Cash 10	
3231775972	Monique	05/21/14		PARKS OFFICE SUPPLIES OFFICE SUPPLIES OFFICE SUPPLIES	1069308 · Supplies & Materials 69 1013308 · Supplies & Materials 13 1013308 · Supplies & Materials 13 1013308 · Supplies & Materials 13	(49.01) (30.75) (94.13) (90.44) (254.33)
3231775973	Monique	05/21/14				
3231826078	Monique	05/22/14				
TOTAL						
83284	Monique	06/11/14	THE STORAGE PLACE	STORAGE RENTAL JUNE 2014	1000101 · Operating Cash 10	
JUNE 2014 ...	Monique	06/03/14		OFFSITE STORAGE RENTAL	1013221 · Miscellaneous Contract...	(305.00) (305.00)
TOTAL						
83285	Monique	06/11/14	VERIZON CALIFORNIA	011711114329800406	1000101 · Operating Cash 10	
0117111143...	Monique	05/28/14		CIVIC CENTER	1013301 · Telephone 13	(1,088.88)

CITY OF CARPINTERIA
Warrant Register
May 21 through June 17, 2014

Num	Last modified by	Date	Name	Memo	Account	Paid Amount
TOTAL				PW BEACH POOL BEACH CONCESSION	2531301 · Telephone 31 2862301 · Telephone 62 4866301 · Telephone 66 2864308 · Supplies & Materials 64	(48.55) (120.80) (235.25) (113.71) (1,607.19)
83286	Monique	06/11/14	VULCAN MATERIALS COMPANY	INVOICE 70365613	1000101 · Operating Cash 10	
70365613	Monique	05/21/14		COLD MIX	2531220 · Street Maintenance 31	(354.01) (354.01)
TOTAL						
83287	Monique	06/11/14	WESTERN EXTERMINATOR COMPANY	MAY 2014 BILLING	1000101 · Operating Cash 10	
MAY 2014 B...	Monique	05/31/14		PROJ 4865 PEST SERVICE	1000251 · Development Deposits	(44.50) (44.50)
TOTAL						
83288	Monique	06/11/14	CARPINTERIA VALLEY WATER DISTRICT	MAY 2014 BILLING	1000101 · Operating Cash 10	
MAY 2014 B...	Monique	05/28/14		CIVIC CENTER PARKING/STREETS PARKS POOL VETS HALL PROJ 4865	1013312 · Utility - Water 13 3332312 · Utility - Water 32 2361312 · Utility - Water 23 4866312 · Utility - Water 66 4865309 · Misc Operating Expens... 1000251 · Development Deposits	(415.18) (1,196.71) (6,973.07) (725.93) (259.50) (526.87) (10,097.26)
TOTAL						
83289	Monique	06/11/14	CARPINTERIA VALLEY WATER DISTRICT	RECYCLED WATER PLANNING GRANT	1000101 · Operating Cash 10	
REC WATE...	Monique	06/09/14		RECYCLED WATER PLANNING GRANT	1030221 · Contract Services 30	(25,000.00) (25,000.00)
TOTAL						
83290	Monique	06/12/14	SANTA BARBARA COUNTY, SHERIFF'S DE...	14-261	1000101 · Operating Cash 10	
14-261	Monique	05/20/14		JUNE CONTRACT SERVICES JUNE CONTRACT SERVICES JUNE CONTRACT SERVICES	1021214 · SB County Sheriff 1000150 · COPS Grant Receivable 1121214 · SB County Sheriff 11	(177,818.40) (5,402.17) (1,080.43) (184,301.00)
TOTAL						
83291	Monique	06/12/14	LOU GRANT PARENT-CHILD WORKSHOP	PROJ 1645 REFUND	1000101 · Operating Cash 10	
PROJ 1645 ...		02/05/13		PROJ 1645 REFUND	1000251 · Development Deposits	(558.51) (558.51)
TOTAL						
83292	Monique	06/12/14	REED FLOORS	INVOICE 4629	1000101 · Operating Cash 10	
4629	Monique	06/11/14		50% DEPOSIT ON COUNCIL CHAMBERS CAR...	1013224 · Interior Maintenance	(3,674.96) (3,674.96)
TOTAL						

CITY OF CARPINTERIA
Warrant Register
May 21 through June 17, 2014

Num	Last modified by	Date	Name	Memo	Account	Paid Amount
83293	Monique	06/17/14	MAKER, ERIN	TRAVEL PER DIEM	1000101 · Operating Cash 10	
TRAVEL PE...	Monique	06/02/14		ANNUAL SEEC FORUM PER DIEM - MAKER	1030306 · Meetings & Travel 30	(69.00)
TOTAL						(69.00)

STAFF REPORT
CITY COUNCIL MEETING
June 23, 2014

ITEM FOR COUNCIL CONSIDERATION:

REVIEW OF CONFLICT OF INTEREST CODE

Report prepared by: Fidela Garcia, City Clerk

Department: General Government

Reviewed by: Dave Durflinger


Signature

Signature

STAFF RECOMMENDATION:

ACTION ITEM X; NON-ACTION ITEM __

DIRECT STAFF TO REVIEW THE CITY'S CONFLICT OF INTEREST CODE AND PREPARE ANY NECESSARY UPDATES.

MOTION: I move to direct staff to review the City's Conflict of Interest Code and prepare any necessary updates.

I. BACKGROUND/DISCUSSION:

The Political Reform Act requires each local government agency to review its Conflict of Interest Code biennially to incorporate any new regulations, requirements or designated positions (Gov. Code §81000 et seq.) The Government Code requires that, by July 1, 2014, code reviewing bodies must all direct local agencies to review their conflict of interest codes. (Gov. Code §87306.5.) The Government Code designates the City Council as the code reviewing body for local agencies (Gov. Code §82011.) Therefore, the City Council should direct staff to review its Conflict of Interest Code to determine if an amendment is required. If no amendment is required, a statement to that effect must be submitted to the City Council by no later than October 1, 2014 (Gov. Code §87306.5.)

The City last amended its Conflict of Interest Code on September 24, 2012. (See Attachment A.) Since the Government Code designates the City Council as the Code reviewing body, it must direct staff to conduct a review of its Conflict of Interest Code to ensure that it is consistent with State law. The review must be completed and submitted to the City Council no later than October 1, 2014 with a report indicating whether any amendments or revisions are necessary. (Gov. Code §87306(a).)

II. FINANCIAL CONSIDERATIONS:

This item has no financial impacts.

III. ATTACHMENTS:

- A. Resolution No. 5409 - Conflict of Interest Code Amendment

Attachment A

Resolution No. 5409 - A Resolution of the Carpinteria City Council
Approving Amendment of Its Conflict of Interest Code

RESOLUTION NO. 5409

**A RESOLUTION OF THE CARPINTERIA CITY COUNCIL APPROVING
AMENDMENT OF ITS CONFLICT OF INTEREST CODE**

WHEREAS, the Political Reform Act, Government Code section 81000 *et seq.*, requires each state and local government agency to adopt and promulgate a conflict of interest code; and

WHEREAS, the City may amend its conflict of interest code pursuant to sections 87303 and 87306 of the Government Code; and

WHEREAS, the Fair Political Practices Commission has adopted a regulation, 2 California Code of Regulations section 18730, which contains the terms of a standard conflict of interest code; and

WHEREAS, section 18730 may be incorporated by reference to constitute the amendment of a conflict of interest code within the meaning of Government Code section 87306; and

WHEREAS, section 18730 may be amended by the Fair Political Practices Commission to conform to amendments in the Fair Political Reform Act after public notice and hearings; and

WHEREAS, the Fair Political Practices Commission requires that the City review its conflict of interest code every other year and make amendments as are necessary; and

WHEREAS, the City has reviewed its conflict of interest code and desires to update the list of designated officials and employees.

**NOW, THEREFORE, THE CARPINTERIA CITY COUNCIL HEREBY
RESOLVES AS FOLLOWS:**

1. The Carpinteria City Council adopts, as its conflict of interest code, (i) the terms of 2 California Code of Regulations section 18730 and any amendments to it duly adopted by the Fair Political Practices Commission, which are hereby incorporated by reference, (ii) the attached Appendix A-1 (designated officials and employees), and (iii) the attached Appendix A-2 (disclosure categories).

2. Designated employees shall file statements of economic interests with the City of Carpinteria, which shall make the statements available for public inspection and reproduction in accordance with Government Code section 81008.

3. The Carpinteria City Council authorizes the City Manager, Dave Durflinger, to sign the 2012 Local Agency Biennial Notice, attached hereto as Appendix A-3.

PASSED, APPROVED AND ADOPTED this 24TH day of September, 2012, by the following called vote:

AYES: COUNCILMEMBER: ARMENDARIZ, CARTY, REDDINGTON, CLARK

NOES: COUNCILMEMBER: NONE

ABSENT: COUNCILMEMBER: STEIN



Mayor, City of Carpinteria

ATTEST:

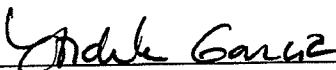
City Clerk, City of Carpinteria



Fidela Garcia

I hereby certify that the foregoing resolution was duly and regularly introduced and adopted at a regular meeting of the City Council of the City of Carpinteria held the 24th day of September, 2012.

City Clerk, City of Carpinteria



Fidela Garcia

APPROVED AS TO FORM:

City Attorney



Peter N. Brown

APPENDIX A – 1

DESIGNATED OFFICIALS AND EMPLOYEES

General Government	Categories
City Clerk	1, 2, 3, 4, 5, 6
Code Compliance Supervisor	1, 2, 3, 4, 5, 6
Community Development Director	1, 2, 3, 4, 5, 6
Management Analyst	1, 2, 3, 4, 5, 6
Public Works Director/City Engineer	1, 2, 3, 4, 5, 6
Public Works Supervisor	1, 2, 3, 4, 5, 6
Environmental Coordinator	1, 2, 3, 4, 5, 6
Administrative Services Director	1, 2, 3, 4, 5, 6
Human Resources Administrator/Risk Manager	1, 2, 3, 4, 5, 6
Finance Supervisor	1, 2, 3, 4, 5, 6
Parks and Recreation Director	1, 2, 3, 4, 5, 6
Building Inspector	1, 2, 3, 4, 5, 6
Senior Planner	1, 2, 3, 4, 5, 6
Associate Planner	1, 2, 3, 4, 5, 6
Assistant to the City Manager	1, 2, 3, 4, 5, 6
Assistant Planner	1, 2, 3, 4, 5, 6
Volunteer and Emergency Services Coordinator	1, 2, 3, 4, 5, 6
Consultants	
City Attorney's Office	1, 2, 3, 4, 5, 6
Other Consultants ¹	1, 2, 3, 4, 5, 6
Other	
Mobile Home Park Rent Stabilization Board Members	1, 2, 3, 4, 5, 6
Architectural Review Board Members	1, 2, 3, 4, 5, 6
Parking and Business Improvement Area Advisory Board Members	1, 2, 3, 4, 5, 6
Carpinteria First Committee Members	1, 2, 3, 4, 5, 6

NOTE: *City Council Members, City Manager, City Treasurer and the Planning Commissioners are required to file Conflict of Interest Statements pursuant to Government Code Section 87200, et seq.*

¹Consultants are considered to be "designated employees." However, the City Manager may determine in writing that a particular consultant, although in a "designated position," performs a limited range of duties and should not be required to fully comply with the disclosure requirements described in this section. Such written determination shall include a written description of the consultant's duties and, based upon that description, a statement of the extent of the disclosure requirements. The City Manager's determination is a public record and shall be retained for public inspection in the same manner and location as this Conflict of Interest Code.

APPENDIX A – 2

DISCLOSURE CATEGORIES

Category 1: Interests in real property located within the jurisdiction of the City,² including any leasehold, beneficial or ownership interest or option to acquire such interest in real property.

Category 2: Business positions or investments in or income from persons or businesses which have an interest in real property in the City or which are engaged in the appraisal, acquisition, or disposal of real property within the jurisdiction of the City.

Category 3: Business positions or investments in business entities and income from any source doing business within the City or having done business within the City during the two years prior to the date of the disclosure statement.

Category 4: Business positions or investments in business entities or income from any source, if the business entities or sources of income are of the type which are subject to the regulation or supervision of the City, including, but not limited to, the issuance or granting of franchises, building permits or other use or business permits or any other land use control or regulation.

Category 5: Business positions or investments in business entities contracting with, or selling to, the City, or which foreseeably will contract with or sell to the City.

Category 6: Business positions or investments in business entities and income from any sources, if:

- a) The business entities or sources of income have filed a claim, or have a claim pending against the City; and
- b) The designated employee's duties involve the handling or processing of such claim.

²Real property is located within the jurisdiction of the City if any part of the property is located within or not more than two miles outside the boundaries of the City, or within two miles of any land owned or used by the City.

STAFF REPORT
CITY COUNCIL MEETING
June 23, 2014

ITEM FOR COUNCIL CONSIDERATION:

RECEIVE THE ATTACHED CITY OF CARPINTERIA 2014 COMPENSATION STUDY REPORT

Report prepared by: Arlene Balmadrid
HR/Risk Manager

Department: Human Resources

Reviewed by: Dave Durlinger

City Manager


Signature


Signature

STAFF RECOMMENDATION:

ACTION ITEM ____; NON-ACTION ITEM x

RECEIVE THE ATTACHED CITY OF CARPINTERIA 2014 COMPENSATION STUDY

SAMPLE MOTION: RECEIVE THE ATTACHED CITY OF CARPINTERIA 2014 COMPENSATION STUDY

I. BACKGROUND:

Having a competitive compensation package is critical for the recruitment and retention of employees and the maintenance of an effective and efficient work force to serve the community.

The last compensation studies conducted for the City of Carpinteria were in 2000 and 2006. For the 2014 Compensation Study, written proposals were requested from five qualified and experienced consulting firms. Staff received four responsive proposals. Bryce Consulting's proposal was selected based on their qualifications, experience, understanding of the scope of the project, over-all design and methodology, references and cost compared with the level of effort to be expended.

The same fourteen cities used during the 2000 and 2006 compensation surveys were selected by the City and Bryce Consulting. They are as follows:

1. Arroyo Grande
2. Buellton
3. Fillmore
4. Goleta
5. Grover Beach
6. Marina
7. Morro Bay
8. Ojai
9. Pacific Grove
10. Pismo Beach
11. Port Hueneme
12. Santa Paula
13. Solano Beach
14. Solvang

These cities were comparable to the City of Carpinteria based on their size, geographic proximity, nature of services provided, budget, etc.

Two cities, Fillmore and Santa Paula, declined to participate.

The study consisted of the following:

- Collecting job descriptions, where available, to determine comparability.
- Collecting and analyzing base salary and benefit survey data for the selected survey classes from the City's identified labor market.
- Calculating the labor market median for maximum base salary, total cash, and total compensation and the percentage the City is above or below each.

The survey methodology utilized by Bryce Consulting included:

- An initial telephone call to each labor market employer to explain the purpose and scope of the survey and confirm cooperation.
- A survey was sent to each labor market employer that included a listing of the survey classifications and descriptions of those classifications surveyed, plus a detailed questionnaire for collecting the salary and benefit data.
- The agencies' websites were utilized to collect salary and benefit data and to compare job descriptions, where available.

In addition to the collection of base salary and benefit information, reporting relationships, functional areas of responsibilities and the class's relationship to other classes in the series were considered.

For each classification, monthly base salary, total cash and total compensation were used as the basis of comparison.

II. ANALYSIS/ DISCUSSION:

The Study is a tool that may be used by the City in evaluating the agency's organizational structure, as a whole, and/or the salaries and benefits provided to its full and part time employees. The City is currently in the process of negotiating the conditions of employment for represented employees and is also updating the terms and conditions of employment for management and miscellaneous employees. The Study will be referenced for these updates. It is not expected that this work will be completed prior to the expiration of the current memorandums of understanding that apply to these employee groups and therefore, by law the current conditions of employment are automatically extended until superseded.

The Study shows that, on average, the City is 1.41% behind market for base salary; 1.65% ahead of the market for total cash (the maximum base salary plus longevity pay, up to and including year 10, the employee's share of retirement paid by the agency, the agency's contribution towards deferred compensation, and educational/certification incentive); and 3.54% ahead of the market for total compensation.

The gain on the market is greatly attributed to the City's contributions towards health and welfare benefits. The labor market average monthly contribution is approximately \$1,064, whereas the City contributes \$1,663.

II. FINANCIAL CONSIDERATIONS:

No financial considerations are requested at this time. Should the City, ultimately, determine to make compensation changes in response to the Study, there are a variety of options and approaches in implementing compensation adjustments. With regard to salaries, the City may, in general, make adjustments to individual positions or to the City's entire salary matrix.

- Adjust salaries to bring total compensation to market in onetime adjustment.
- Adjust salaries to bring total compensation to market with a phase in approached (e.g. 2.5% each year until the adjustment reaches market).
- Adjust benefits or a combination of benefits and salary to bring the salaries to market.
- Adjust salaries only on those classifications that are more than 5% above or below market.
- Place salaries in the new range closest to their current salary without a resulting decrease.
- Move employee salaries to the step in the new range consistent with the step in the current range (step to step).
- Where an employee's salary is above the maximum of the recommended range, freeze the salary (Y-rate) until the market catches up. Any new employees brought into the classification will be placed in the new lower range.

III. LEGAL ISSUES:

N/A

IV. PRINCIPAL PARTIES EXPECTED AT MEETING:

Shellie Anderson, Bryce Consulting

V. ATTACHMENT:

- A. City of Carpinteria 2014 Compensation Study Report

BRYCE
CONSULTING

CITY OF CARPINTERIA
2014 COMPENSATION STUDY

Prepared By
Bryce Consulting, Inc.
3436 American River Drive, Ste. 7A
Sacramento, CA 95864
916-974-0199



June 11, 2014

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Section I	Project Overview	3
Section II	Compensation Survey Parameters	4
Section III	Compensation Survey Results	16
Section IV	Salary Adjustment Methodology	31

Appendices

- Appendix A – Detailed Market Datasheets
- Appendix B – Miscellaneous Benefit Data
- Appendix C – Comparison of Current Salaries To Market

SECTION I - PROJECT OVERVIEW

Bryce Consulting was retained by the City of Carpinteria to conduct a comprehensive compensation study for City classifications. This report presents the compensation survey results and includes:

- Section I Project Overview
- Section II Compensation Survey Parameters
- Section III Compensation Survey Results
- Section IV Salary Adjustment Methodology

STUDY OBJECTIVES

The study consisted of the following objectives:

- Collect job descriptions, where available, to determine comparability.
- Collect and analyze base salary and benefit survey data for the selected survey classes from the City's identified labor market.
- Calculate the labor market median for maximum base salary, total cash, and total compensation and the percentage the City is above or below each.

SECTION II – COMPENSATION SURVEY PARAMETERS

This section of the report presents the compensation survey parameters and includes:

- Selection of labor market employers and survey classes
- Survey scope
- Survey methodology

SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the City's "Labor Market". A labor market consists of those employers with whom the City competes with for employees. The criteria typically utilized in identifying those employers includes the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the City of Carpinteria are likely to have a departmental structure and organization of positions more similar to the City than organizations that are significantly larger or smaller in size.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the City must directly compete with to recruit and retain quality staff.
- **NATURE OF SERVICES PROVIDED** - As a general rule similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
 - Employers who provide similar services are more likely to compete with one another for employees.
 - These employers are more likely to have comparable jobs.
 - These employers are more likely to have similar organizational characteristics.

While some survey agencies may not meet all of the criteria, it is important to have a balanced labor market.

RECOMMENDED LABOR MARKET

Table 1, on the following page, displays the 14 survey agencies, based on the considerations discussed on the previous page. These agencies are geographically proximate, are competitors for staff, and/or provide similar services. For these reasons, the City has used these cities for comparison purposes in the previous two compensation studies. Also, represented employees and the City Council Labor Relations Committee reviewed and confirmed the recommended survey agencies at meetings in August 2013 and January 2014. It should be noted that the Cities of Fillmore and Santa Paula did not respond to our requests to participate in the study. Furthermore, some of the agencies did not provide all of the job descriptions nor all of the benefit data requested.

Table 1
Survey Agencies

Agency	Miles from Carpinteria	Departments	Population Served	Operating Budget	FTE's
<i>Carpinteria</i>	--	<i>Community Development Parks and Recreation Public Works (engineering, street maintenance)</i>	13,231	\$14 million (\$7.8 general fund)	32 fulltime (16 part-time)
Arroyo Grande	90	Community Development, Police, Public Works (streets, park, facilities, water and sewer facilities), Recreation	17,543	\$26.7 (\$13 general fund)	67
Buelton	50	Planning, Public Works (street maintenance, water systems and park maintenance), City Clerk/HR, Recreation	4,904	\$8.3 million (\$5.4 general)	18
Fillmore	40	Fire Planning, Building and Safety Recreation Public Works (street maintenance, water, sewer, storm drains, trees)	15,162	\$13 million (\$5.8 general)	25 fulltime (12 part-time)
Goleta	20	Planning and Environmental Review, Public Works (engineering, CIP, parks and open space, street maintenance, facilities)	30,289	\$37.8 (\$17 general fund)	53 fulltime (4 part time)
Grover Beach	91	Community Development, Police, Parks and Recreation, Public Works (code, engineering, facilities, streets)	13,342	\$15.5 (\$7.2 general fund)	59
Marina	240	Community Development, Fire, Police, Recreation, Community Development (airport, planning, engineering, building, public works – streets, buildings, grounds)	20,253	\$31.7 (\$16 general fund)	112

Table 1
Survey Agencies

Agency	Miles from Carpinteria	Departments	Population Served	Operating Budget	FTE's
Morro Bay	118	Fire, Harbor, Police, Recreation and Parks, Public Services (building, engineering, planning, transit, wastewater collection and treatment, water)	10,370	\$30 (\$10 general fund)	107
Ojai	22	Community Development, Finance, Public Works (street maintenance, construction projects, landscaping, facilities), Recreation	7,558	\$12.5 (\$7.4 general fund)	31
Pacific Grove	250	Community Development, Library, Parks and Recreation, Police, Public Works (buildings and grounds, cemetery, wastewater, stormwater, streets, forestry, environmental programs)	15,407	\$33 (\$16.7 general fund)	127
Pismo Beach	93	Building, Engineering, Planning, Recreation, Police, Fire, Public Works (parks, sewer, streets, water)	7,785	\$26.6 (\$16 general fund)	88
Port Hueneme	29	Police, Community Development, Recreation and Community Services, Public Works (engineering, streets, facilities, fleet, landscape, solid waste, water, wastewater)	21,856	\$42 (\$17 general fund)	50
Santa Paula	33	Police, Public Works (streets, wastewater reclamation, engineering, water distribution), Planning, Fire, Community Services	29,963	\$33 (\$12 general fund)	107

Table 1 Survey Agencies					
Agency	Miles from Carpinteria	Departments	Population Served	Operating Budget	FTE's
Solano Beach	186	Fire, Community Development, Engineering and Public Works (sewer, street, building services), Recreation	13,154	\$31.5 (\$13.9 general fund)	50 fulltime (15 part- time)
Solvang	47	Parks and Recreation, Planning and Community Development, Public Works (wastewater, water, street maintenance)	5,343	\$15 (\$6.5 general fund)	35

SURVEY CLASSES

Survey classes, as displayed in **Table 2** on the following pages, are generally selected utilizing the following criteria:

- The survey classifications should have a significant relationship to other classes in their occupational group. This ensures that they will make good reference points in relating and establishing salaries for other classes within their occupational group.
- They should be reasonably well known and able to be clearly and concisely described. This enables the employer to more easily communicate with survey employers in establishing accurate comparabilities for the survey classes.
- They should be classes for which counterparts can readily be found in other agencies so that sufficient compensation data can be gathered.

SURVEY SCOPE

The scope of the survey included the labor market agencies presented on the previous page. The data collected for each survey class included:

- Title of each comparable class
- Entry and top step monthly salary
- Cash add-ons to base salary including:
 - ◆ Employer pick-up of the employee contribution for retirement (PERS pick-up) for new CalPERS “classic” employees
 - ◆ Deferred compensation contribution made by the employer
 - ◆ Longevity pay at year 10
 - ◆ Educational/certification incentive pay
- Employer contributions for insurances (cafeteria, health, dental, vision, life, long term disability)
- Amount the employee pays towards the employer’s portion of PERS
- Cost of living information including date and amount of next increase
- Retirement practices including employer’s share, benefit, formula and plan
- Retiree health benefits
- Paid leave benefits

TABLE 2
Survey Class Summaries
Full Time Classes

Survey Class	Reports To	Summary
Administrative Assistant	City Manager or Department Director	To perform a variety of responsible administrative secretarial duties and technical tasks relative to assigned area of responsibility; provides responsible support to assigned department. Duties will vary depending on assigned department. Position will be classified as confidential employee if assigned to City Manager's Office, Community Development Department, Public Works Department, Human Resources Division or Community Promotions and Communication Division.
Administrative Services Director	City Manager	Under the direction of the City Manager, functions as head of the Administrative Services Department Plans, organizes, directs and supervises City's financial programs and operations, developing goals, objectives , procedures and policies to facilitate the City's day to day and long range financial activities, supervises use of City's computer system. Serves as a member of the City's management team; assumes additional responsibilities as assigned.
Aquatics Coordinator	Parks and Recreation Director	Plans, develops, manages, coordinates and conducts diversified citywide aquatics programming and facilities, including swim instruction programs, ocean and pool lifeguard training and aquatic special events.
Assistant Planner	Community Development Director	To perform a variety of planning duties in support of the Community Development Department, including review of development proposals and planning and land use applications for compliance with applicable regulation; and to provide development related and planning information and assistance to developers, the business community and the public (entry level).
Assistant to the City Manager	City Manager	Under direction of City Manager, plans, directs and coordinates a variety of City program and special projects; performs a wide variety of responsible, confidential and complex administrative duties for the City Manager and the City Council; acts as a liaison with City departments, staff, outside agencies and the general public.
Associate Planner	Community Development Director	To perform a variety of planning duties in support of the Community Development Department, including review of development proposals and planning and land use applications for compliance with applicable regulation; and to provide development related and planning information and assistance to developers, the business community and the public (journey level).
Building Inspector/Plan Checker	Community Development Director	Under direction of Community Development Director, implements building inspection functions and participates in complex and technical tasks associated with review and checking of plans and specifications to ensure compliance with pertinent codes and accepted construction practices.
City Clerk	City Manager	Under general direction of the City Manager plans, directs, administers and coordinates the functions of the City Clerk's office, including procedures related to municipal elections, initiatives, referendums and recall petitions. Performs a variety of technical tasks relative to assigned area of responsibility; serves as a member of the City's Management Team.
City Manager	City Council	To serve as the administrative head of the government of the City under the direction and control of the City Council, except as otherwise provided in Chapter 2.08 of the Carpinteria Municipal Code, to plan organize, direct and control the activities and operations of the City of Carpinteria, including community development, finance, personnel, public works and administration; to develop policy

TABLE 2
Survey Class Summaries
Full Time Classes

Survey Class	Reports To	Summary
		recommendations for City Council action; and to provide highly responsible and complex administrative support to the City Council.
Civil Engineer	Director of Public Works/City Engineer	Applies knowledge to plan and design civil engineering projects. Responsible for acquiring and analyzing data used on projects including feasibility studies and cost analyses. Prepares or guides preparation of documentation for projects. Participates in testing of materials and reporting on properties and results. Visits project sites and provides direction on construction and maintenance operations. Coordinates activities with other departments and outside contractors. Supports public works staff and ensures established goals and deadlines are met. Keeps Director of Public Works/City Engineer informed of status and significant problems.
Code Compliance Officer II	Community Development Director or Code Compliance Supervisor	To perform a variety of non-sworn duties in the enforcement of law and order by routinely patrolling public parks and timed parking area; perform duties related to ensuring compliance with City Municipal Code; issue parking, administrative and infraction citations; perform animal care and control duties; carry out special duties when assigned.
Community Development Director	City Manager	A "hands on" management position to plan, organize, direct and review the activities and operations of the Community Development Department, including planning, building and code compliance; coordinate assigned activities with other City departments and outside agencies; provide highly responsible and complex administrative support to the City Manager; and act as a member of the City Manager's management team.
Emergency & Volunteer Services Coordinator	City Manager	The Coordinator of Emergency and Volunteer Services is responsible for the development and administration of a wide variety of City programs and projects and the implementation and directing of programs in the area of emergency services and volunteerism.
Engineering Technician	Director of Public Works/City Engineer	Under the general direction of the Director of Public Works/City Engineer performs a variety of tasks and duties pertaining to the programs and projects both office and field technical paraprofessional work in the Department of Public Works.
Environmental Coordinator	Director of Public Works/City Engineer	To perform a variety of environmental planning and paraprofessional civil engineering work in project environmental review, design, traffic, survey, materials testing, hydrology, permits, construction inspection, or other civil engineering specialties; performs related duties as required.
Finance Supervisor	Administrative Services Director	To perform a wide variety of responsible duties in the implementation of financial activities involving payroll, banking and other financial functions of the Administrative Services Department; perform a variety of confidential and technical tasks relative to assigned area of responsibility; provide responsible management support to the Administrative Services Director; to act as a member of City's management team. Responsible for coordinating, implementing and monitoring City's Payroll, Accounts Receivable, Accounts Payable, Special Districts and related programs.
HR Administrator/Risk Manager	City Manager	To perform professional work in the analysis, investigation and research of administrative policies and functions; organize and direct personnel operations, risk management functions and

TABLE 2
Survey Class Summaries
Full Time Classes

Survey Class	Reports To	Summary
		Communication Program; perform a variety of technical tasks relative to assigned area of responsibility; serve as member of the City's management team.
Maintenance Technician	Public Works Supervisor	To perform a variety of skilled and semi-skilled maintenance and repair work related to the building maintenance and repairs of City Hall, Memorial Building, Community Pool and other City facilities.
Maintenance Worker I	Public Works Supervisor	To perform a variety of semi-skilled and skilled work in the maintenance of streets, parks, beaches, right of ways, facilities and other public works areas; and to provide technical support to the Public Works Department (entry).
Maintenance Worker II	Public Works Supervisor	To perform a variety of semi-skilled and skilled work in the maintenance of streets, parks, beaches, right of ways, facilities and other public works areas; and to provide technical support to the Public Works Department (journey).
Management Analyst	Public Works Director	To perform a wide variety of responsible administrative and analytical duties related to the City's Capital Improvement Program, Storm Water Pollution Program and the Engineering and Public Works operations, including comprehensive and sensitive special projects and technical tasks relative to assigned area of responsibility.
Parks & Recreation Director	City Manager	Under the administrative direction of the City Manager, responsibilities include developing, promoting, supervising and evaluating all recreation programs and activities in the City's Parks and Recreation Department; identifying and planning parks and recreation capital facilities to meet current and future community needs; performing Tidelands management, including real property negotiations and permitting.
Parks & Recreation Maintenance Technician	Parks and Recreation Director	Position assigned to Parks and Recreation Department to perform a variety of semi-skilled and skilled work in the maintenance, preservation and improvement of City parks, beaches, community swimming pool facility; assist in maintenance and improvements of various athletic fields and perform a variety of tasks in assigned area of responsibility.
Pool Superintendent	Parks and Recreation Director	Under direction of the Parks and Recreation Director, oversees the operation, maintenance and programming of the City Community Pool; supervises and coordinates the pool staff; facilitates the use of the pool for all programs, including use by the School District, City's After School and Aqua Camp Programs, Swim Club Programs and other aquatic activities.
Public Works Director	City Manager	Hands-on Director position responsible to plan, organize, direct and review the activities and operations of the Public Works Department, including street/park maintenance programs, coordinate assigned activities with other City departments and outside agencies; provide responsible and complex administrative support to the City Manager and serve as a member of the City's management team. Depending on qualifications and experience, may serve as City Engineer.
Public Works Supervisor	Public Works Director	To organize, monitor and supervise assigned functions including street, right of way and parks maintenance operations within the Public Works Department; to perform a variety of technical tasks relative to street, right of way and parks maintenance; and to provide technical assistance to the

TABLE 2
Survey Class Summaries
Full Time Classes

Survey Class	Reports To	Summary
Receptionist/Office Assistant	Varies	Public Works Director. To perform duties as City Hall receptionist, answer and route telephone calls and perform a variety of general office duties related to the function or department assigned.
Senior Planner	Community Development Director	Performs professional and technical level of Planning activities. Duties involve complex planning assignments requiring considerable skill in research analysis and presentation data. Additionally, this position makes routine decisions independently by reference to written information, precedent and other data
Part-Time Class		
Assistant Swim Coach (PT)	Head Coach	Under direct supervision of the Age Group Swim Team Head Coach, performs duties required to assist in the coaching and instruction of participants of the City's Age Group Swim Team, assists in organizing, coordinating and supervising practice sessions, competition meets and other activities and events involving the swim team.
Crossing Guard (PT)	Code Compliance Supervisor	To ensure safe crossing of school children at local school intersections as assigned. Watch traffic flow, wait for an appropriate gap between vehicles and safely lead groups of children promptly across street, returning to street corner of origin after each crossing. This function is regulated according to Section 21100 (i) California Vehicle Code.
GATV Production Assistant (PT)	Assistant to the City Manager	Supervise and coordinate transmission and taping of programming over the City's Government Access Television (GATV Channel 18). Programming will include live, gavel-to-gavel coverage of local government meetings, field and in-house productions of special events, educational programs, promotional programs, and public service announcements as required.
GATV Production Coordinator (PT)	Assistant to the City Manager	Supervise and coordinate transmission and taping of programming over the City's Government Access Television (GATV Channel 21). Programming will include live, gavel-to-gavel coverage of local government meetings.
General Maintenance Worker (PT)	Public Works Supervisor	Under the general direction of the Public Work Supervisor performs a variety of general janitorial task, little debris collection and duties pertaining to Public Works areas and equipment.
Head Swim Coach (PT)	Parks and Recreation Director	Under general supervision of the Parks and Recreation Director, performs duties required to plan, organize and direct the instruction of the City's Age Group Swim Team, supervises programs and activities of the swim team and organizes and coordinates practices, meets and events.
Pool-Beach Cashier II (PT)	Beach Superintendent/Senior Pool Lifeguard	Under supervision performs varied sales, cashier and clerical work, including collecting monies and maintaining financial records. Responds to public inquiries in a friendly, polite manner; capable of giving clear, concise instructions in the event of an emergency. May be assigned to Carpinteria Swimming Pool or the Carpinteria Beach Concession Operation.
Beach Lifeguard II (PT)	Pool Superintendent	Under supervision, performs varied lifesaving and accident prevention services in assigned area. Responsible for assisting and rescuing swimmers, assisting other lifeguards in responding to

TABLE 2
Survey Class Summaries
Full Time Classes

Survey Class	Reports To	Summary
Senior Pool Lifeguard II (PT)	Pool Superintendent	emergencies and enforcing regulations. Helps maintain clean and safe conditions. Under general supervision, performs varied lifesaving and accident prevention services in assigned area. Responsible for assisting and rescuing swimmers, performing first aid, supervising assigned staff and assisting other lifeguards in responding to emergencies, enforcing regulations and issuing citations when necessary. Helps maintain clean and safe conditions.

SURVEY METHODOLOGY

The survey methodology utilized by Bryce Consulting included:

- An initial telephone call to each labor market employer to explain the purpose and scope of the survey and to confirm cooperation.
- A survey sent to each labor market employer that included a listing of the survey classifications and descriptions of those classifications surveyed, plus a detailed questionnaire for collecting the salary and benefit data.
- The agencies' websites were utilized to collect salary and benefit data and to compare job descriptions, where available.

In addition to the collection of base salary and benefit information, careful efforts were made to document the full-range of duties and requirements of the job classes determined to be comparable to the City's classes. This included the collection of:

- Reporting relationships
- Functional areas of responsibility
- The class's relationship to other classes in the series

For each classification using maximum base salary, total cash, and total compensation as the basis of comparison, the City's position was compared to the labor market median, as well as the percentage the City is above or below the labor market. The median is defined as the midpoint in an array of data. It is a more conservative and stable point of comparison as it is less likely to be skewed by outliers. The data was collected in March and April 2014.

SECTION III – COMPENSATION SURVEY RESULTS

This section of the report presents the compensation survey findings including base salary, total cash, and total compensation, and a discussion of the classifications where insufficient data resulted. In addition, miscellaneous benefit data is presented including cost of living information, retirement practices, retiree health benefits, and leave benefits.

As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. **Table 3** displays the comparability for each survey classification.

TABLE 3 COMPARABILITY	
Survey Classification	Number of Comparable Classes
Full Time Classes	
Administrative Assistant	7
Administrative Services Director	12
Aquatics Coordinator	0*
Assistant Planner	9
Assistant to the City Manager	0*
Associate Planner	10
Building Inspector/Plan Checker	3
City Clerk	9
City Manager	12
Civil Engineer	3
Code Compliance Officer II	5
Community Development Director	12
Emergency & Volunteer Services Coordinator	0*
Engineering Technician	4
Environmental Coordinator	3
Finance Supervisor	11
HR Administrator/Risk Manager	4
Maintenance Technician	11
Maintenance Worker I	10
Maintenance Worker II	11
Management Analyst	6
Parks & Recreation Director	5
Parks & Recreation Maintenance Technician	11
Pool Superintendent	0*
Public Works Director	7
Public Works Supervisor	5
Receptionist/Office Assistant	9
Senior Planner	3

*Insufficient Data (fewer than 3 matches)

**TABLE 3
COMPARABILITY**

Survey Classification	Number of Comparable Classes
Part-Time Classes	
Assistant Swim Coach (PT)	0
Crossing Guard (PT)	1
GATV Production Assistant (PT)	0
GATV Production Coordinator (PT)	0
General Maintenance Worker (PT)	1
Head Swim Coach (PT)	0
Pool-Beach Cashier II (PT)	0
Beach Lifeguard II (PT)	6
Senior Pool Lifeguard II (PT)	0

CLASSIFICATIONS WITH INSUFFICIENT DATA

For those classifications where insufficient data has been found, often it is because the City has a program that the other agencies do not or the City's organizational structure is different from the survey agencies resulting in incomparable positions.

Aquatics Coordinator – This is a full-time position responsible for developing, managing, coordinating and conducting citywide aquatics programming and facilities, including swim instruction programs, ocean and pool lifeguard training and aquatic special events. The City's aquatics program is quite extensive, justifying such a classification; however, the survey agencies do not appear to have the same level of programming, thus leading to insufficient data.

Assistant to the City Manager - This position reports to the City manager and is responsible for planning, directing, and coordinating a variety of City programs and special projects and assists with responsible, confidential and complex administrative duties for the City Manager and City Council. With respect to the survey agencies, several only have administrative support classifications within the City Manager's Office which is a lower level position and therefore not comparable. Some of the agencies have a Deputy City Manager or Assistant City Manager but those classifications are at a higher level, serve in the absence of the City Manager, often provide direction to department heads, or are assigned department head level responsibility for assigned functions.

Emergency and Volunteer Services Coordinator – This position is responsible for the development and administration of a wide variety of City programs and projects and the implementation of programs related to emergency services and volunteerism. Bryce reviewed this classification as one classification as well as two separate functions and did not find comparable data in the survey agencies. The City's emergency and volunteer services programs are quite extensive, and in reviewing the information from the other agencies, either the emergency preparedness function is

handled by a contract Fire Department, their Police Department, or is an ancillary duty assigned to a position with other very different responsibilities leading to a lack of comparability. With respect to the Volunteer Services Coordinator aspect of the classification, it appears that the survey agencies do not have as robust of a program.

Environmental Coordinator – Positions in this classification perform environmental planning and paraprofessional civil engineering work in project environmental review, design, traffic, survey, materials testing, hydrology, permits, construction inspection, or other civil engineering specialties. In the survey agencies, this function is split between a numbers of classifications leading to insufficient data. For instance, some agencies have Engineering Technicians performing portions of the duties and Professional Engineers performing portions of the duties.

Pool Superintendent – This position oversees the operation, maintenance and programming of the City Community Pool; supervises and coordinates the pool staff; facilitates the use of the pool for all programs. Similar to the Aquatics Coordinator, the survey agencies do not appear to have the same level of programming.

Part Time Classes – Overall, limited comparable classifications were found with respect to the City's part-time classes. Many of the City's part-time classifications support recreation programs. It appears that the survey agencies do not have as robust of a recreation program as the City leading to insufficient data.

BASE SALARY SURVEY RESULTS

The data has been organized into a series of tables that summarize the City's relationship to the labor market for each class. The detailed market compensation survey datasheets are presented in **Appendix A** of this report. **Table 4**, on the following page, summarizes for each classification how the City's base salaries compare to the labor market. The following data is presented:

- Title of the City's classification
- The City's current maximum monthly base salary for each classification
- The median of the labor market for maximum monthly base salary
- Percentage the City's maximum base salary is above or below the median of the labor market

TABLE 4
MAXIMUM MONTHLY BASE SALARY

Survey Classification	City of Carpinteria Maximum Salary	Labor Market Median Maximum Salary	% City of Carpinteria Is Above or Below Labor Market Median
Full Time Classes			
Administrative Assistant	\$4,663	\$4,297	7.84%
Administrative Services Director	\$9,960	\$11,419	-14.65%
Aquatics Coordinator	\$4,107	Insuff Data	--
Assistant Planner	\$5,502	\$5,395	1.94%
Assistant to the City Manager	\$7,287	Insuff Data	---
Associate Planner	\$6,307	\$5,963	5.45%
Building Inspector/Plan Checker	\$6,307	\$5,539	12.17%
City Clerk	\$7,287	\$7,773	-6.67%
City Manager	\$11,927	\$13,616	-14.16%
Civil Engineer	\$8,043	\$6,904	14.16%
Code Compliance Officer II ¹	\$4,760	\$5,387	-13.16%
Community Development Director	\$10,960	\$11,008	-0.44%
Emergency & Volunteer Services Coordinator	\$6,307	Insuff Data	--
Engineering Technician ¹	\$4,934	\$5,105	-3.45%
Environmental Coordinator	\$6,307	\$5,325	15.56%
Finance Supervisor	\$6,307	\$4,720	25.16%
HR Administrator/Risk Manager	\$7,287	\$9,375	-28.65%
Maintenance Technician ¹	\$4,224	\$4,231	-0.16%
Maintenance Worker I	\$3,642	\$3,629	0.37%
Maintenance Worker II ¹	\$4,224	\$4,231	-0.16%
Management Analyst	\$4,536	\$6,223	-37.19%
Parks & Recreation Director	\$9,053	\$8,439	6.78%
Parks & Recreation Maintenance Technician ¹	\$4,322	\$4,269	1.21%
Pool Superintendent	\$4,322	Insuff Data	--
Public Works Director	\$10,960	\$11,962	-9.15%
Public Works Supervisor	\$6,307	\$5,974	5.27%
Receptionist/Office Assistant ¹	\$3,467	\$3,644	-5.11%
Senior Planner	\$7,287	\$7,054	3.20%
Part-Time Classes			
Assistant Pool Superintendent (PT)	DNA	Insuff Data	--
Assistant Swim Coach (PT)	\$11.55	Insuff Data	--
Crossing Guard (PT)	\$9.72	\$16.66	-71.33%
GATV Production Assistant (PT)	\$18.44	Insuff Data	--
GATV Production Coordinator (PT)	\$32.55	Insuff Data	--
General Maintenance Worker	\$13.71	\$16.43	-19.81%

TABLE 4
MAXIMUM MONTHLY BASE SALARY

Survey Classification	City of Carpinteria Maximum Salary	Labor Market Median Maximum Salary	% City of Carpinteria Is Above or Below Labor Market Median
(PT)			
Head Swim Coach (PT)	\$23.61	Insuff Data	--
Pool-Beach Cashier II (PT)	\$10.48	Insuff Data	--
Beach Lifeguard II (PT)	\$14.06	\$14.68	-4.40%
Senior Pool Lifeguard II (PT)	\$14.06	Insuff Data	--

¹Classifications that are either behind market for base pay and catch up to market when benefits considered or are at market for base pay and over market when benefits are considered

TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary plus longevity pay, up to and including year 10, the employee's share of retirement paid by the agency, the agency's contribution towards deferred compensation, and educational/certification incentive. **Table 5**, on the following page, displays how the City compares to the labor market with respect to total cash for each classification. The table provides information for full time classifications only, as part-time classifications are not eligible for benefits. The following data is presented:

- Title of the City's classification
- The City's current total cash for each classification
- The median of the labor market for total cash
- Percentage the City's total cash is above or below the median of the labor market

**TABLE 5
MONTHLY TOTAL CASH**

Survey Classification	City of Carpinteria Total Cash	Labor Market Median Total Cash	% City of Carpinteria Is Above or Below Labor Market Median
Administrative Assistant	\$4,989	\$4,413	11.55%
Administrative Services Director	\$10,657	\$11,780	-10.53%
Aquatics Coordinator	\$4,394	Insuff Data	--
Assistant Planner	\$5,887	\$5,781	1.80%
Assistant to the City Manager	\$7,797	Insuff Data	---
Associate Planner	\$6,748	\$6,530	3.23%
Building Inspector/Plan Checker	\$6,748	\$5,640	16.42%
City Clerk	\$7,797	\$8,150	-4.53%
City Manager	\$13,450	\$14,233	-5.82%
Civil Engineer	\$8,606	\$6,904	19.78%
Code Compliance Officer II ¹	\$5,094	\$5,522	-8.40%
Community Development Director	\$11,727	\$11,661	0.56%
Emergency & Volunteer Services Coordinator	\$6,748	Insuff Data	---
Engineering Technician ¹	\$5,280	\$5,105	3.32%
Environmental Coordinator	\$6,748	\$5,700	15.53%
Finance Supervisor	\$6,748	\$4,936	26.85%
HR Administrator/Risk Manager	\$7,797	\$10,018	-28.48%
Maintenance Technician ¹	\$4,520	\$4,313	4.57%
Maintenance Worker I	\$3,897	\$3,904	-0.16%
Maintenance Worker II ¹	\$4,520	\$4,313	4.57%
Management Analyst	\$4,854	\$6,384	-31.52%
Parks & Recreation Director	\$9,686	\$8,777	9.39%
Parks & Recreation Maintenance Technician ¹	\$4,624	\$4,313	6.72%
Pool Superintendent	\$4,624	Insuff Data	--
Public Works Director	\$11,727	\$12,045	-2.72%
Public Works Supervisor	\$6,748	\$6,548	2.97%
Receptionist/Office Assistant ¹	\$3,710	\$3,813	-2.77%
Senior Planner	\$7,797	\$7,230	7.27%

¹Classifications that are either behind market for base pay and catch up to market when benefits considered or are at market for base pay and over market when benefits are considered

TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the maximum base salary, longevity pay, the employee's share of retirement paid by the agency, the agency's deferred compensation contribution, and the agency's contribution towards a cafeteria plan, health, dental, vision, life insurance, long term disability, plus the employer's share of retirement paid by the employee. **Table 6**, below and on the following page, displays how the City compares to the labor market with respect to total compensation. The following data is presented:

- Title of the City's classification
- The City's current total compensation for each classification
- The median of the labor market for total compensation
- Percentage the City's total compensation is above or below the median of the labor market

TABLE 6 MONTHLY TOTAL COMPENSATION			
Survey Classification	City of Carpinteria Total Compensation	Labor Market Median Total Compensation	% City of Carpinteria Is Above or Below Labor Market Median
Administrative Assistant	\$6,542	\$6,100	6.76%
Administrative Services Director	\$12,050	\$13,570	-12.61%
Aquatics Coordinator	\$5,964	Insuff Data	--
Assistant Planner	\$7,414	\$6,922	6.64%
Assistant to the City Manager	\$9,272	Insuff Data	---
Associate Planner	\$8,251	\$7,753	6.03%
Building Inspector/Plan Checker	\$8,251	\$6,663	19.25%
City Clerk	\$9,272	\$9,920	-6.99%
City Manager	\$14,992	\$15,535	-3.62%
Civil Engineer	\$10,058	\$7,927	21.19%
Code Compliance Officer II ¹	\$6,644	\$6,769	-1.88%
Community Development Director	\$13,090	\$13,431	-2.61%
Emergency & Volunteer Services Coordinator	\$8,253	Insuff Data	--
Engineering Technician ¹	\$6,824	\$6,423	5.88%
Environmental Coordinator	\$8,253	\$7,270	11.91%
Finance Supervisor	\$8,253	\$6,078	26.36%
HR Administrator/Risk Manager	\$9,272	\$11,914	-28.49%
Maintenance Technician ¹	\$6,086	\$5,614	7.76%
Maintenance Worker I	\$5,482	\$5,223	4.72%
Maintenance Worker II ¹	\$6,086	\$5,614	7.76%
Management Analyst	\$6,410	\$7,713	-20.32%
Parks & Recreation Director	\$11,107	\$10,427	6.12%
Parks & Recreation Maintenance	\$6,187	\$5,614	9.27%

**TABLE 6
MONTHLY TOTAL COMPENSATION**

Survey Classification	City of Carpinteria Total Compensation	Labor Market Median Total Compensation	% City of Carpinteria Is Above or Below Labor Market Median
Technician ¹			
Pool Superintendent	\$6,187	Insuff Data	
Public Works Director	\$13,090	\$13,432	-2.61%
Public Works Supervisor	\$8,253	\$8,154	1.20%
Receptionist/Office Assistant ¹	\$5,299	\$5,112	3.53%
Senior Planner	\$9,272	\$8,860	4.45%

¹Classifications that are either behind market for base pay and catch up to market when benefits considered or are at market for base pay and over market when benefits are considered

RELATIONSHIP TO THE MARKET

On average, the City is 1.41% behind market for base salary, 1.65% ahead of the market for total cash, and 3.54% ahead of the market for total compensation. The gain on the market is greatly attributed to the City's contribution towards health and welfare benefits. The labor market average contribution is approximately \$1,064 whereas the City contributes \$1,663.

CLASSIFICATIONS SIGNIFICANTLY OVER OR UNDER MARKET

It should be noted that there are some survey classifications that are more than 10% over or under market. It is difficult to know the exact reason why a classification is above or below market without knowing how the classification's salary was originally set. For instance, a salary could have been tied to another City classification rather than to the labor market, thus resulting in the classification being above or below market because it was never compared to the market.

For the classification of Administrative Services Director, the City is 14% behind the labor market for monthly maximum base salary, with the City of Buellton providing the lowest salary (\$7,094 - \$8,689) and the City of Marina with the highest salary (\$9,087 - \$15,513). A possible explanation for the City's position could be the number of staff supervised. The City's position supervises one employee and with regard to the 12 agencies with a comparable classification, the number of staff supervised ranges from 2 to 9 with an average of 4 staff.

With respect to the classification of Building Inspector/Plans Examiner, the City is 12% above market for monthly maximum base salary, with the City of Morro Bay providing the lowest salary (\$4,381 - \$5,325) and the City of Pismo Beach providing the highest salary (\$4,640 - \$5,640). Upon review of the duties and requirements, the survey agencies' classifications are comparable. However, for some of the survey agencies, the classification reports to a Building Official, which is considered a division manager, who in turn reports to a department director. For the City of

Carpinteria, the position reports directly to a department director. It is possible that the level of responsibility is slightly higher because of the organizational structure or that the labor market is lower because multiple levels have to be considered when setting salaries. Where fewer levels exist within an organizational structure, it is possible that the line staff have more responsibility because they are reporting to a position that has greater organizational and departmental responsibilities and simply does not have the time to be involved in the day-to-day operations. This would be a subtlety to the classification that would be difficult to identify through a review of the job descriptions which were utilized to determine comparability.

With respect to Civil Engineer, the City 14% above market for monthly maximum base salary, with the City of Morro Bay providing the lowest salary (\$4,903 - \$5,959) and the City of Pismo Beach providing the highest salary (\$6,720 - \$8,168). Similar to the Building Inspector/Plans Examiner, the City's classification reports directly to a department director; whereas, in a few of the survey agencies with comparable classifications, there is a level between the journey level engineer and the director which may be contributing to the survey results. Furthermore, the position was approved for a 5 year term based on an increase in workload. Therefore compensation may need to be set higher than the market in order to recruit and retain a qualified individual into a position that has a limited term.

With respect to the Environmental Coordinator, the City is 15% above market for monthly maximum base salary, with the City of Port Hueneme providing the lowest salary (\$4,061 - \$5,278) and the City of Goleta providing the highest salary (\$6,987 - \$8,493). Two of the three agencies with a comparable classification require a Bachelor's degree which may be contributing to the results.

With respect to the classification of Finance Supervisor, the City is 25% above market for monthly maximum base salary, with the City of Ojai providing the lowest salary (\$3,373 - \$4,099) and the City of Port Hueneme providing the highest salary (\$4,271 - \$5,557). The City's classification no longer supervises; therefore, the classification was compared to non-supervisory technical accounting classifications. Bryce did attempt to collect data for a first line supervisory classes that perform technical accounting duties; however, the supervisory classes found in the survey agencies are performing professional accounting duties and are therefore, not comparable. Bryce also collected data for professional journey level Accountant classifications and the labor market median for maximum salary, not adjusted for benefits, is \$71,520.

For the classification of Human Resources Administrator/Risk Manager, the City is 28% behind market for monthly maximum base salary, with the City of Pismo Beach providing the lowest salary (\$7,060 - \$8,582) and the City of Marina providing the highest salary (\$9,087 - \$15,513). Upon analysis of the labor market data, all of the comparable classifications are similar to the City's

classification with respect to programs and functions assigned and the overall structure and size of the program. Similar to the Management Analyst, this position was originally a part-time Accounts Payable Clerk and evolved into the Human Resources Administrator/Risk Manager. Either the salary was never set appropriately based on the additional duties, or perhaps this is a classification whereby the salary was originally set internally and no comparison to the labor market was made. The classification supervises no staff. With respect to the four agencies with a comparable classification, only one agency's class supervises one clerical position.

With respect to the classification of Management Analyst, the City is 37% behind market for monthly maximum base salary, with the City of Marina providing the lowest salary (\$3,273 - \$3,954) and the City of Solano Beach providing the highest salary (\$4,033 - \$7,134). Upon analysis of the labor market data, the duties performed by the survey classifications are similar to the City's classification. The classifications perform professional analytical duties in support of city departments and programs. The City indicated that the classification has evolved over the past several years and the original classification was a part-time Administrative Assistant. It was then changed to a full-time Administrative Assistant and gradually the duties morphed into what it is today. All of the survey agencies require a Bachelor's degree which is typical of a classification of this nature. Currently the City requires an Associate's degree as opposed to a Bachelor's degree which most likely contributes to the low salary when compared to the labor market.

MISCELLANEOUS BENEFIT DATA

The tables provided in Appendix B present the miscellaneous benefit data that was collected including cost of living information, retirement practices, retiree health benefits, education/certification incentive pay, leave benefits, and Council Member salary and benefit information.

COST OF LIVING/SALARY INCREASE – APPENDIX B - TABLE 1

With respect to salary increases, the City provided an increase of 1.3% in 2013. The increase received in 2013 was partially in exchange for the employees paying 50% of the increase to the combined PERS rate, for the represented group. There is no scheduled increase for any of the bargaining units. The City does not currently have furloughs.

With respect to the responding agencies, four provided increases in 2013 or January 2014. Only one responding agency, has a scheduled increase for July 2014 in the amount of 1%. None of the responding agencies have furloughs.

RETIREMENT PRACTICES – APPENDIX B - TABLE 2

The City has a CalPERS retirement plan with a benefit of 2% @ 55 and a formula of Single Highest Year.

Of the responding agencies, all have a CalPERS retirement plan. Four have a benefit of 2% @ 55, two have a benefit of 2.5% @ 55, five have a benefit of 2% @ 60, and one has a benefit of 2.7% @ 55. Five have a formula of Average of Highest 3 Years, four have Single Highest Year, and three have a formula of Final Year.

RETIREE HEALTH BENEFITS – APPENDIX B - TABLE 3

The City does not contribute to a retirement health savings account but contributes the PEMCHA minimum (\$119) towards retiree health benefits. None of the agencies contribute to a retiree health savings; however, 10 of the agencies contribute to retiree health with the amounts ranging from the PEMCHA minimum to \$1,366 per month.

VACATION, SICK LEAVE, HOLIDAY, AND ADMINISTRATIVE LEAVE – APPENDIX B – TABLES 4 - 11

The leave benefits are listed for three categories of employee; management, professional, and general. The majority of the survey agencies have separate vacation and sick leave accounts; however, a few of the agencies provide paid time off whereby the employee can use the leave without designating what the absence it is for.

MANAGEMENT LEAVE BENEFITS

The City offers annual leave which combines sick and vacation into a bank to be used at the employee's choice. The table below provides a comparison of the City's annual leave to the labor market average for agencies that also provide annual leave as well as those that provide separate vacation leave. The details by agency can be found in Tables 4 and 5 in Appendix B.

Year	Carpinteria	Labor Market Average (Annual Leave) ¹	Labor Market Average (Vacation) ²
1 – 3	23 - 24	24.5	10
4 – 6	25 - 26	24.5 – 28.5	11 – 14
7 – 10	28 - 29	25.5 – 30.5	15 – 16
11	29 - 30	31	18
12	30 - 31	31	19
13 – 15	31 - 32	31	19
16 – 18	33 - 34	34	20
19+	34 - 35	34	20
30	37 - 38	36	20

¹Three of the agencies provide annual leave

²Nine of the responding agencies do not provide annual leave

Sick Leave – As stated, the City’s sick leave is combined with vacation. Of those agencies that provide separate vacation and sick leave, the majority provide 12 days of sick leave with an unlimited accrual.

Holiday - The City offers 10 holidays per year. Of the responding survey agencies, the labor market average for holidays is 13 days.

Administrative Leave – The City’s administrative leave is included in annual leave. 10 agencies provide administrative leave ranging from 18 to 80 hours. Of those agencies that have fewer than 60 employees, one offers 64 hours of administrative leave, three offer 80 hours, one offers 80 hours for executive management and 40 hours for mid-management, one offers 24 hours, and one offers 18 hours.

MID MANAGEMENT/SUPERVISORY LEAVE BENEFITS

The City offers annual leave for Mid Management and Supervisory classifications. The table below provides a comparison of the City’s annual leave to those that also provide annual leave as well as to those that provide separate vacation leave. The details by agency can be found in Tables 6 and 7 in Appendix B.

Year	Carpinteria	Labor Market Average (Annual Leave) ¹	Labor Market Average (Vacation) ²
1 – 3	23	25	10
4 – 6	25	25 - 28	11 – 14
7 – 10	28	29 - 31	15
11	29	32	18
12	30	32	18
13 – 15	31	32	19
16 – 18	33	32	19
19+	34	32	20
30	37	32	20

¹Two of the agencies provide annual leave

²Ten of the responding agencies do not provide annual leave

Sick Leave – As stated, the City’s sick leave is combined with vacation. Of those agencies that provide separate vacation and sick leave, the majority provide 12 days of sick leave with an unlimited accrual.

Holiday - The City offers 10 holidays per year. Of the responding survey agencies, the labor

market average for holidays is 13 days.

Administrative Leave – The City’s administrative leave is included in annual leave. Four agencies provide administrative leave ranging from 24 to 80 hours.

NON EXEMPT GENERAL SERVICES AND PUBLIC WORKS EMPLOYEES

The City offers annual leave for Non Exempt General Services and Public Works classifications. The table below provides a comparison of the City’s annual leave to those that also provide annual leave as well as to those that provide separate vacation leave. The details by agency can be found in Tables 8 and 9 in Appendix B.

Year	Carpinteria	Labor Market Average (Annual Leave) ¹	Labor Market Average (Vacation) ²
1 – 3	18 + 16 hours	20.5	10
4 – 6	20 + 16 hours	20.5 - 25.5	11 - 14
7 – 10	23 + 16 hours	26.5 - 29.5	15 - 16
11	24 + 16 hours	30.5	17
12	25 + 16 hours	30.5	17
13 – 15	26 + 16 hours	30.5	18 - 19
16 – 18	28 + 16 hours	30.5	20
19+	29 + 16 hours	30.5	20
30	29 + 16 hours + 24 hours of longevity	30.5	20

¹One of the agencies provide annual leave

²Eleven of the responding agencies do not provide annual leave

Sick Leave – As stated, the City’s sick leave is combined with vacation. Of those agencies that provide separate vacation and sick leave, the majority provide 12 days of sick leave with an unlimited accrual.

Holiday - The City offers 10 holidays per year. Of the responding survey agencies, the labor market average for holidays is 13 days.

Administrative Leave – The City does not offer administrative leave to classifications within the General unit. Likewise, none of the survey agencies provide administrative leave.

UNREPRESENTED MISCELLANEOUS

The City offers annual leave for Unrepresented Miscellaneous classifications. The table on the

following page provides a comparison of the City's annual leave to those that also provide annual leave as well as to those that provide separate vacation leave. The details by agency can be found in Tables 10 and 11 in Appendix B.

Year	Carpinteria	Labor Market Average (Annual Leave) ¹	Labor Market Average (Vacation) ²
1 – 3	18	25	10
4 – 6	20	25 - 28	11 – 14
7 – 10	23	29 - 31	15 - 16
11	24	32	17
12	25	32	18
13 – 15	26	32	18 - 19
16 – 18	28	32	20
19+	29	32	20
30	31	32	20

¹Two of the agencies provide annual leave

²Ten of the responding agencies do not provide annual leave

Sick Leave – As stated, the City's sick leave is combined with vacation. Of those agencies that provide separate vacation and sick leave, the majority provide 12 days of sick leave with an unlimited accrual.

Holiday - The City offers 10 holidays per year. Of the responding survey agencies, the labor market average for holidays is 13 days.

Administrative Leave – The City does not offer administrative leave to classifications within the General unit. Three agencies provide administrative leave for certain classifications.

EDUCATION/CERTIFICATION PAY – APPENDIX B – TABLE 12

The City does not provide any level of education or certification pay. Several of the agencies do provide such a benefit; however, the details vary by agency and bargaining unit and is displayed in the table.

COUNCIL MEMBER SALARY AND BENEFIT INFORMATION – APPENDIX B – TABLE 14

Bryce was asked to collect information related to salary and benefits for Council Members. The City provides a monthly salary of \$310. Of the responding agencies, salaries range from \$300 to

\$751. One agency does not compensate Council Members. The level of benefits varies from agency to agency and is provided in the Table 11.

LEAVE CASH OUT – APPENDIX B – TABLE 4

The City allows employee to cash out 80 hours of leave, provided they have 40 hours remaining in their bank. Of the responding agencies, nine allow some level of leave cash out. The maximum amount allowed for cash out varies by agency and by bargaining unit, in some instances. For those that allow leave cash out, the amounts range from 18 hours to 260 hours.

SECTION IV – SALARY ADJUSTMENT METHODOLOGY

This section of the report presents a methodology for adjusting salaries in response to the total compensation study results. The goal is to ensure that the City's compensation plan is both responsive to the market and internally sound. In general, unless a classification is set strictly to the market, there are internal relationship guidelines typically utilized by local government agencies. The internal relationships reflect how classifications within an agency are compensated relative to one another. For instance, an agency may have a practice of paying two classifications the same because they are viewed as being at the same organizational level, they have commonalities such as scope of work, complexity of work, and requirements, or there is an internal value placed on them that is similar. As a practical matter, there could be occasions when market data will skew internal alignments. There may also be occasions where the current internal alignment is not consistent with industry practices. For instance, the City's current structure provides 21% between the lowest and highest paid department head which is a relatively large spread. In those cases internal alignments may take precedence over market data. Classifications not surveyed (e.g. Code Compliance Office I, Management Assistant) or where insufficient data resulted (e.g. Emergency and Volunteer Services Coordinator) may be adjusted using internal relationships taking into consideration the City's current internal structure as well as industry standards as described below:

- Approximately 10% - 15% between entry and journey level classes in a series.
 - Approximately 10% - 15% between journey and advanced journey level classes in a series.
 - Approximately 10% - 15% between first line supervisor and highest level supervised.
1. The median maximum labor market salary, adjusted for benefits, recommended to be used to set the top step of the City's benchmark classification salary. To adjust for benefits the consultant determined what the maximum salary would need to be when added to the City's current benefits to reach the labor market median for total compensation.
 2. **Appendix C** provides a comparison of current salaries to the labor market median adjusted for benefits.
 3. For classifications that are part of a series with an entry, journey and advanced journey level, it is typical to survey the journey level. Entry level classifications are those that require very little experience and incumbents will learn to perform the full scope of work on the job. Because not all agencies will provide a learning opportunity and therefore may not have an entry level, the entry level is typically not surveyed. The advanced journey advanced level

classification is one that typically provides lead direction over others and/or performs the most complex work. Because not all agencies have an organizational structure that requires a lead or have a variation in the complexity of work making an advanced journey level necessary, the advanced journey level is not typically surveyed.

DISCUSSION OF INTERNAL RELATIONSHIPS

Assistant to the City Manager

The classification resulted in insufficient data. The current internal relationship is to compensate the classification the same as the City Clerk.

Emergency and Volunteer Services Coordinator

The classification resulted in insufficient data. The current internal relationship is to compensate the classification the same as the Building Inspector/Plan Checker.

Civil Engineer

The classification resulted in only three comparabilities with the classification significantly over market; however, as discussed, the salary may have been intentionally set above market because of the position's limited term.

Environmental Coordinator

The classification resulted in only three comparabilities with the classification significantly over market; however, as discussed, two of the agencies require a Bachelor's degree. The current internal relationship is to compensate the classification the same as the Building Inspector/Plan Checker.

Maintenance Worker I

The classification resulted in sufficient data; however, there are more matches for the Maintenance Worker II and as discussed previously; typically salaries for entry level classifications are set a percentage below the journey level. Currently the Maintenance Worker I is 6 ranges or 16% below Maintenance Worker II; however, a four range differential is typical.

Senior Planner

The classification was surveyed; however, as discussed previously, advanced journey level classifications are typically set a certain percentage above the journey level to maintain consistency within an individual agency's compensation plan. The classification is currently 16% above Associate Planner; however, a 14% differential is typical.

Assistant Planner

The classification was surveyed; however there were more matches for the Associate Planner and as discussed previously, typically salaries for entry level classifications are set a percentage below the journey level. Currently the Assistant Planner is two ranges below Associate Planner, which is typical.

Code Compliance Supervisor

The classification was not surveyed. As discussed previously, supervisory classifications are often set a certain percentage above the highest level supervised to maintain consistency within an individual agency's compensation plan. The classification is currently 24% above Code Compliance Officer II; however, a typical differential is 13%.

Code Compliance Officer I

The classification was not surveyed. Currently the Code Compliance Officer I is two ranges below Code Compliance Officer II, which is typical.

Pool Superintendent

The classification resulted in insufficient data. The current internal relationship is to compensate the classification the same as Parks and Recreation Maintenance Technician.

Aquatics Coordinator

The classification resulted in insufficient data. The current internal relationship is to compensate the classification three ranges below Pool Superintendent, which is typical for classifications with a supervisory relationship.

With respect to the implementation of salary adjustments, there are a variety of options:

- Adjust salaries to bring total compensation to market in one adjustment
- Adjust salaries to bring total compensation to market with a phased in approach (e.g. 2.5% each year until the adjustment reaches market)
- Adjust benefits or a combination of benefits and salary to bring the salaries to market.
- Only focus on those classifications that are more than 5% above or below market.
- The employee's salary is placed in the new range closest to their current salary without a resulting decrease.
- The employee's salary is moved to the step in the new range consistent with the step in the current range (step to step)
- Where an employee's salary is above the maximum of the recommended range, the employee's salary is frozen (Y-rated) until the market catches up. Any new employees brought into the classification will be placed in the new lower range.

APPENDIX A

DETAILED MARKET DATASHEETS

Survey Classification	Base Salary			Total Cash			Total Compensation			Comparability
	City of Carpinteria Maximum Monthly Base Salary	Labor Market Median Monthly Base Salary	% City of Carpinteria is Above or Below Labor Market Monthly Median	City of Carpinteria Monthly Total Cash	Labor Market Median Monthly Total Cash	% City of Carpinteria is Above or Below Labor Market Monthly Median	City of Carpinteria Monthly Total Compensation	Labor Market Median Monthly Total Compensation	% City of Carpinteria is Above or Below Labor Market Monthly Median	
	Full Time Classes									
Administrative Assistant	\$4,663	\$4,297	7.84%	\$4,989	\$4,413	11.55%	\$6,542	\$6,100	6.76%	7
Administrative Services Director	\$9,960	\$11,419	-14.65%	\$10,657	\$11,780	-10.53%	\$12,050	\$13,570	-12.61%	12
Aquatics Coordinator	\$4,107	Insuff Data	--	\$4,394	Insuff Data	--	\$5,964	Insuff Data	--	0
Assistant Planner	\$5,502	\$5,395	1.94%	\$5,887	\$5,781	1.80%	\$7,414	\$6,922	6.64%	9
Assistant to the City Manager	\$7,287	Insuff Data	---	\$7,797	Insuff Data	---	\$9,272	Insuff Data	---	0
Associate Planner	\$6,307	\$5,963	5.45%	\$6,748	\$6,530	3.23%	\$8,251	\$7,753	6.03%	10
Building Inspector/Plan Checker	\$6,307	\$5,539	12.17%	\$6,748	\$5,640	16.42%	\$8,251	\$6,663	19.25%	3
City Clerk	\$7,287	\$7,773	-6.67%	\$7,797	\$8,150	-4.53%	\$9,272	\$9,920	-6.99%	9
City Manager	\$11,927	\$13,616	-14.16%	\$13,450	\$14,233	-5.82%	\$14,992	\$15,535	-3.62%	12
Civil Engineer	\$8,043	\$6,904	14.16%	\$8,606	\$6,904	19.78%	\$10,058	\$7,927	21.19%	3
Code Compliance Officer II	\$4,760	\$5,387	-13.16%	\$5,094	\$5,522	-8.40%	\$6,644	\$6,769	-1.88%	5
Community Development Director	\$10,960	\$11,008	-0.44%	\$11,727	\$11,661	0.56%	\$13,090	\$13,431	-2.61%	12
Emergency & Volunteer Services Coordinator	\$6,307	Insuff Data	--	\$6,748	Insuff Data	---	\$8,253	Insuff Data	--	0
Engineering Technician	\$4,934	\$5,105	-3.45%	\$5,280	\$5,105	3.32%	\$6,824	\$6,423	5.88%	4
Environmental Coordinator	\$6,307	\$5,325	15.56%	\$6,748	\$5,700	15.53%	\$8,253	\$7,270	11.91%	3
Finance Supervisor	\$6,307	\$4,720	25.16%	\$6,748	\$4,936	26.85%	\$8,253	\$6,078	26.36%	11
HR Administrator/Risk Manager	\$7,287	\$9,375	-28.65%	\$7,797	\$10,018	-28.48%	\$9,272	\$11,914	-28.49%	4
Maintenance Technician	\$4,224	\$4,231	-0.16%	\$4,520	\$4,313	4.57%	\$6,086	\$5,614	7.76%	11
Maintenance Worker I	\$3,642	\$3,629	0.37%	\$3,897	\$3,904	-0.16%	\$5,482	\$5,223	4.72%	10
Maintenance Worker II	\$4,224	\$4,231	-0.16%	\$4,520	\$4,313	4.57%	\$6,086	\$5,614	7.76%	11
Management Analyst	\$4,536	\$6,223	-37.19%	\$4,854	\$6,384	-31.52%	\$6,410	\$7,713	-20.32%	6
Parks & Recreation Director	\$9,053	\$8,439	6.78%	\$9,686	\$8,777	9.39%	\$11,107	\$10,427	6.12%	5
Parks & Recreation Maintenance Technician	\$4,322	\$4,269	1.21%	\$4,624	\$4,313	6.72%	\$6,187	\$5,614	9.27%	11
Pool Superintendent	\$4,322	Insuff Data	--	\$4,624	Insuff Data	--	\$6,187	Insuff Data	--	0
Public Works Director	\$10,960	\$11,962	-9.15%	\$11,727	\$12,045	-2.72%	\$13,090	\$13,432	-2.61%	7
Public Works Supervisor	\$6,307	\$5,974	5.27%	\$6,748	\$6,548	2.97%	\$8,253	\$8,154	1.20%	5
Receptionist/Office Assistant	\$3,467	\$3,644	-5.11%	\$3,710	\$3,813	-2.77%	\$5,299	\$5,112	3.53%	9
Senior Planner	\$7,287	\$7,054	3.20%	\$7,797	\$7,230	7.27%	\$9,272	\$8,860	4.45%	3
	Average		-1.41%	Average		1.65%	Average		2.90%	

Survey Classification	City of Carpinteria Maximum Hourly Base Salary	Labor Market Median Base Salary	% City of Carpinteria is Above or Below Labor Market Median	Comparability
	Part Time			
Assistant Swim Coach (PT)	\$11.55	Insuff Data	--	0
Crossing Guard (PT)	\$9.72	\$16.66	-71.33%	1
GATV Production Assistant (PT)	\$18.44	Insuff Data	--	0
GATV Production Coordinator (PT)	\$32.55	Insuff Data	--	0
General Maintenance Worker (PT)	\$13.71	\$16.43	-19.81%	1
Head Swim Coach (PT)	\$23.61	Insuff Data	--	0
Pool-Beach Cashier II (PT)	\$10.48	Insuff Data	--	0
Beach Lifeguard II (PT)	\$14.06	\$14.68	-4.40%	6
Senior Pool Lifeguard II (PT)	\$14.06	Insuff Data	--	0

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/ Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employer (%)	Employer's Portion of Retirement Paid by the Employer (\$)	Total Comp Less Employer Share of Retirement Paid by Employer	Comments	
City of Carpinteria	Administrative Assistant Adjustment need to reach median for total compensation	\$3,636	\$4,663	7.00%	\$326	\$0	\$0	\$0	\$4,989	\$97	\$1,383	\$183	\$0	\$11	\$21	\$68	\$0	\$6,752	4.50%	\$216	\$6,542	AA	
			\$4,237	7.00%	\$297	\$0	\$0	\$0	\$4,534	\$97	\$1,383	\$183	\$0	\$11	\$21	\$61	\$0	\$6,290	4.50%	\$191	\$6,100	0.00%	
City of Arroyo Grande	Administrative Secretary	\$3,535	\$4,297	0.00%	\$0	\$0	\$50	\$0	\$4,347	\$0	\$1,306	\$81	\$26	\$10	\$11	\$329	\$0	\$6,120	0.00%	\$0	\$6,120	Job description not available	
City of Buellton	No Comparable Class																						
City of Fillmore	Declined to Participate																						
City of Goleta	No Comparable Class																						
City of Grover Beach	Administrative Specialist	\$3,203	\$3,894	0.00%	\$0	\$195	\$50	\$195	\$4,333	\$1,011	inc	inc	inc				\$288	\$5,642		\$0	\$5,642	Administrative Assistant performs entry level professional duties and requires a BA. Also supports City Council, City Attorney HR and may serve as Deputy City Clerk.	
City of Marina	No Comparable Class																					Requires BA	
City of Morro Bay	Administrative Technician	\$3,582	\$4,353	0.00%	\$0	\$0	\$0	\$0	\$4,353	\$1,080	inc	\$133	inc	inc	\$0	\$63	\$0	\$5,629	0.00%	\$0	\$5,629	AA	
City of Ojai	Administrative Secretary	\$3,389	\$4,120	7.00%	\$288	\$0	\$124	\$0	\$4,532	\$0	\$1,366	\$53	\$10	\$8	\$0	\$315	\$0	\$6,284	0.00%	\$0	\$6,284		
City of Pacific Grove	No Comparable Class																						
City of Pismo Beach	Administrative Secretary	\$3,808	\$4,628	0.00%	\$0	\$0	\$0	\$0	\$4,629	\$1,172	inc	inc	inc	\$10	\$0	\$354	\$0	\$6,165	1.00%	\$46	\$6,118		
City of Port Hueneme	Administrative Specialist III	\$3,285	\$4,268	8.00%	\$342	\$0	\$0	\$0	\$4,611	\$1,142	inc	inc	inc	\$8	\$13	\$327	\$0	\$6,100	0.00%	\$0	\$6,100		
City of Santa Paula	Did Not Respond																						
City of Solana Beach	Administrative Assistant III	\$3,631	\$4,413	0.00%	\$0	\$0	\$0	\$0	\$4,413	\$923	inc	inc	inc				\$64	\$5,400	0.00%	\$0	\$5,400		
City of Solvang	No Comparable Class																					No Dept. Head Secretary level	
Labor Market Median		\$4,297								\$4,413								Labor Market Median		\$5,100		\$5,100	
% Carpinteria Is Above or Below Median (+/-)		7.84%								11.55%								% City of Carpinteria Is Above or Below Median (+/-)		9.66%		6.76%	
Comparability		7																					

Carpinteria- Longevity is performance based (not included)

Port Hueneme- Longevity at year 10 is 2% but is based on performance

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/ Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employer (%)	Employer's Portion of Retirement Paid by the Employer (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Administrative Services Director	\$7,244	\$9,960	7.00%	\$697	\$0	\$0	\$0	\$10,657	\$97	\$1,383	\$183	\$0	\$13	\$21	\$144	\$0	\$12,499	4.50%	\$448	\$12,050	Max salary listed (CP is \$9054)	
	Adjustment need to reach median for total compensation		\$11,422	7.00%	\$800	\$0	\$0	\$0	\$12,222	\$97	\$1,383	\$183	\$0	\$13	\$21	\$166	\$0	\$14,084	4.50%	\$514	\$13,570	0.00%	
City of Arroyo Grande	Director of Administrative Services	\$8,600	\$10,457	0.00%	\$0	\$0	\$100	\$0	\$10,557	\$0	\$1,308	\$91	\$26	\$10	\$26	\$756	\$0	\$12,773	0.00%	\$0	\$12,773	Supervises 5 (1 HR Manager, 1 Accounting Supervisor, & 3 Sr. Accounting Clerks)	
City of Buellton	Finance Director	\$7,094	\$8,889	7.00%	\$608	\$0	\$521	\$0	\$9,818	\$0	\$800	\$138	\$19	\$7	\$0	\$126	\$0	\$10,907	0.00%	\$0	\$10,907	Supervises 2 Accounting Technicians	
City of Fillmore	Declined to Participate																						
City of Goleta	Finance Director	\$11,229	\$13,848	1.75%	\$235	\$0	\$0	\$0	\$13,887	\$1,225	inc	inc	inc	\$31	\$21	\$198	\$0	\$15,361	0.00%	\$0	\$15,361	Supervises 3-45 Accountants	
City of Grover Beach	Administrative Services Director	\$8,415	\$10,034	0.00%	\$0	\$502	\$100		\$10,638	\$1,011	inc	inc	inc	inc		\$750		\$12,397		\$0	\$12,397	Supervises 5 (1 Assistant Administrative Services Director, 1 Customer Services Representative, 1 Accounting Specialist, 1 Account Clerk & 1 Revenue Technician)	
City of Marina	Finance Director	\$9,087	\$15,513	3.50%	\$543	\$0	\$0	\$0	\$16,056	\$575	inc	inc	\$20	\$33	\$0	\$225	\$0	\$16,809	0.00%	\$0	\$16,809	Oversees 3 full time permanent employees and currently 2 part time temporary employees	
City of Morro Bay	Administrative Services Director	\$8,437	\$11,962	0.00%	\$0	\$0	\$83	\$0	\$12,045	\$1,080	inc	\$133	inc	inc	\$1	\$173	\$0	\$13,432	0.00%	\$0	\$13,432	Supervises 5 (1 IS Technician, 1 HR Analyst, 1 Sr. Accounting Technician, and 2 Account Clerks)	
City of Ojai	Finance Director	\$8,700	\$10,574	7.00%	\$740	\$0	\$200	\$0	\$11,514	\$0	\$1,366	\$53	\$10	\$8	\$0	\$758	\$0	\$13,709	0.00%	\$0	\$13,709	Supervises 3 (1 Accountant, 1 Sr. Accounting Specialist, & 1 OA Specialist)	
City of Pacific Grove	Finance Director	\$9,972	\$11,008	0.00%	\$0	\$269	\$0	\$0	\$11,277	\$569	inc	\$0	\$0	\$0	\$0	\$160	\$0	\$12,006	2.215%	\$244	\$11,762	Supervises 3 (Assistant Fin. Officer and 1 Accounts Receivable and 1 Accounts Payable Staff)	
City of Pismo Beach	Administrative Services Director	\$9,732	\$11,830	0.00%	\$0	\$0	\$375	\$0	\$12,205	\$1,172	inc	inc	inc	\$10	\$0	\$778	\$0	\$14,163	1.00%	\$118	\$14,044	Supervises 3 staff (IT Manager, Finance Manager, & Accountant)	
City of Port Hueneme	Finance Director	\$9,114	\$11,846	8.00%	\$948	\$0	\$355	\$0	\$13,149	\$1,242	inc	inc	inc	\$17	\$38	\$778	\$0	\$15,219	0.00%	\$0	\$15,219	Supervises 9	
City of Santa Paula	Did Not Respond																						
City of Solana Beach	Finance Director	\$8,200	\$12,861	0.00%	\$0	\$0	\$0	\$0	\$12,861	\$923	inc	inc	inc			\$187	\$0	\$13,991	0.00%	\$0	\$13,991	Supervises 4 (1 Accountant, 1 Fiscal Specialist, 1 Admin Assistant, & 1 Fiscal Specialist)	
City of Solvang	Director of Administrative Services	\$7,270	\$9,091	4.00%	\$384	\$0	\$0	\$0	\$9,455	\$1,005	inc	inc	inc	inc	\$0	\$665	\$0	\$11,155	0.00%	\$0	\$11,155	Supervises 2 (1 Finance Supervisor and 1 Office Assistant)	
Labor Market Median		\$15,419																Labor Market Median		\$13,570		\$13,570	
% Carpinteria Is Above or Below Median (+/-)																						-12.61%	
Comparability		12																					

Buellton- Longevity pay is one time payment of \$100 with 10 years (not included)

Port Hueneme- Longevity at year 10 is 2% but is based on performance

Pacific Grove- 2.25% Added to base pay for Management Incentive; Education incentive- \$500 one time bonus (up to 3x) for certification or degree above what is required (not included)

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/ Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employer (%)	Employer's Portion of Retirement Paid by the Employer (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Aquatics Coordinator	\$2,987	\$4,107	7.00%	\$287	\$0	\$0	\$0	\$4,394	\$97	\$1,383	\$183	\$0	\$11	\$21	\$60	\$0	\$5,149	4.50%	\$185	\$5,964		
City of Arroyo Grande	No Comparable Class																						
City of Buellton	No Comparable Class																						
City of Fillmore	Declined to Participate																						
City of Goleta	No Comparable Class																						
City of Grover Beach	No Comparable Class																						
City of Marina	No Comparable Class																						
City of Morro Bay	No Comparable Class																						
City of Ojai	No Comparable Class																						
City of Pacific Grove	No Comparable Class																						
City of Pismo Beach	No Comparable Class																						
City of Port Hueneme	No Comparable Class																						
City of Santa Paula	Did Not Respond																						
City of Solana Beach	No Comparable Class																						
City of Solvang	No Comparable Class																						
Labor Market Median		Insuff Data						Insuff Data						Labor Market Median		Insuff Data				Insuff Data			
% Carpinteria Is Above or Below Median (+/-)		--						--						% City of Carpinteria Is Above or Below Median (+/-)		--				--			
Comparability		0																					

2014 Total Compensation Study

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max. Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/ Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Comp. Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Assistant Planner Adjustment need to reach median for total compensation	\$4,001	\$5,502	7.00%	\$385	\$0	\$0	\$0	\$5,887	\$97	\$1,383	\$183	\$0	\$11	\$21	\$80	\$0	\$7,662	4.50%	\$248	\$7,414	Max salary listed (CP is \$5002)	
			\$5,028	7.00%	\$352	\$0	\$0	\$0	\$5,380	\$97	\$1,383	\$183	\$0	\$11	\$21	\$73	\$0	\$7,146	4.50%	\$226	\$6,922	0.00%	
City of Arroyo Grande	Assistant Planner	\$4,415	\$5,368	0.00%	\$0	\$0	\$50	\$0	\$5,418	\$0	\$1,306	\$91	\$28	\$10	\$14	\$411	\$0	\$7,275	0.00%	\$0	\$7,275		
City of Buellton	Assistant Planner	\$4,521	\$5,485	7.00%	\$385	\$0	\$0	\$0	\$5,880	\$0	\$800	\$138	\$19	\$7	\$0	\$80	\$0	\$6,922	0.00%	\$0	\$6,922		
City of Fillmore	Declined to Participate																						
City of Goleta	Assistant Planner	\$5,288	\$6,428	1.75%	\$112	\$0	\$0	\$0	\$6,540	\$1,225	inc	inc	inc	\$14	\$13	\$93	\$0	\$7,887	0.00%	\$0	\$7,887		
City of Grover Beach	Planner I	\$4,438	\$5,095	0.00%	\$0	\$270	\$40	\$270	\$5,978	\$1,002	inc	inc	inc			\$413		\$7,389		\$0	\$7,389		
City of Marina	Assistant Planner	\$3,716	\$4,495	3.50%	\$157	\$225	\$0	\$0	\$4,877	\$542	inc	inc	\$21	\$10	\$0	\$65	\$0	\$5,515	0.00%	\$0	\$5,515		
City of Morro Bay	Assistant Planner	\$4,212	\$5,120	0.00%	\$0	\$0	\$0	\$0	\$5,120	\$1,080	inc	\$133	inc	inc	\$0	\$74	\$0	\$6,407	0.00%	\$0	\$6,407		
City of Ojai	No Comparable Class																						
City of Pacific Grove	Assistant Planner	\$4,839	\$5,882	0.00%	\$0	\$147	\$0	\$0	\$6,028	\$569	inc	\$0	\$0	\$0	\$0	\$85	\$0	\$6,683	2.215%	\$130	\$6,553		
City of Pismo Beach	Assistant Planner	\$4,756	\$5,781	0.00%	\$0	\$0	\$0	\$0	\$5,781	\$1,172	inc	inc	inc	\$10	\$0	\$442	\$0	\$7,405	1.00%	\$56	\$7,347		
City of Port Hueneme	No Comparable Class																						
City of Santa Paula	Did Not Respond																						
City of Solana Beach	No Comparable Class																					Junior Planner doesn't require BA. Assistant Planner is intermediate level	
City of Solvang	Assistant Planner	\$3,828	\$4,786	4.00%	\$191	\$0	\$0	\$0	\$4,977	\$1,005	inc	inc	inc	inc	\$0	\$368	\$0	\$6,348	0.00%	\$0	\$6,348		
Labor Market Median		\$5,395								\$5,781								\$6,922					
% Carpinteria Is Above or Below Median (+/-)		1.94%								1.80%								9.65%				\$6,922	
Comparability		9																				6.64%	

Buellton: Longevity pay is one time payment of \$400 at year 10

Buellton- Longevity pay is one time payment of \$100 with 10 years (not included)

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Medicare	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Assistant to the City Manager	\$5,300	\$7,287	7.00%	\$519	\$0	\$0	\$0	\$7,797	\$97	\$1,363	\$183	\$0	\$13	\$21	\$106	\$0	\$9,600	4.50%	\$378	\$9,272	Max salary listed (CP is 56625)	
City of Arroyo Grande	No Comparable Class																						
City of Buellton	No Comparable Class																						
City of Fillmore	Declined to Participate																						
City of Goleta	No Comparable Class																						
City of Grover Beach	No Comparable Class																						
City of Marina	No Comparable Class																						
City of Morro Bay	No Comparable Class																					Assistant City Manager supervises professional staff	
City of Ojai	No Comparable Class																						
City of Pacific Grove	No Comparable Class																						
City of Pismo Beach	No Comparable Class																						
City of Port Hueneme	No Comparable Class																						
City of Santa Paula	Did Not Respond																					Assistant to the City Manager is not used and is Personnel Officer and over IT Division	
City of Solana Beach	No Comparable Class																						
City of Solvang	No Comparable Class																						
Labor Market Median		Insuff Data						Insuff Data										Labor Market Median		Insuff Data		Insuff Data	
% Carpinteria is Above or Below Median (+/-)		---						---										% City of Carpinteria is Above or Below Median (+/-)		---		---	
Comparability		0																					

2019 Total Compensation Study

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employer (%)	Employer's Portion of Retirement Paid by the Employer (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Associate Planner	\$4,587	\$6,307	7.00%	\$441	\$0	\$0	\$0	\$6,748	\$97	\$1,383	\$183	\$0	\$11	\$21	\$91	\$0	\$8,535	4.50%	\$284	\$8,251	Max salary listed (CP is \$5733)	
	Adjustment need to reach median for total compensation		\$5,828	7.00%	\$408	\$0	\$0	\$0	\$6,236	\$97	\$1,382	\$183	\$0	\$11	\$21	\$85	\$0	\$8,016	4.50%	\$262	\$7,753	0.00%	
City of Arroyo Grande	Associate Planner	\$4,872	\$5,825	0.00%	\$0	\$0	\$50	\$0	\$5,975	\$0	\$1,306	\$91	\$26	\$10	\$15	\$453	\$0	\$7,876	0.00%	\$0	\$7,876		
City of Buellton	No Comparable Class																						
City of Fillmore	Declined to Participate																						
City of Goleta	Associate Planner	\$5,841	\$7,100	1.75%	\$124	\$0	\$0	\$0	\$7,224	\$1,225	inc	inc	inc	\$18	\$15	\$103	\$0	\$8,583	0.00%	\$0	\$8,583		
City of Grover Beach	Planner II	\$4,841	\$5,884	0.00%	\$0	\$284	\$40	\$284	\$6,512	\$1,002	inc	inc	inc			\$450		\$7,965		\$0	\$7,965		
City of Marina	Associate Planner	\$5,280	\$6,419	3.50%	\$225	\$321	\$0	\$0	\$6,985	\$542	inc	inc	\$21	\$10	\$0	\$93	\$0	\$7,631	0.00%	\$0	\$7,631		
City of Morro Bay	Associate Planner	\$4,903	\$5,958	0.00%	\$0	\$0	\$0	\$0	\$5,959	\$1,080	inc	\$133	inc	inc	\$0	\$86	\$0	\$7,258	0.00%	\$0	\$7,258		
City of Ojai	Associate Planner	\$4,909	\$5,967	7.00%	\$418	\$0	\$178	\$0	\$6,564	\$0	\$1,366	\$53	\$10	\$8	\$0	\$456	\$0	\$8,457	0.00%	\$0	\$8,457		
City of Pacific Grove	Associate Planner	\$5,377	\$5,535	0.00%	\$0	\$163	\$0	\$0	\$6,698	\$369	inc	\$0	\$0	\$0	\$0	\$95	\$0	\$7,382	2.215%	\$145	\$7,217		
City of Pismo Beach	Associate Planner	\$5,750	\$6,381	0.00%	\$0	\$0	\$167	\$0	\$6,548	\$1,172	inc	inc	inc	\$10	\$0	\$488	\$0	\$8,217	1.00%	\$64	\$8,154		
City of Port Hueneme	No Comparable Class																						
City of Santa Paula	Did Not Respond																						
City of Solana Beach	Associate Planner	\$4,788	\$5,833	0.00%	\$0	\$0	\$0	\$0	\$5,833	\$923	inc	inc	inc			\$85	\$0	\$6,840	0.00%	\$0	\$6,840		
City of Solvang	Associate Planner	\$4,686	\$5,833	4.00%	\$233	\$0	\$0	\$0	\$6,066	\$1,005	inc	inc	inc	inc	\$0	\$446	\$0	\$7,518	0.00%	\$0	\$7,518		
Labor Market Median		\$5,963								\$6,530								Labor Market Median		\$7,753			
% Carpinteria Is Above or Below Median (+/-)		5.45%								3.23%								% City of Carpinteria Is Above or Below Median (+/-)		9.16%		6.03%	
Comparability		10																					

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Building Inspector/Plan Checker	\$4,587	\$6,307	7.00%	\$441	\$0	\$0	\$0	\$6,748	\$97	\$1,383	\$183	\$0	\$11	\$21	\$91	\$0	\$8,535	4.50%	\$284	\$8,251	Max salary is listed (CP is \$5733); ICBO Certified Building Inspector	
	Adjustment need to reach median for total compensation		\$4,779	7.00%	\$335	\$0	\$0	\$0	\$5,114	\$97	\$1,383	\$183	\$0	\$11	\$21	\$69	\$0	\$6,878	4.50%	\$215	\$6,663	0.00%	
City of Arroyo Grande	No Comparable Class																						
City of Buellton	No Comparable Class																						
City of Fillmore	Declined to Participate																						
City of Goleta	No Comparable Class																						
City of Grover Beach	No Comparable Class																					Contracted out	
City of Marina	Building Inspector	\$4,578	\$5,539	3.50%	\$194	\$277	\$0	\$0	\$6,010	\$542	inc	inc	\$21	\$10	\$0	\$80	\$0	\$6,663	0.00%	\$0	\$6,663	ICBO Combination Inspector certificate within 12 months	
City of Morro Bay	Building Inspector	\$4,381	\$5,325	0.00%	\$0	\$0	\$0	\$0	\$5,325	\$1,080	inc	\$133	inc	inc	\$0	\$77	\$0	\$6,615	0.00%	\$0	\$6,615	ICBO and Plan Checker desired	
City of Ojai	No Comparable Class																					Contracted out	
City of Pacific Grove	No Comparable Class																						
City of Pismo Beach	Building Inspector II	\$4,640	\$5,640	0.00%	\$0	\$0	\$0	\$0	\$5,640	\$1,172	inc	inc	inc	\$10	\$0	\$431	\$0	\$7,253	1.00%	\$56	\$7,197	ICC Building Inspector certificate additional ICC certificate as a Plumbing Electrical or Mechanical Inspector, ICC Combination Building Inspector is desirable	
City of Port Hueneme	No Comparable Class																					Only have Part Time Building Inspector	
City of Santa Paula	Did Not Respond																						
City of Solana Beach	No Comparable Class																						
City of Solvang	No Comparable Class																					Contracted Out	
Labor Market Median		\$5,539								\$5,640								Labor Market Median		\$6,663		\$6,663	
% Carpinteria Is Above or Below Median (+/-)		12.17%								16.42%								% City of Carpinteria Is Above or Below Median (+/-)		21.93%		19.25%	
Comparability		3																					

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (%)	Longevity Pay at Year 10	Deferred Comp	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Medi-Care	Retiree Health Savings Plan	Monthly Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (%)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments
City of Carpinteria	City Clerk	\$5,360	\$7,287	7.00%	\$510	\$0	\$0	\$0	\$7,797	\$97	\$1,363	\$183	\$0	\$13	\$21	\$106	\$0	\$9,600	4.50%	\$328	\$9,272	Max salary is listed (CP is \$6625); Certified Municipal Clerk
	Adjustment need to reach median for total compensation		\$7,911	7.00%	\$554	\$0	\$0	\$0	\$8,465	\$97	\$1,363	\$183	\$0	\$13	\$21	\$115	\$0	\$10,277	4.50%	\$356	\$9,921	0.00%
City of Arroyo Grande	Director of Legislative and Information Services	\$8,393	\$7,773	0.00%	\$0	\$0	\$100	\$0	\$7,873	\$0	\$1,305	\$91	\$26	\$10	\$20	\$595	\$0	\$9,920	0.00%	\$0	\$9,920	Also over Information Services
City of Buellton	No Comparable Class																					
City of Fillmore	Declined to Participate																					City Clerk is also HR Director
City of Goleta	City Clerk	\$8,930	\$10,855	1.75%	\$160	\$0	\$0	\$0	\$11,045	\$1,225	inc	inc	inc	\$24	\$21	\$157	\$0	\$12,473	0.00%	\$0	\$12,473	
City of Grover Beach	City Clerk/Executive Assistant	\$5,332	\$6,482	0.00%	\$0	\$324	\$50	\$324	\$7,180	\$1,011	inc	inc	inc			\$495		\$8,687		\$0	\$8,687	
City of Marina	No Comparable Class																					Under filling with Deputy City Clerk; no salary for City Clerk at this time
City of Morro Bay	No Comparable Class																					Executive Secretary/City Clerk-no BA
City of Ojai	Records Manager/Deputy City Clerk	\$5,157	\$6,269	7.00%	\$439	\$0	\$168	\$0	\$6,896	\$0	\$1,368	\$53	\$10	\$8	\$0	\$480	\$0	\$8,812	0.00%	\$0	\$8,812	City Clerk is elected
City of Pacific Grove	City Clerk	\$5,803	\$7,054	0.00%	\$0	\$176	\$0	\$0	\$7,230	\$569	inc	\$0	\$0	\$0	\$0	\$102	\$0	\$7,801	2.215%	\$156	\$7,745	
City of Pismo Beach	City Clerk	\$6,386	\$7,775	0.00%	\$0	\$0	\$375	\$0	\$8,150	\$1,172	inc	inc	inc	\$10	\$0	\$595	\$0	\$9,926	1.00%	\$78	\$9,848	
City of Port Hueneme	City Clerk	\$5,886	\$7,651	8.00%	\$612	\$0	\$230	\$0	\$8,483	\$1,242	inc	inc	inc	\$17	\$23	\$585	\$0	\$10,359	0.00%	\$0	\$10,359	
City of Santa Paula	Did Not Respond																					
City of Solana Beach	City Clerk	\$8,200	\$12,881	0.00%	\$0	\$0	\$0	\$0	\$12,881	\$923	inc	inc	inc			\$187	\$0	\$13,991	0.00%	\$0	\$13,991	
City of Solvang	City Clerk	\$6,755	\$8,439	4.00%	\$338	\$0	\$0	\$0	\$8,777	\$1,005	inc	inc	inc	inc	\$0	\$648	\$0	\$10,427	0.00%	\$0	\$10,427	Certified Municipal Clerk/Prefire
Labor Market Median		\$7,773								\$8,150								\$9,926				\$9,920
% Carpinteria is Above or Below Median (+/-)		-6.67%								-4.53%								% City of Carpinteria is Above or Below Median (+/-)				-3.40%
Comparability		B																				-6.99%

Port Hueneme- Longevity at year 10 is 2% but is based on performance

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Medicare	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	City Manager	\$11,927	\$11,927	7.00%	\$835	\$0	\$688	\$0	\$13,450	\$305	\$1,383	\$183	\$0	\$13	\$21	\$173	\$0	\$15,529	4.50%	\$537	\$14,992		
	Adjustment need to reach median for total compensation		\$12,425	7.00%	\$870	\$0	\$713	\$0	\$14,008	\$305	\$1,383	\$183	\$0	\$13	\$21	\$180	\$0	\$16,093	4.50%	\$559	\$15,534	0.00%	
City of Arroyo Grande	City Manager	\$11,838	\$11,838	0.00%	\$0	\$0	\$100	\$0	\$11,938	\$0	\$1,306	\$81	\$26	\$10	\$30	\$76	\$0	\$14,177	0.00%	\$0	\$14,177		
City of Buellton	City Manager	\$11,917	\$11,917	7.00%	\$834	\$0	\$715	\$0	\$13,466	\$0	\$800	\$138	\$19	\$7	\$0	\$173	\$0	\$14,601	0.00%	\$0	\$14,601		
City of Fillmore	Declined to Participate																						
City of Goleta	City Manager	\$16,856	\$16,856	1.75%	\$295	\$0	\$856	\$0	\$17,839	\$1,225	inc	inc	inc	\$38	\$21	\$244	\$0	\$19,367	0.00%	\$0	\$19,367		
City of Grover Beach	City Manager	\$10,344	\$12,690	0.00%	\$0	\$635	\$100		\$13,425	\$1,011	inc	inc	inc	inc		\$789		\$15,224		\$0	\$15,224		
City of Manna	City Manager	\$15,000	\$15,000	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$575	inc	inc	\$20	\$33	\$0	\$218	\$0	\$15,846	0.00%	\$0	\$15,846		
City of Morro Bay	City Manager	\$13,004	\$13,004	0.00%	\$0	\$0	\$83	\$0	\$13,087	\$1,080	inc	\$133	inc	inc	\$1	\$189	\$0	\$14,489	0.00%	\$0	\$14,489		
City of Ojai	City Manager	\$14,074	\$14,074	7.00%	\$985	\$0	\$200	\$0	\$15,259	\$0	\$1,388	\$53	\$10	\$8	\$0	\$809	\$0	\$17,505	0.00%	\$0	\$17,505		
City of Pacific Grove	City Manager	\$13,158	\$13,158	0.00%	\$0	\$0	\$0	\$0	\$13,158	\$568	inc	\$0	\$0	\$0	\$0	\$191	\$0	\$13,918	2.215%	\$291	\$13,626		
City of Pismo Beach	City Manager	\$12,458	\$15,143	0.00%	\$0	\$0	\$1,125	\$0	\$16,268	\$1,172	inc	inc	inc	\$30	\$0	\$824	\$0	\$18,294	1.00%	\$151	\$18,143		
City of Port Hueneme	City Manager	\$14,583	\$14,583	8.00%	\$1,167	\$0	\$437	\$0	\$16,187	\$1,242	inc	inc	inc	\$17	\$44	\$816	\$0	\$18,305	0.00%	\$0	\$18,305		
City of Santa Paula	Did Not Respond																						
City of Solana Beach	City Manager	\$16,104	\$16,104	0.00%	\$0	\$0	\$0	\$0	\$16,104	\$523	inc	inc	inc			\$234	\$0	\$17,281	0.00%	\$0	\$17,281		
City of Solvang	City Manager	\$12,688	\$12,688	4.00%	\$508	\$0	\$0	\$0	\$13,196	\$1,005	inc	inc	inc	inc	\$0	\$788	\$0	\$14,989	0.00%	\$0	\$14,989		
Labor Market Median		\$13,616								\$14,233								Labor Market Median		\$15,535			
% Carpinteria Is Above or Below Median (+/-)		-14.16%								-5.62%								% City of Carpinteria Is Above or Below Median (+/-)		-0.41%			
Comparability		12																					

Buellton - Longevity bonus one time payment of \$100 with 10 years of service.

Buellton- Longevity pay is one time payment of \$100 with 10 years (not included)
 Port Hueneme- Longevity at year 10 is 2% but is based on performance

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Medical Care	Refiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments
City of Carpinteria	Civil Engineer	\$5,849	\$8,043	7.00%	\$563	\$0	\$0	\$0	\$8,606	\$97	\$1,383	\$183	\$0	\$13	\$21	\$117	\$0	\$10,420	4.50%	\$362	\$10,058	Max salary listed (CP is \$7319); PE within 6 months
	Adjustment need to reach median for total compensation		\$5,993	7.00%	\$420	\$0	\$0	\$0	\$6,413	\$97	\$1,383	\$183	\$0	\$13	\$21	\$87	\$0	\$8,197	4.50%	\$270	\$7,927	0.00%
City of Arroyo Grande	No Comparable Class																					Associate Engineer does not require PE. Sr Engineer requires PE but is advanced journey level
City of Buellton	No Comparable Class																					
City of Fillmore	Declined to Participate																					
City of Goleta	No Comparable Class																					Assistant Engineer-No PE. Principal Engineer is supervisory level
City of Greer Beach	No Comparable Class																					No Engineering Classes
City of Marina	No Comparable Class																					Associate Engineer does not require PE
City of Mono Bay	Associate Civil Engineer	\$4,903	\$5,959	0.00%	\$0	\$0	\$0	\$0	\$5,959	\$1,080	inc	\$133	inc	inc	\$0	\$86	\$0	\$7,258	0.00%	\$0	\$7,258	
City of Ojai	No Comparable Class																					No Engineering Classes
City of Pacific Grove	No Comparable Class																					
City of Pismo Beach	Associate Civil Engineer	\$6,720	\$8,168	0.00%	\$0	\$0	\$167	\$0	\$8,335	\$1,172	inc	inc	inc	\$10	\$0	\$625	\$0	\$10,141	1.00%	\$82	\$10,059	
City of Port Hueneme	No Comparable Class																					Engineering Associate only requires EIT
City of Santa Paula	Did Not Respond																					
City of Solana Beach	Associate Civil Engineer	\$5,680	\$6,904	0.00%	\$0	\$0	\$0	\$0	\$6,904	\$923	inc	inc	inc			\$100	\$0	\$7,927	0.00%	\$0	\$7,927	Job description not available
City of Solvang	No Comparable Class																					Only have Engineering Technician
Labor Market Median		\$6,904						\$6,904										\$7,927				\$7,927
% Carpinteria is Above or Below Median (+/-)		14.16%						19.76%										23.92%				21.19%
Comparability		3																				

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Medicare	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employer (%)	Employer's Portion of Retirement Paid by the Employer (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments
City of Carpinteria	Code Compliance Officer II Adjustment need to reach median for total compensation	\$3,462	\$4,760	7.00%	\$333	\$0	\$0	\$0	\$5,094	\$97	\$1,383	\$183	\$0	\$11	\$21	\$69	\$0	\$6,858	4.50%	\$214	\$6,644	Max salary listed (CP is \$4328); PC \$32
			\$4,881	7.00%	\$342	\$0	\$0	\$0	\$5,223	\$97	\$1,383	\$183	\$0	\$11	\$21	\$71	\$0	\$6,989	4.50%	\$220	\$6,769	0.00%
City of Arroyo Grande	No Comparable Class																					Part Time position (Neighborhood Service Technician)
City of Buellton	No Comparable Class																					Contract with County of Santa Barbara for Animal Control. Staff Assistant/Planning Technician assists Assistant Planner with Code Enforcement related duties
City of Fillmore	Declined to Participate																					
City of Goleta	Code Compliance Officer	\$4,831	\$5,984	1.75%	\$105	\$0	\$0	\$0	\$6,099	\$1,225	inc	inc	inc	\$13	\$13	\$87	\$0	\$7,437	0.00%	\$0	\$7,437	PC \$32; POST Code Compliance within 1 year (Animal Control function is provided by Santa Barbara County)
City of Grover Beach	No Comparable Class																					Only Part time hourly Position for Code Compliance (Contract with San Luis Obispo for Animal Control functions)
City of Marina	Code Enforcement Officer	\$5,307	\$6,451	3.50%	\$226	\$323	\$0	\$0	\$6,889	\$542	inc	inc	\$21	\$10	\$0	\$64	\$0	\$7,656	0.00%	\$0	\$7,656	California Association of Code Enforcement (CACE) Certified Code Enforcement Officer certification within 12 months (Animal Control services are outsourced)
City of Morro Bay	No Comparable Class																					
City of Ojai	No Comparable Class																					Code Enforcement is conducted by Building Inspector and Building Official (Contracts with Ventura County for Animal Control functions)
City of Pacific Grove	Code Compliance Officer	\$4,432	\$5,387	0.00%	\$0	\$135	\$0	\$0	\$5,522	\$569	inc	\$0	\$0	\$0	\$0	\$78	\$0	\$6,169	2.216%	\$119	\$6,049	BA required (Also have Animal Control Officer (\$4099 - \$4983))
City of Pismo Beach	No Comparable Class																					Have Part time Parking Enforcement Officer, Associate Planner and Building Inspector also perform some code compliance related duties. (Contracts with Ventura County for Animal Control functions)
City of Port Huemene	Code Compliance Officer	\$3,730	\$4,846	8.00%	\$388	\$0	\$0	\$0	\$5,234	\$1,142	inc	inc	inc	\$8	\$15	\$371	\$0	\$6,769	0.00%	\$0	\$6,769	
City of Santa Paula	Did Not Respond																					
City of Solana Beach	Code Compliance Officer	\$3,931	\$4,779	0.00%	\$0	\$0	\$0	\$0	\$4,779	\$923	inc	inc	inc			\$69	\$0	\$5,771	0.00%	\$0	\$5,771	Also assists in Fire Code related duties (Also have part time Parking Enforcement Officer) (County of San Diego provides Animal Control functions)
City of Solvang	No Comparable Class																					Code Enforcement Officer is part time-non benefitted position. (Contract with Santa Barbara County for Animal Control functions)
Labor Market Median		\$5,387							\$5,522									\$6,769			\$6,769	
% Carpinteria Is Above or Below Median (+/-)			-13.16%						-8.40%													
Comparability		5																				
Labor Market Median		\$6,769							\$6,769									\$6,769			\$6,769	
% City of Carpinteria Is Above or Below Median (+/-)									1.30%												-1.88%	

Port Huemene- Longevity at year 10 is 2% but is based on performance

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/ Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Community Development Director	\$7,971	\$10,960	7.00%	\$767	\$0	\$0	\$0	\$11,727	\$97	\$1,383	\$183	\$0	\$13	\$21	\$159	\$0	\$13,583	4.50%	\$493	\$13,090	Max salary is listed (CP is \$9963); Planning, Building, Code Compliance	
	Adjustment need to reach median for total compensation		\$11,288	7.00%	\$790	\$0	\$0	\$0	\$12,078	\$97	\$1,383	\$183	\$0	\$13	\$21	\$164	\$0	\$13,939	4.50%	\$508	\$13,431	0.00%	
City of Arroyo Grande	Director of Community Development	\$8,800	\$10,457	0.00%	\$0	\$0	\$100	\$0	\$10,557	\$0	\$1,306	\$91	\$26	\$10	\$28	\$756	\$0	\$12,773	0.00%	\$0	\$12,773	Community Development Director is over Planning, CIP engineering, community development, building & economic development.	
City of Buellton	Planning Director	\$7,094	\$8,689	7.00%	\$608	\$0	\$521	\$0	\$9,818	\$0	\$1,306	\$138	\$19	\$7	\$0	\$126	\$0	\$11,413	0.00%	\$0	\$11,413	Planning & code enforcement	
City of Fillmore	Declined to Participate																						
City of Goleta	Planning and Environmental Review Director	\$11,229	\$13,648	1.75%	\$239	\$0	\$0	\$0	\$13,887	\$1,225	inc	inc	inc	\$31	\$21	\$188	\$0	\$15,361	0.00%	\$0	\$15,361	no spec available	
City of Grover Beach	Community Development Director	\$8,213	\$9,985	0.00%	\$0	\$489	\$100		\$10,584	\$1,011	inc	inc	inc	inc		\$749		\$12,345		\$0	\$12,345	Planning, building, economic development and community block grant programs	
City of Marina	Community Development Director	\$9,087	\$15,513	3.50%	\$543	\$0	\$0	\$0	\$16,056	\$575	inc	inc	inc	\$20	\$33	\$0	\$225	\$0	\$16,909	0.00%	\$0	\$16,909	Engineering, PW, Building and Planning, PE desired.
City of Morro Bay	Public Services Director	\$8,437	\$11,862	0.00%	\$0	\$0	\$83	\$0	\$12,045	\$1,080	inc	\$133	inc	inc	\$1	\$173	\$0	\$13,432	0.00%	\$0	\$13,432	Engineering, PW, Planning, Building, Water, Wastewater (PE desired).	
City of Ojai	Community Development Director	\$8,487	\$10,317	7.00%	\$722	\$0	\$200	\$0	\$11,239	\$0	\$1,366	\$53	\$10	\$8	\$0	\$754	\$0	\$13,430	0.00%	\$0	\$13,430	Building safety, code enforcement, planning, redevelopment, and housing	
City of Pacific Grove	Community & Economic Development Director	\$9,972	\$11,008	0.00%	\$0	\$269	\$0	\$0	\$11,277	\$569	inc	\$0	\$0	\$0	\$0	\$180	\$0	\$12,006	2.215%	\$244	\$11,762	Economic Development, Housing, Planning, Zoning, Building, Code Compliance	
City of Pismo Beach	Community Development Director	\$9,732	\$11,830	0.00%	\$0	\$0	\$375	\$0	\$12,205	\$1,172	inc	inc	inc	\$10	\$0	\$776	\$0	\$14,163	1.00%	\$118	\$14,044	Planning, building and safety, code compliance, recreation, and parking enforcement	
City of Port Hueneme	Community Development Director	\$8,466	\$11,007	8.00%	\$881	\$0	\$330	\$0	\$12,218	\$1,242	inc	inc	inc	\$17	\$33	\$784	\$0	\$14,273	0.00%	\$0	\$14,273	Planning/Zoning, Code Compliance/Parking Enforcement, Building & Safety, Neighborhood Preservation/Block Grants and Administration	
City of Santa Paula	Did Not Respond																						
City of Solana Beach	Community Development Director	\$8,200	\$12,881	0.00%	\$0	\$0	\$0	\$0	\$12,881	\$923	inc	inc	inc			\$187	\$0	\$13,991	0.00%	\$0	\$13,991	General plan, zoning and environmental review, planning, code and parking enforcement, and building inspection functions	
City of Solvang	Planning & Economic Development Director	\$6,755	\$8,439	4.00%	\$338	\$0	\$0	\$0	\$8,777	\$1,005	inc	inc	inc	inc	\$0	\$846	\$0	\$10,427	0.00%	\$0	\$10,427	Planning, economic development, code enforcement and building	
Labor Market Median		\$11,008								\$11,661								Labor Market Median		\$13,431			
% Carpinteria Is Above or Below Median (+/-)		-0.44%								0.56%										% City of Carpinteria Is Above or Below Median (+/-)		1.12%	
Comparability		12																				-2.61%	

Buellton- Longevity pay is one time payment of \$100 with 10 years (not included)

Port Hueneme- Longevity at year 10 is 2% but is based on performance

Pacific Grove- 2.25% Added to base pay for Management Incentive, Education incentive- \$500 one time bonus (up to 3x) for certification or degree above what is required (not included)

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/ Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Emergency & Volunteer Services Coordinator	\$4,587	\$6,307	7.00%	\$441	\$0	\$0	\$0	\$6,748	\$97	\$1,383	\$183	\$0	\$13	\$21	\$91	\$0	\$8,537	4.50%	\$284	\$8,253	Mar salary is listed (CP is \$5733)	
City of Arroyo Grande	No Comparable Class																						
City of Buellton	No Comparable Class																						
City of Fillmore	Declined to Participate																						
City of Goleta	No Comparable Class																					Public Information Officer is responsible for City-wide public information programs and campaigns and administers City Alert public notification system and serves as liaison to County and State Office of Emergency Services and serves as Emergency Operations Center PIO (56453-57844)	
City of Grover Beach	No Comparable Class																					Emergency preparedness is handled by the Police Department. The only non-sworn classes in the department are Communications, Property and Evidence and clerical staff.	
City of Marina	No Comparable Class																					Fire Department is responsible for emergency preparedness.	
City of Merre Bay	No Comparable Class																					Fire Department is responsible for emergency preparedness.	
City of Ojai	No Comparable Class																					Emergency preparedness is handled by the Police Department which is contracted out.	
City of Pacific Grove	No Comparable Class																					Emergency preparedness is handled by the Police Department and the only non-sworn classes are Police Services Technician, Parking Enforcement and Animal Control Officer.	
City of Pismo Beach	No Comparable Class																					Cal Fire provides city training.	
City of Port Hueneme	No Comparable Class																						
City of Santa Paula	Did Not Respond																						
City of Solana Beach	No Comparable Class																					Contract with Santa Barbara County for fire and website directs you to San Diego County Office of Disaster Preparedness.	
City of Solvang	No Comparable Class																					Contract with Santa Barbara County for fire and website directs you to San Diego County Office of Disaster Preparedness.	
Labor Market Median		Insuff Data																					
% Carpinteria Is Above or Below Median (+/-)		--																Labor Market Median		Insuff Data		Insuff Data	
Comparability		0																		--		--	

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/ Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employer (%)	Employer's Portion of Retirement Paid by the Employer (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Engineering Technician <i>Adjustment need to reach median for total compensation</i>	\$3,589	\$4,934	7.00%	\$345	\$0	\$0	\$0	\$5,280	\$97	\$1,383	\$183	\$0	\$11	\$21	\$72	\$0	\$7,046	4.50%	\$222	\$6,824	Max salary is listed (CP is \$4486)	
			\$4,549	7.00%	\$318	\$0	\$0	\$0	\$4,867	\$97	\$1,383	\$183	\$0	\$11	\$21	\$66	\$0	\$6,629	4.50%	\$205	\$6,424	0.01%	
City of Arroyo Grande	No Comparable Class																						
City of Buellton	No Comparable Class																						
City of Fillmore	Declined to Participate																						
City of Goleta	Senior Engineering Technician	\$4,883	\$5,935	1.75%	\$104	\$0	\$0	\$0	\$6,038	\$1,225	inc	inc	inc	\$13	\$12	\$86	\$0	\$7,376	0.00%	\$0	\$7,376	Only level	
City of Grover Beach	No Comparable Class																						
City of Marina	No Comparable Class																						
City of Morro Bay	No Comparable Class																					Engineering Technician IV (only level used and requires BA and Treatment Operator certificate)	
City of Ojai	No Comparable Class																						
City of Pacific Grove	No Comparable Class																						
City of Pismo Beach	Engineering Technician	\$4,101	\$4,985	0.00%	\$0	\$0	\$0	\$0	\$4,985	\$1,172	inc	inc	inc	\$10	\$0	\$381	\$0	\$6,548	1.00%	\$50	\$6,498		
City of Port Hueneme	No Comparable Class																					Engineering Aide is entry level. Engineering Associate requires BA and EIT	
City of Santa Paula	Did Not Respond																						
City of Solana Beach	Senior Engineering Technician	\$4,298	\$5,224	0.00%	\$0	\$0	\$0	\$0	\$5,224	\$823	inc	inc	inc			\$76	\$0	\$6,223	0.00%	\$0	\$6,223	Only level	
City of Solvang	Engineering Technician	\$3,828	\$4,786	4.00%	\$191	\$0	\$0	\$0	\$4,977	\$1,005	inc	inc	inc	inc	\$0	\$366	\$0	\$6,349	0.00%	\$0	\$6,349		
Labor Market Median		\$5,105								\$5,105								Labor Market Median		\$6,448		\$6,423	
% Carpinteria Is Above or Below Median (+/-)		-3.45%								3.32%								% City of Carpinteria Is Above or Below Median (+/-)		8.49%		5.88%	
Comparability		4																					

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employer (%)	Employer's Portion of Retirement Paid by the Employer (\$)	Total Comp. Less Employer Share of Retirement Paid by Employee	Comments
City of Carpinteria	Environmental Coordinator <i>Adjustment needed to reach median for total compensation</i>	\$4,587	\$6,307	7.00%	\$441	\$0	\$0	\$0	\$6,748	\$97	\$1,383	\$183	\$0	\$13	\$21	\$91	\$0	\$8,537	4.50%	\$284	\$8,253	Max salary is listed (CP is \$5733)
			\$5,361	7.00%	\$375	\$0	\$0	\$0	\$5,736	\$97	\$1,383	\$183	\$0	\$13	\$21	\$78	\$0	\$7,511	4.50%	\$241	\$7,270	0.00%
City of Arroyo Grande	No Comparable Class																					
City of Buellton	No Comparable Class																					
City of Fillmore	Declined to Participate																					
City of Goleta	Environmental Services Coordinator	\$6,987	\$8,495	1.75%	\$149	\$0	\$0	\$0	\$8,642	\$1,225	inc	inc	inc	\$19	\$18	\$123	\$0	\$10,027	0.00%	\$0	\$10,027	BA required
City of Grover Beach	No Comparable Class																					
City of Marina	No Comparable Class																					
City of Morro Bay	Engineering Technician IV	\$4,381	\$5,325	0.00%	\$0	\$0	\$0	\$0	\$5,325	\$1,080	inc	\$133	inc	inc	\$0	\$77	\$0	\$6,615	0.00%	\$0	\$6,615	Requires BA, TI, CPESC certification, also performs technical engineering duties
City of Ojai	No Comparable Class																					
City of Pacific Grove	No Comparable Class																					
City of Pismo Beach	No Comparable Class																					Regulatory Compliance Coordinator is responsible for NPDES but also serves as Laboratory Director, requires BA and Grade I Laboratory Analyst, Grade I Environmental Compliance Officer certificate issued by CWEA desirable
City of Port Hueneme	Water Resources Inspector II	\$4,061	\$5,278	8.00%	\$422	\$0	\$0	\$0	\$5,700	\$1,142	inc	inc	inc	\$8	\$16	\$404	\$0	\$7,270	0.00%	\$0	\$7,270	No BA, AWWA Water Use Efficiency Practitioner Grade I certificate
City of Santa Paula	Did Not Respond																					
City of Solana Beach	No Comparable Class																					Environmental Specialist is not currently budgeted
City of Solvang	No Comparable Class																					Wastewater Collection/Operation Inspector (\$4333-\$5417) (requires Grade II Wastewater Treatment Operator, Grade I or higher Environmental Compliance Inspector issued from the CWEA is desirable) (also operates treatment plant)
Labor Market Median		\$5,325							\$5,700													
% Carpinteria Is Above or Below Median (+/-)									15.53%													
Comparability		3																				
Labor Market Median																		\$7,270			\$7,270	
% City of Carpinteria Is Above or Below Median (+/-)																		14.64%			11.91%	

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max. Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/ Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments
City of Carpinteria	Finance Supervisor	\$4,587	\$6,307	7.00%	\$441	\$0	\$0	\$0	\$6,748	\$97	\$1,383	\$183	\$0	\$13	\$21	\$81	\$0	\$8,537	4.50%	\$284	\$8,253	Max salary listed (CP is \$5733)(Does not supervise)
	Adjustment need to reach median for total compensation		\$4,214	7.00%	\$295	\$0	\$0	\$0	\$4,609	\$97	\$1,383	\$183	\$0	\$13	\$21	\$81	\$0	\$6,267	4.50%	\$190	\$6,078	0.00%
City of Arroyo Grande	No Comparable Class																					Accounting Supervisor supervises clerical accounting staff.
City of Buellton	Accounting Technician/Payables & Receivables	\$3,830	\$4,613	7.00%	\$323	\$0	\$0	\$0	\$4,936	\$0	\$800	\$138	\$19	\$7	\$0	\$67	\$0	\$5,996	0.00%	\$0	\$5,996	Base salary includes \$200 for AA degree which is desired.
City of Fillmore	Declined to Participate																					
City of Goleta	Accounting Specialist	\$4,165	\$5,063	1.75%	\$89	\$0	\$0	\$0	\$5,152	\$1,225	inc	inc	inc	\$11	\$11	\$73	\$0	\$6,472	0.00%	\$0	\$6,472	Not currently budgeted, no AA required
City of Grover Beach	Accounting Specialist	\$3,916	\$4,761	0.00%	\$0	\$238	\$40	\$238	\$5,777	\$1,002	inc	inc	inc			\$384		\$6,643		\$0	\$6,643	
City of Marina	Accounting Technician	\$4,294	\$4,500	3.50%	\$158	\$225	\$0	\$0	\$4,883	\$542	inc	inc	\$21	\$10	\$0	\$65	\$0	\$5,521	0.00%	\$0	\$5,521	AA required, additional experience may substitute
City of Morro Bay	Accounting Technician	\$3,883	\$4,720	0.00%	\$0	\$0	\$83	\$0	\$4,893	\$1,080	inc	\$126	inc	inc	\$0	\$68	\$0	\$6,078	0.00%	\$0	\$6,078	AA required, additional experience may substitute
City of Ojai	Accounting Specialist II	\$3,373	\$4,088	7.00%	\$287	\$0	\$123	\$0	\$4,509	\$0	\$1,366	\$53	\$10	\$8	\$0	\$314	\$0	\$6,259	0.00%	\$0	\$6,259	Not currently budgeted, no AA required
City of Pacific Grove	Accounting Assistant III	\$4,048	\$4,921	0.00%	\$0	\$123	\$0	\$248	\$5,290	\$568	inc	\$0	\$0	\$0	\$0	\$71	\$0	\$5,930	2.215%	\$109	\$5,821	
City of Pismo Beach	Accounting Technician	\$3,808	\$4,629	0.00%	\$0	\$0	\$0	\$0	\$4,628	\$1,172	inc	inc	inc	\$10	\$0	\$354	\$0	\$6,165	1.00%	\$46	\$6,118	AA is desired
City of Port Hueneme	Payroll Services Specialist	\$4,271	\$5,557	8.00%	\$448	\$0	\$139	\$0	\$6,140	\$1,242	inc	inc	inc	\$17	\$17	\$425	\$0	\$7,840	0.00%	\$0	\$7,840	AA is desired
City of Santa Paula	Did Not Respond																					
City of Solana Beach	Fiscal Services Specialist II	\$4,191	\$5,021	0.00%	\$0	\$0	\$0	\$0	\$5,021	\$923	inc	inc	inc			\$73	\$0	\$6,017	0.00%	\$0	\$6,017	AA required
City of Solvang	Accounting Technician	\$3,303	\$4,128	4.00%	\$165	\$0	\$0	\$0	\$4,293	\$1,005	inc	inc	inc	inc	\$0	\$316	\$0	\$5,614	0.00%	\$0	\$5,614	No AA required
Labor Market Median		\$4,720							\$4,936									\$5,078			\$6,078	
% Carpinteria Is Above or Below Median (+/-)			25.16%						26.85%									\$5,614			\$6,361	
Comparability		ff																				

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (%)	Longevity Pay at Year 10	Deferred Comp.	Max. Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (%)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments
City of Carpinteria	HR Administrator/Risk Manager	\$5,300	\$7,287	7.00%	\$510	\$0	\$0	\$0	\$7,797	\$97	\$1,383	\$183	\$0	\$13	\$21	\$106	\$0	\$9,600	4.50%	\$328	\$9,272	Max salary listed (CP is \$6825)
	Adjustment needed to reach median for total compensation		\$9,829	7.00%	\$888	\$0	\$0	\$0	\$10,517	\$97	\$1,383	\$183	\$0	\$13	\$21	\$142	\$0	\$12,357	4.50%	\$442	\$11,914	0.00%
City of Arroyo Grande	Human Resources Manager	\$6,383	\$7,773	0.00%	\$0	\$0	\$50	\$0	\$7,823	\$0	\$1,306	\$61	\$26	\$10	\$20	\$595	\$0	\$9,870	0.00%	\$0	\$9,870	Reports to Director of Administrative Services, does not supervise
City of Buellton	No Comparable Class																					
City of Fillmore	Declined to Participate																					HR is performed by City Clerk/HR Director
City of Goleta	No Comparable Class																					
City of Grover Beach	No Comparable Class																					Deputy City Manager and Management Analyst perform duties
City of Marina	Director of HR/Risk Director	\$9,067	\$15,513	3.50%	\$543	\$0	\$0	\$0	\$16,058	\$575	inc	inc	\$20	\$33	\$0	\$225	\$0	\$18,929	0.00%	\$0	\$18,909	HR Coordinator/Deputy City Clerk (No BA required)
City of Morro Bay	No Comparable Class																					Currently vacant (Would supervise 1 Administrative Assistant-HR)
City of Ojai	No Comparable Class																					Admin Services Director and City Attorney
City of Pacific Grove	No Comparable Class																					
City of Pismo Beach	HR Officer	\$7,060	\$8,582	0.00%	\$0	\$0	\$167	\$0	\$8,749	\$1,172	inc	inc	inc	\$10	\$0	\$657	\$0	\$10,587	1.00%	\$66	\$10,501	Does not supervise
City of Port Huemame	HR Director	\$7,821	\$10,168	8.00%	\$613	\$0	\$305	\$0	\$11,286	\$1,242	inc	inc	inc	\$17	\$31	\$752	\$0	\$13,327	0.00%	\$0	\$13,327	
City of Santa Paula	Did Not Respond																					
City of Solana Beach	No Comparable Class																					
City of Solvang	No Comparable Class																					ASD/Deputy City Manager
Labor Market Median		\$9,375							\$10,018									\$11,957			\$11,914	
% Carpinteria Is Above or Below Median (+/-)		-28.65%							-28.46%									-24.55%			-28.49%	
Comparability		4																				

Port Huemame- Longevity at year 10 is 2% but is based on performance

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/ Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Maintenance Technician Adjustment need to reach median for total compensation	\$3,475	\$4,224	7.00%	\$296	\$0	\$0	\$0	\$4,520	\$97	\$1,383	\$183	\$0	\$11	\$21	\$61	\$0	\$6,276	4.50%	\$190	\$6,086	Skilled and semi-skilled maintenance and repair work related to the building maintenance	
			\$3,770	7.00%	\$264	\$0	\$0	\$0	\$4,034	\$97	\$1,383	\$183	\$0	\$11	\$21	\$55	\$0	\$5,784	4.50%	\$170	\$5,614	0.00%	
City of Arroyo Grande	Maintenance Worker II	\$3,150	\$3,828	0.00%	\$0	\$0	\$0		\$3,828	\$0	\$1,305	\$81	\$26	\$8	\$0	\$293	\$0	\$5,552	0.00%	\$0	\$5,552	Broad class over the construction, repair and maintenance of parks, buildings, streets, sewage collection systems or water distribution systems, to operate a variety of maintenance vehicles, equipment and tools	
City of Buellton	No Comparable Class																					Maintenance and Utility Fieldworker I-III is a broad class that requires Water/Wastewater Operator certificates	
City of Fillmore	Declined to Participate																						
City of Goleta	Maintenance Worker II	\$3,481	\$4,231	1.75%	\$74	\$0	\$0	\$0	\$4,305	\$1,225	inc	inc	inc	\$0	\$8	\$61	\$0	\$5,610	0.00%	\$0	\$5,610	Maintenance Worker II is a broad class used for streets, trees, facilities, equipment (Performs periodic painting, plumbing, carpentry and cement work as needed on City facilities)	
City of Grover Beach	Maintenance Worker II	\$3,590	\$4,365	0.00%	\$0	\$218	\$40	\$218	\$4,642	\$1,002	inc	inc	inc			\$334		\$6,177		\$0	\$6,177	Broad, but performs skilled and semi-skilled work in building and facility maintenance, including carpentry, plumbing, mechanical, electrical, and painting	
City of Manna	Maintenance Worker II	\$3,644	\$4,407	3.50%	\$154	\$220	\$0	\$0	\$4,782	\$542	inc	inc	\$21	\$10	\$0	\$64	\$0	\$5,418	0.00%	\$0	\$5,418	Street, grounds and landscaping, building maintenance work, airport	
City of Morro Bay	Maintenance Worker II	\$3,286	\$3,984	0.00%	\$0	\$0	\$0	\$0	\$3,984	\$1,080	inc	\$133	inc	inc	\$0	\$58	\$0	\$5,264	0.00%	\$0	\$5,264	Broad- Streets, parks, facilities, Class B within 2 years	
City of Ojai	Maintenance Worker II	\$3,226	\$3,921	7.00%	\$274	\$0	\$118	\$0	\$4,313	\$0	\$1,306	\$53	\$10	\$8	\$0	\$300	\$0	\$6,050	0.00%	\$0	\$6,050	Broad- Class B, may be required to have playground or pesticide cert depending upon assignment (PW's, drains, buildings, facilities, streets, parks)	
City of Pacific Grove	Maintenance Worker II	\$3,894	\$4,734	0.00%	\$0	\$118	\$0	\$473	\$5,328	\$569	inc	\$0	\$0	\$0	\$0	\$69	\$0	\$5,863	2.215%	\$105	\$5,959	Class B required-Buildings, grounds, parks, streets, storm drains, sewers, cemetery, golf course and other facilities	
City of Pismo Beach	Maintenance Worker II	\$3,903	\$4,745	0.00%	\$0	\$0	\$0	\$0	\$4,745	\$1,172	inc	inc	inc	\$10	\$0	\$363	\$0	\$6,290	1.00%	\$47	\$6,242	Broad- Streets, traffic controls and structures, storm drains, parks, landscapes, the City pier, beaches, and facilities, Class B, Class A may be required	
City of Port Hueneme	Facilities Maintenance Worker II	\$3,507	\$4,618	8.00%	\$389	\$0	\$0	\$0	\$4,985	\$1,142	inc	inc	inc	\$8	\$14	\$353	\$0	\$6,502	0.00%	\$0	\$6,502		
City of Santa Paula	Did Not Respond																						
City of Solana Beach	Maintenance Worker II	\$3,255	\$3,957	0.00%	\$0	\$0	\$0	\$0	\$3,957	\$923	inc	inc	inc			\$57	\$0	\$4,938	0.00%	\$0	\$4,938	Streets, sewers, beaches, parks, trees, facilities, and equipment	
City of Solvang	Maintenance Worker II	\$3,303	\$4,128	4.00%	\$165	\$0	\$0	\$0	\$4,293	\$1,005	inc	inc	inc	inc	\$0	\$316	\$0	\$5,614	0.00%	\$0	\$5,614	Streets, buildings, street trees, irrigation, storm drains and other public facility maintenance	
Labor Market Median		\$4,231						\$4,373										Labor Market Median		\$5,614		\$5,614	
% Carpinteria Is Above or Below Median (+/-)		-0.16%						4.57%												10.55%		7.76%	
Comparability		11																					

Carpinteria- Longevity a performance based (not included)

Port Hueneme- Longevity at year 10 is 2% but is based on performance

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Medicare	Retiree Health Savings Plan	Monthly Total Comp.	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments
City of Carpinteria	Maintenance Worker I	\$2,997	\$3,642	7.00%	\$255	\$0	\$0	\$0	\$3,897	\$97	\$1,353	\$183	\$0	\$11	\$21	\$53	\$0	\$5,645	4.50%	\$164	\$5,482	Streets, parks, beaches, right of ways, facilities and other public works
	Adjustment need to reach median for total compensation		\$3,394	7.00%	\$238	\$0	\$0	\$0	\$3,632	\$97	\$1,353	\$183	\$0	\$11	\$21	\$49	\$0	\$5,376	4.50%	\$153	\$5,223	
City of Arroyo Grande	Maintenance Worker I	\$2,553	\$3,488	0.00%	\$0	\$0	\$0		\$3,488	\$0	\$1,306	\$91	\$26	\$8	\$0	\$265	\$0	\$5,165	0.00%	\$0	\$5,165	Broad class over the construction, repair and maintenance of parks, buildings, streets, sewage collection systems or water distribution systems, to operate a variety of maintenance vehicles, equipment and tools
City of Buellton	No Comparable Class																					Maintenance and Utility Fieldworker III is a broad class that requires Water/Wastewater Operator certificates
City of Fillmore	Declined to Participate																					
City of Goleta	Maintenance Worker I	\$3,217	\$3,910	1.75%	\$68	\$0	\$0	\$0	\$3,876	\$1,225	inc	inc	inc	\$9	\$8	\$57	\$0	\$5,277	0.00%	\$0	\$5,277	Streets, trees, facilities, equipment
City of Grover Beach	Maintenance Worker I	\$2,886	\$3,508	0.00%	\$0	\$175	\$40	\$175	\$3,896	\$1,002	inc	inc	inc			\$268		\$5,189		\$0	\$5,189	Broad- Streets, sewer, water, building grounds, & parks. Class B desired
City of Marina	Maintenance Worker I	\$3,281	\$3,964	3.50%	\$138	\$189	\$0	\$0	\$4,301	\$542	inc	inc	\$21	\$10	\$0	\$57	\$0	\$4,931	0.00%	\$0	\$4,931	Street, grounds and landscaping, building maintenance work, airport
City of Morro Bay	No Comparable Class																					No MW I class
City of Ojai	Maintenance Worker I	\$2,923	\$3,593	7.00%	\$249	\$0	\$107	\$0	\$3,908	\$0	\$1,368	\$53	\$10	\$8	\$0	\$272	\$0	\$5,617	0.00%	\$0	\$5,617	Broad- Class B, may be required to have playground or pesticide cert depending upon assignment (PW's, drains, buildings, facilities, streets, parks)
City of Pacific Grove	Maintenance Worker I	\$3,638	\$4,422	0.00%	\$0	\$111	\$0	\$442	\$4,975	\$569	inc	\$0	\$0	\$0	\$0	\$64	\$0	\$5,608	2.215%	\$88	\$5,510	Class B required (buildings, grounds, parks, streets, storm drains, sewers, cemetery, golf course and other facilities)
City of Pismo Beach	Maintenance Worker I	\$3,204	\$3,894	0.00%	\$0	\$0	\$0	\$0	\$3,894	\$1,172	inc	inc	inc	\$10	\$0	\$298	\$0	\$5,373	1.00%	\$39	\$5,335	Broad- streets, traffic controls and structures, storm drains, parks, landscapes the City pier, beaches, and facilities
City of Port Hueneme	Street Maintenance Worker I	\$2,843	\$3,667	8.00%	\$296	\$0	\$0	\$0	\$3,963	\$1,142	inc	inc	inc	\$6	\$11	\$263	\$0	\$5,437	0.00%	\$0	\$5,437	streets, traffic signs, sidewalks, curbs and gutter, storm drains, and equipment. Class B is desired
City of Santa Paula	Did Not Respond																					
City of Solana Beach	Maintenance Worker I	\$2,889	\$3,512	0.00%	\$0	\$0	\$0	\$0	\$3,512	\$923	inc	inc	inc			\$51	\$0	\$4,486	0.00%	\$0	\$4,486	Streets, sewers, beaches, parks, trees, facilities, and equipment
City of Solvang	Maintenance Worker I	\$2,846	\$3,561	4.00%	\$142	\$0	\$0	\$0	\$3,703	\$1,005	inc	inc	inc	inc	\$0	\$272	\$0	\$4,981	0.00%	\$0	\$4,981	Streets, buildings, street trees, irrigation, storm drains and other public facility maintenance
Labor Market Median		\$3,629						\$3,804										\$5,223				\$5,223
% Carpinteria Is Above or Below Median (+/-)								-0.16%										7.48%				4.72%
Comparability		10																				

Carpinteria- Longevity is performance based (not included)
Port Hueneme- Longevity at year 10 is 2% but is based on performance

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Med-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employee's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Comp Less Employer's Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Maintenance Worker II	\$3,475	\$4,224	7.00%	\$296	\$0	\$0	\$0	\$4,520	\$97	\$1,383	\$183	\$0	\$11	\$21	\$61	\$0	\$6,276	4.50%	\$190	\$6,086	Streets, parks, beaches, right of ways, facilities and other public works	
	Adjustment need to reach median for total compensation		\$3,770	7.00%	\$264	\$0	\$0	\$0	\$4,034	\$97	\$1,383	\$183	\$0	\$11	\$21	\$55	\$0	\$5,784	4.50%	\$170	\$5,614	0.00%	
City of Arroyo Grande	Maintenance Worker II	\$3,150	\$3,828	0.00%	\$0	\$0	\$0		\$3,828	\$0	\$1,395	\$91	\$26	\$8	\$0	\$293	\$0	\$5,552	0.00%	\$0	\$5,552	Broad class over the construction, repair and maintenance of parks, buildings, streets, sewage collection systems or water distribution systems; to operate a variety of maintenance vehicles, equipment and tools	
City of Buellton	No Comparable Class																					Maintenance and Utility Fieldworker I-III is a broad class that requires Water/Wastewater Operator certificates	
City of Fillmore	Declined to Participate																						
City of Goleta	Maintenance Worker II	\$3,481	\$4,231	1.75%	\$74	\$0	\$0	\$0	\$4,305	\$1,225	inc	inc	inc	\$9	\$9	\$61	\$0	\$5,610	0.00%	\$0	\$5,610	Streets, trees, facilities, equipment	
City of Grover Beach	Maintenance Worker II	\$3,580	\$4,365	0.00%	\$0	\$218	\$40	\$218	\$4,842	\$1,002	inc	inc	inc			\$334		\$6,177		\$0	\$6,177	Broad- Streets, sewer, water, building, grounds & parks. Class B, D1 & T1 are desired	
City of Marina	Maintenance Worker II	\$3,644	\$4,407	3.55%	\$154	\$220	\$0	\$0	\$4,782	\$542	inc	inc	\$21	\$10	\$0	\$64	\$0	\$5,418	0.00%	\$0	\$5,418	Street, grounds and landscaping, building maintenance work, airport	
City of Morro Bay	Maintenance Worker II	\$3,286	\$3,994	0.00%	\$0	\$0	\$0	\$0	\$3,994	\$1,080	inc	\$133	inc	inc	\$0	\$58	\$0	\$5,264	0.00%	\$0	\$5,264	Broad- Streets, parks, facilities. Class B within 2 years	
City of Ojai	Maintenance Worker II	\$3,226	\$3,921	7.00%	\$274	\$0	\$118	\$0	\$4,313	\$0	\$1,366	\$53	\$10	\$8	\$0	\$300	\$0	\$6,050	0.00%	\$0	\$6,050	Broad- Class B, may be required to have playground or pesticide cert depending upon assignment (PW's, drains, buildings, facilities, streets, parks)	
City of Pacific Grove	Maintenance Worker II	\$3,894	\$4,734	0.00%	\$0	\$118	\$0	\$473	\$5,326	\$569	inc	\$0	\$0	\$0	\$0	\$69	\$0	\$5,863	2.215%	\$105	\$5,850	Class B required-Buildings, grounds, parks, streets, storm drains, sewers, cemetery, golf course and other facilities	
City of Pismo Beach	Maintenance Worker II	\$3,903	\$4,745	0.00%	\$0	\$0	\$0	\$0	\$4,745	\$1,172	inc	inc	inc	\$10	\$0	\$363	\$0	\$6,290	1.00%	\$47	\$6,242	Broad- Streets, traffic controls and structures, storm drains, parks, landscapes the City pier, beaches, and facilities. Class B: Class A may be required	
City of Port Hueneme	Street Maintenance Worker II	\$3,285	\$4,269	8.00%	\$342	\$0	\$0	\$0	\$4,611	\$1,142	inc	inc	inc	\$8	\$13	\$327	\$0	\$6,100	0.00%	\$0	\$6,100	Streets, storm drains, traffic systems, sidewalks, gutters, signs, and public facilities. Class B is desired	
City of Santa Paula	Did Not Respond																						
City of Solana Beach	Maintenance Worker II	\$3,255	\$3,957	0.00%	\$0	\$0	\$0	\$0	\$3,957	\$923	inc	inc	inc			\$57	\$0	\$4,938	0.00%	\$0	\$4,938	Streets, sewers, beaches, parks, trees, facilities, and equipment	
City of Solvang	Maintenance Worker II	\$3,303	\$4,128	4.00%	\$165	\$0	\$0	\$0	\$4,293	\$1,005	inc	inc	inc	inc	\$0	\$316	\$0	\$5,614	0.00%	\$0	\$5,614	Streets, buildings, street trees, irrigation, storm drains and other public facility maintenance	
Labor Market Median		\$4,231																Labor Market Median		\$5,614		\$5,614	
% Carpinteria Is Above or Below Median (+/-)		-0.16%								4.57%								% City of Carpinteria Is Above or Below Median (+/-)		10.55%		7.76%	
Comparability		11																					

Carpinteria- Longevity is performance based (not included)

Port Hueneme- Longevity at year 10 is 2% but is based on performance

Criteria: Longevity is performance based (not included)

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employer (%)	Employer's Portion of Retirement Paid by the Employer (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Parks & Recreation Director	\$6,584	\$9,053	7.00%	\$534	\$0	\$0	\$0	\$9,686	\$97	\$1,383	\$183	\$0	\$13	\$21	\$131	\$0	\$11,515	4.50%	\$407	\$11,107	Max salary listed (CP is \$8230)	
	Adjustment need to reach median for total compensation		\$9,398	7.00%	\$588	\$0	\$0	\$0	\$9,986	\$97	\$1,383	\$183	\$0	\$13	\$21	\$122	\$0	\$10,805	4.50%	\$378	\$10,427	0.00%	
City of Arroyo Grande	Director of Recreation	\$6,393	\$7,773	0.00%	\$0	\$0	\$100	\$0	\$7,873	\$0	\$1,306	\$91	\$26	\$10	\$20	\$595	\$0	\$9,920	0.00%	\$0	\$9,920	Job description not available, over recreation only	
City of Buellton	No Comparable Class																						
City of Fillmore	Declined to Participate																						
City of Goleta	No Comparable Class																						
City of Grover Beach	Parks & Recreation Director	\$6,447	\$7,841	0.00%	\$0	\$397	\$100		\$8,438	\$1,011	inc	inc	inc	inc		\$607		\$10,057		\$0	\$10,057	Job description not available	
City of Marina	Recreation and Cultural Arts Director	\$9,087	\$15,513	3.50%	\$543	\$0	\$0	\$0	\$16,056	\$575	inc	inc	\$20	\$33	\$0	\$225	\$0	\$16,909	0.00%	\$0	\$16,909	Only over Recreation only	
City of Morro Bay	Recreation and Park Director	\$8,437	\$11,962	0.00%	\$0	\$0	\$83	\$0	\$12,045	\$1,080	inc	\$133	inc	inc	\$1	\$173	\$0	\$13,432	0.00%	\$0	\$13,432		
City of Ojai	No Comparable Class																						
City of Pacific Grove	No Comparable Class																					Parks and Rec Manager	
City of Pismo Beach	No Comparable Class																						
City of Port Hueneme	No Comparable Class																					Only over Recreation (Parks under PWs)	
City of Santa Paula	Did Not Respond																						
City of Solana Beach	No Comparable Class																					Only have Recreation Supervisor (Parks under PW)	
City of Solvang	Director of Parks and Recreation	\$8,755	\$8,439	4.00%	\$336	\$0	\$0	\$0	\$8,777	\$1,005	inc	inc	inc	inc	\$0	\$646	\$0	\$10,427	0.00%	\$0	\$10,427		
Labor Market Median		\$8,439																Labor Market Median		\$10,427		\$10,427	
% Carpinteria Is Above or Below Median (+/-)																						9.45%	
Comparability		\$																				6.12%	

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max. Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/ Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Parks & Recreation Maintenance Technician <i>Adjustment need to reach median for total compensation</i>	\$3,143	\$4,322	7.00%	\$303	\$0	\$0	\$0	\$4,624	\$97	\$1,383	\$183	\$0	\$11	\$21	\$63	\$0	\$6,382	4.50%	\$194	\$6,187	Pesticide Applicators Permit, Playground Inspector, Public Pool Operator	
			\$3,770	7.00%	\$284	\$0	\$0	\$0	\$4,034	\$97	\$1,383	\$183	\$0	\$11	\$21	\$55	\$0	\$5,784	4.50%	\$170	\$5,614	0.00%	
City of Arroyo Grande	Maintenance Worker II	\$3,150	\$3,828	0.00%	\$0	\$0	\$0		\$3,828	\$0	\$1,306	\$81	\$26	\$8	\$0	\$293	\$0	\$5,552	0.00%	\$0	\$5,552	Broad class over the construction, repair and maintenance of parks, buildings, streets, sewage collection systems or water distribution systems, to operate a variety of maintenance vehicles, equipment and tools	
City of Buellton	No Comparable Class																						
City of Fillmore	Declined to Participate																						
City of Goleta	Maintenance Worker II	\$3,481	\$4,231	1.75%	\$74	\$0	\$0	\$0	\$4,305	\$1,225	inc.	inc.	inc.	\$9	\$8	\$61	\$0	\$5,610	0.00%	\$0	\$5,610	Broad- Streets, trees, facilities, equipment	
City of Grover Beach	Maintenance Worker II	\$3,590	\$4,365	0.00%	\$0	\$218	\$40	\$118	\$4,842	\$1,002	inc.	inc.	inc.			\$334		\$6,177		\$0	\$6,177	Broad- Streets, sewer, water, building, grounds, & parks. Class B, D1 & T1 are desired	
City of Marina	Maintenance Worker II	\$3,644	\$4,407	3.50%	\$154	\$220	\$0	\$0	\$4,782	\$342	inc.	inc.	\$21	\$10	\$0	\$84	\$0	\$5,418	0.00%	\$0	\$5,418	Streets, parks, irrigation, grounds and landscaping, building maintenance work, airport	
City of Morro Bay	Maintenance Worker III- Parks	\$3,519	\$4,278	0.00%	\$0	\$0	\$0	\$0	\$4,278	\$1,080	inc.	\$133	inc.	inc.	\$0	\$62	\$0	\$5,553	0.00%	\$0	\$5,553	Broad- streets, parks, facilities- QAC required at this level	
City of Ojai	Maintenance Worker II	\$3,226	\$3,921	7.00%	\$274	\$0	\$118	\$0	\$4,313	\$0	\$1,366	\$53	\$10	\$6	\$0	\$300	\$0	\$6,050	0.00%	\$0	\$6,050	Broad- Class B, may be required to have playground or pesticide cert depending upon assignment (PWW's, drains, buildings, facilities, streets, parks)	
City of Pacific Grove	Maintenance Worker II	\$3,894	\$4,734	0.00%	\$0	\$118	\$0	\$473	\$5,326	\$569	inc.	\$0	\$0	\$0	\$0	\$69	\$0	\$5,963	2.215%	\$105	\$5,859	Class B required (buildings, grounds, parks, streets, storm drains, sewers, cemetery, golf course and other facilities)	
City of Pismo Beach	Maintenance Worker II	\$4,001	\$4,864	0.00%	\$0	\$0	\$0	\$0	\$4,864	\$1,172	inc.	inc.	inc.	\$10	\$0	\$372	\$0	\$6,417	1.00%	\$49	\$6,368	Broad- streets, traffic controls and structures, storm drains, parks, landscapes, the City pier, beaches, and facilities. Class B, Class A may be required; 2.5% added to base for QAC	
City of Port Hueneme	Landscape Maintenance Worker II	\$3,285	\$4,269	8.00%	\$342	\$0	\$0	\$0	\$4,611	\$1,142	inc.	inc.	inc.	\$8	\$13	\$327	\$0	\$6,100	0.00%	\$0	\$6,100	Depending upon quarrying permit, may be required to be certified as a backflow prevention device tester & possess a Qualified Applicator Certificate in the area of landscape maintenance and in the area of right-of-way OR Class B and certified Tree Worker	
City of Santa Paula	Did Not Respond																						
City of Solana Beach	Maintenance Worker II	\$3,255	\$3,957	0.00%	\$0	\$0	\$0	\$0	\$3,957	\$223	inc.	inc.	inc.			\$57	\$0	\$4,938	0.00%	\$0	\$4,938	streets, sewers, beaches, parks, trees, facilities, and equipment	
City of Solvang	Parks Maintenance II	\$3,303	\$4,128	4.00%	\$165	\$0	\$0	\$0	\$4,263	\$1,005	inc.	inc.	inc.	inc.	\$0	\$316	\$0	\$5,614	0.00%	\$0	\$5,614	Pesticide Applicators License, Certified Playground & Safety Inspector Certificate	
Labor Market Median		\$4,269						\$4,313										Labor Market Median		\$5,614		\$5,614	
% Carpinteria Is Above or Below Median (+/-)		1.21%						6.72%										% City of Carpinteria Is Above or Below Median (+/-)		12.03%		9.27%	
Comparability		11																					

Port Hueneme- Longevity at year 10 is 2% but is based on performance

Carpinteria 2014 Total Compensation Study																							
Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max. Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/ Medi-Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Pool Superintendent	\$3,143	\$4,322	7.00%	\$303	\$0	\$0	\$0	\$4,624	\$97	\$1,383	\$183	\$0	\$11	\$21	\$63	\$0	\$6,382	4.50%	\$194	\$6,187	Max salary listed (CP is \$3929)	
City of Arroyo Grande	No Comparable Class																						
City of Buellton	No Comparable Class																						
City of Fillmore	Declined to Participate																						
City of Goleta	No Comparable Class																						
City of Grover Beach	No Comparable Class																						
City of Marina	No Comparable Class																						
City of Morro Bay	No Comparable Class																						
City of Ojai	No Comparable Class																						
City of Pacific Grove	No Comparable Class																						
City of Pismo Beach	No Comparable Class																						
City of Port Hueneme	No Comparable Class																						
City of Santa Paula	Did Not Respond																						
City of Solana Beach	No Comparable Class																						
City of Solvang	No Comparable Class																						
Labor Market Median		Insuff Data						Insuff Data										Labor Market Median		Insuff Data		Insuff Data	
% Carpinteria Is Above or Below Median (+/-)		--						--										% City of Carpinteria Is Above or Below Median (+/-)		--		--	
Comparability		0																					

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Medi-Cal	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments
City of Carpinteria	Public Works Director	\$7,971	\$10,960	7.00%	\$767	\$0	\$0	\$0	\$11,727	\$97	\$1,383	\$783	\$0	\$13	\$21	\$159	\$0	\$13,583	4.50%	\$493	\$13,090	Max salary listed (CP is \$9863); PE desired
	Adjustment need to reach median for total compensation		\$11,289	7.00%	\$790	\$0	\$0	\$0	\$12,079	\$97	\$1,383	\$783	\$0	\$13	\$21	\$164	\$0	\$13,940	4.50%	\$508	\$13,432	0.00%
City of Arroyo Grande	Director of Community Development	\$8,600	\$10,457	0.00%	\$0	\$0	\$100	\$0	\$10,557	\$0	\$1,308	\$91	\$28	\$10	\$28	\$756	\$0	\$12,773	0.00%	\$0	\$12,773	Community Development Director is over Planning, CIP engineering, community development, building & economic development
City of Buellton	Public Works Director	\$7,094	\$9,689	7.00%	\$606	\$0	\$521	\$0	\$9,819	\$0	\$800	\$128	\$18	\$7	\$0	\$126	\$0	\$10,907	0.00%	\$0	\$10,907	PE desired (over Water and Wastewater Treatment)
City of Fillmore	Declined to Participate																					
City of Geleta	Public Works Director	\$11,226	\$13,848	1.75%	\$239	\$0	\$0	\$0	\$13,887	\$1,225	inc	inc	inc	\$31	\$21	\$188	\$0	\$15,361	0.00%	\$0	\$15,361	PE not required; however current Director receives 5% for serving as City Engineer (not included)
City of Grover Beach	No Comparable Class																					
City of Marina	Community Development Director	\$9,087	\$15,513	3.50%	\$543	\$0	\$0	\$0	\$16,056	\$575	inc	inc	\$20	\$33	\$0	\$225	\$0	\$16,909	0.00%	\$0	\$16,909	PE required; Engineering, PW, Building and Planning, (PE desired).
City of Morro Bay	Public Services Director	\$8,437	\$11,962	0.00%	\$0	\$0	\$83	\$0	\$12,045	\$1,080	inc	\$133	inc	inc	\$1	\$173	\$0	\$13,432	0.00%	\$0	\$13,432	Engineering, PW, Planning, Building, Water, Wastewater (PE desired)
City of Ojai	No Comparable Class																					
City of Pacific Grove	No Comparable Class																					PE required
City of Pismo Beach	No Comparable Class																					PW Supd.
City of Port Hueneme	No Comparable Class																					PE required
City of Santa Paula	Did Not Respond																					PE required
City of Salinas Beach	Director of Engineering/PW	\$8,200	\$12,881	0.00%	\$0	\$0	\$0	\$0	\$12,881	\$923	inc	inc	inc			\$187	\$0	\$13,991	0.00%	\$0	\$13,991	No PE
City of Solvang	Public Works Director/City Engineer	\$7,832	\$9,793	4.00%	\$392	\$0	\$0	\$0	\$10,185	\$1,005	inc	inc	inc	inc	\$0	\$746	\$0	\$11,936	0.00%	\$0	\$11,936	PE desired: Water, Wastewater, Streets, Storm Drains, Solid Waste, Parking Lots, CIP
Labor Market Median		\$15,962							\$12,045													
% Carpinteria Is Above or Below Median (+/-)		-9.15%							-2.72%													
Comparability		7																				
Labor Market Median																		\$13,432			\$13,432	
% City of Carpinteria Is Above or Below Median (+/-)																		7.11%			-2.61%	

Buellton- Longevity pay is one time payment of \$100 with 10 years (not included)

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Medical Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Public Works Supervisor	\$4,587	\$6,307	7.00%	\$441	\$0	\$0	\$0	\$6,748	\$97	\$1,383	\$183	\$0	\$13	\$21	\$91	\$0	\$8,537	4.50%	\$284	\$8,253	Max salary listed (CP is \$733)	
	Adjustment need to reach median for total compensation		\$6,211	7.00%	\$435	\$0	\$0	\$0	\$6,646	\$97	\$1,383	\$183	\$0	\$13	\$21	\$90	\$0	\$8,433	4.50%	\$279	\$8,154	0.00%	
City of Arroyo Grande	Streets and Landscaping Supervisor	\$4,678	\$5,686	0.00%	\$0	\$0	\$0		\$5,686	\$0	\$1,306	\$61	\$26	\$8	\$0	\$435	\$0	\$7,552	0.00%	\$0	\$7,552	Job description not available	
City of Buellton	No Comparable Class																						
City of Fillmore	Declined to Participate																						
City of Goleta	No Comparable Class																						
City of Grover Beach	No Comparable Class																						
City of Marina	Public Works Superintendent	\$6,649	\$8,084	3.50%	\$283	\$404	\$0	\$0	\$8,771	\$542	inc	inc	\$20	\$10	\$0	\$117	\$0	\$9,460	0.00%	\$0	\$9,460	PW Supervisor required T2 and D2	
City of Morro Bay	No Comparable Class																						
City of Ojai	Public Works Supervisor	\$4,909	\$5,867	7.00%	\$418	\$0	\$179	\$0	\$5,564	\$0	\$1,366	\$53	\$10	\$8	\$0	\$456	\$0	\$6,457	0.00%	\$0	\$6,457	R & P Maintenance Supt requires BA	
City of Pacific Grove	No Comparable Class																						
City of Pismo Beach	Facilities Maintenance Supervisor	\$5,250	\$6,381	0.00%	\$0	\$0	\$167	\$0	\$6,548	\$1,172	inc	inc	inc	\$10	\$0	\$488	\$0	\$8,217	1.00%	\$64	\$8,154	Includes Streets, parks, public facilities, Class B: Possession of Class B (Landscape Maintenance) and Class C: (Right of Way) Qualified Applicator Certifications issued by the State of California Department of Food and Agriculture for pest and weed control	
City of Port Huerteme	No Comparable Class																						
City of Santa Paula	Did Not Respond																						
City of Solana Beach	No Comparable Class																						
City of Solvang	Maintenance Supervisor	\$4,762	\$5,974	4.00%	\$239	\$0	\$0	\$0	\$5,213	\$1,005	inc	inc	inc	inc	\$0	\$457	\$0	\$7,675	0.00%	\$0	\$7,675	Streets, grants, open spaces, trees, building, Landscaping	
Labor Market Median		\$5,974								\$6,548								Labor Market Median		\$6,217			
% Carpinteria Is Above or Below Median (+/-)		5.27%								2.97%								% City of Carpinteria Is Above or Below Median (+/-)		3.74%			
Comparability		S																				1.20%	

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (%)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Med. Care	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employer (%)	Employer's Portion of Retirement Paid by the Employer (%)	Monthly Total Comp Less Employer Share of Retirement Paid by Employer	Comments	
City of Carpinteria	Receptionist/Office Assistant	\$2,852	\$3,487	7.00%	\$243	\$0	\$0	\$0	\$3,710	\$97	\$1,383	\$183	\$0	\$11	\$21	\$50	\$0	\$5,455	4.50%	\$156	\$5,299		
	Adjustment need to reach median for total compensation		\$3,287	7.00%	\$220	\$0	\$0	\$0	\$3,517	\$97	\$1,383	\$183	\$0	\$11	\$21	\$48	\$0	\$5,280	4.50%	\$149	\$5,132	-0.01%	
City of Arroyo Grande	Office Assistant II	\$2,988	\$3,644	0.00%	\$0	\$0	\$0	\$0	\$3,644	\$0	\$1,305	\$91	\$26	\$8	\$0	\$279	\$0	\$5,354	0.00%	\$0	\$5,354		
City of Buellton	No Comparable Class																						
City of Fillmore	Declined to Participate																						
City of Goleta	Office Specialist	\$3,217	\$3,910	1.75%	\$68	\$0	\$0	\$0	\$3,976	\$1,225	inc	inc	inc	\$9	\$8	\$57	\$0	\$5,277	0.00%	\$0	\$5,277	Also have Receptionist with same salary	
City of Grover Beach	No Comparable Class																						
City of Marina	No Comparable Class																						
City of Morro Bay	Office Assistant IV	\$3,163	\$3,844	0.00%	\$0	\$0	\$0	\$0	\$3,844	\$1,080	inc	\$133	inc	inc	\$0	\$58	\$0	\$5,112	0.00%	\$0	\$5,112	Only level being used	
City of Ojai	Office Specialist II	\$2,851	\$3,495	7.00%	\$243	\$0	\$104	\$0	\$3,813	\$0	\$1,366	\$53	\$10	\$8	\$0	\$265	\$0	\$5,515	0.00%	\$0	\$5,515		
City of Pacific Grove	Office Assistant II	\$3,318	\$4,033	0.00%	\$0	\$181	\$0	\$202	\$4,335	\$568	inc	\$0	\$0	\$0	\$0	\$58	\$0	\$4,963	2.215%	\$88	\$4,874		
City of Pismo Beach	Office Assistant II	\$2,975	\$3,616	0.00%	\$0	\$0	\$0	\$0	\$3,616	\$1,172	inc	inc	inc	\$10	\$0	\$277	\$0	\$5,074	1.00%	\$38	\$5,038		
City of Port Hueneme	Administrative Specialist II	\$3,065	\$3,983	8.00%	\$319	\$0	\$0	\$0	\$4,302	\$1,142	inc	inc	inc	\$8	\$12	\$305	\$0	\$5,768	0.00%	\$0	\$5,768		
City of Santa Paula	Did Not Respond																						
City of Solana Beach	Administrative Assistant II	\$2,917	\$3,546	0.00%	\$0	\$0	\$0	\$0	\$3,546	\$923	inc	inc	inc			\$51	\$0	\$4,521	0.00%	\$0	\$4,521		
City of Solvang	Office Assistant	\$2,848	\$3,561	4.00%	\$142	\$0	\$0	\$0	\$3,703	\$1,005	inc	inc	inc	inc	\$0	\$272	\$0	\$4,981	0.00%	\$0	\$4,981		
Labor Market Median		\$3,644										\$3,673						Labor Market Median		\$5,112			
% Carpinteria Is Above or Below Median (+/-)																						% City of Carpinteria Is Above or Below Median (+/-)	
Comparability		8																				9.25%	

Carpinteria- Longevity is performance based (not included)
 Port Hueneme- Longevity at year 10 is 2% but is based on performance

Appendix A			City of Carpinteria 2014 Total Compensation Worksheet																				
Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Longevity Pay at Year 10	Deferred Comp.	Max Ed/Cert Pay	Monthly Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	Long Term Disability	Social Security/Medicaid	Retiree Health Savings Plan	Monthly Total Comp.	Employer's Portion of Retirement Paid by the Employer (%)	Employer's Portion of Retirement Paid by the Employer (\$)	Total Comp Less Employer Share of Retirement Paid by Employee	Comments	
City of Carpinteria	Senior Planner	\$5,300	\$7,287	7.00%	\$510	\$0	\$0	\$0	\$7,797	\$97	\$1,383	\$183	\$0	\$13	\$21	\$106	\$0	\$9,600	4.50%	\$328	\$9,272	Max salary listed (CP is \$6625); Advanced Journey Level	
	Adjustment needed to reach median for total compensation		\$8,880	7.00%	\$482	\$0	\$0	\$0	\$7,372	\$97	\$1,383	\$183	\$0	\$13	\$21	\$100	\$0	\$9,169	4.50%	\$310	\$8,859	0.00%	
City of Arroyo Grande	No Comparable Class																						
City of Buellton	No Comparable Class																						
City of Fillmore	Declined to Participate																						
City of Goleta	Senior Planner	\$6,761	\$8,242	1.75%	\$144	\$0	\$0	\$0	\$8,386	\$1,225	inc	inc	inc	\$18	\$17	\$120	\$0	\$9,766	0.00%	\$0	\$9,766		
City of Grover Beach	No Comparable Class																						
City of Marina	No Comparable Class																					Supervisor level	
City of Morro Bay	No Comparable Class																					Supervisor level	
City of Ojai	No Comparable Class																						
City of Pacific Grove	Senior Planner	\$5,603	\$7,054	0.00%	\$0	\$176	\$0	\$0	\$7,230	\$569	inc	\$0	\$0	\$0	\$0	\$102	\$0	\$7,902	2.215%	\$156	\$7,745		
City of Pismo Beach	Senior Planner	\$5,795	\$7,043	0.00%	\$0	\$0	\$167	\$0	\$7,210	\$1,172	inc	inc	inc	\$10	\$0	\$539	\$0	\$8,930	1.00%	\$70	\$8,860		
City of Port Hueneme	No Comparable Class																						
City of Santa Paula	Did Not Respond																						
City of Solana Beach	No Comparable Class																					Principal level but supervises	
City of Solvang	No Comparable Class																						
Labor Market Median		\$7,054						\$7,230										Labor Market Median		\$8,930			
% Carpinteria Is Above or Below Median (+/-)		3.20%						7.27%										% City of Carpinteria Is Above or Below Median (+/-)		6.98%			
Comparability		3																				4.45%	

2014 Total Compensation Study

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Comments
City of Carpinteria	Assistant Swim Coach (PT)	\$9.51	\$11.55	
City of Arroyo Grande	No Comparable Class			
City of Buellton	No Comparable Class			
City of Fillmore	Declined to Participate			
City of Goleta	No Comparable Class			
City of Grover Beach	No Comparable Class			
City of Marina	No Comparable Class			
City of Morro Bay	No Comparable Class			
City of Ojai	Data Not Available			
City of Pacific Grove	No Comparable Class			
City of Pismo Beach	No Comparable Class			
City of Port Hueneme	No Comparable Class			
City of Santa Paula	Did Not Respond			
City of Solana Beach	No Comparable Class			
City of Solvang	No Comparable Class			
Labor Market Median		Insur Data		
% Carpinteria Is Above or Below Median (+/-)		--		
Comparability		0		

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Comments
City of Carpinteria	Crossing Guard (PT)	\$8.00	\$9.72	
City of Arroyo Grande	No Comparable Class			
City of Buellton	No Comparable Class			
City of Fillmore	Declined to Participate			
City of Goleta	No Comparable Class			
City of Grover Beach	No Comparable Class			
City of Marina	No Comparable Class			
City of Morro Bay	No Comparable Class			
City of Ojai	No Comparable Class			
City of Pacific Grove	No Comparable Class			
City of Pismo Beach	No Comparable Class			
City of Port Hueneme	Crossing Guard	\$12.82	\$16.66	
City of Santa Paula	Did Not Respond			
City of Solana Beach	No Comparable Class			
City of Solvang	No Comparable Class			
Labor Market Median			\$16.66	
% Carpinteria Is Above or Below Median (+/-)			-71.33%	
Comparability			1	

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Comments
City of Carpinteria	GATV Production Assistant (PT)	\$15.17	\$18.44	
City of Arroyo Grande	No Comparable Class			
City of Buellton	No Comparable Class			
City of Fillmore	Declined to Participate			
City of Goleta	No Comparable Class			
City of Grover Beach	No Comparable Class			
City of Marina	No Comparable Class			
City of Morro Bay	No Comparable Class			
City of Ojai	No Comparable Class			
City of Pacific Grove	No Comparable Class			
City of Pismo Beach	No Comparable Class			
City of Port Hueneme	No Comparable Class			
City of Santa Paula	Did Not Respond			
City of Solana Beach	No Comparable Class			
City of Solvang	No Comparable Class			
Labor Market Median		Insufficient Data		
% Carpinteria is Above or Below Median (+/-)		--		
Comparability		0		

2017 Total Compensation Study				
Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Comments
City of Carpinteria	GATV Production Coordinator (PT)	\$26.78	\$32.55	
City of Arroyo Grande	No Comparable Class			
City of Buellton	No Comparable Class			
City of Fillmore	Declined to Participate			
City of Goleta	No Comparable Class			
City of Grover Beach	No Comparable Class			
City of Marina	No Comparable Class			
City of Morro Bay	No Comparable Class			
City of Ojai	No Comparable Class			
City of Pacific Grove	No Comparable Class			
City of Pismo Beach	No Comparable Class			
City of Port Hueneme	No Comparable Class			
City of Santa Paula	Did Not Respond			
City of Solana Beach	No Comparable Class			
City of Solvang	No Comparable Class			
Labor Market Median		Insur Data		
% Carpinteria Is Above or Below Median (+/-)		--		
Comparability		0		

		Monthly Minimum Base Salary	Monthly Maximum Base Salary	Comments
Agency	Classification			
City of Carpinteria	General Maintenance Worker (PT)	\$11.28	\$13.71	
City of Arroyo Grande	No Comparable Class			They use MWW I as part time MWW (\$14.22 - \$16.45) Maintenance and construction work on various facilities and structures within an assigned area or department including but not limited to construction, repair and maintenance of parks, buildings, streets, sewage collection systems or water distribution systems; to operate a variety of maintenance vehicles
City of Buellton	No Comparable Class			
City of Fillmore	Declined to Participate			
City of Goleta	No Comparable Class			
City of Grover Beach	No Comparable Class			
City of Marina	No Comparable Class			
City of Morro Bay	No Comparable Class			
City of Ojai	No Comparable Class			
City of Pacific Grove	No Comparable Class			
City of Pismo Beach	No Comparable Class			
City of Port Hueneme	No Comparable Class			Facilities Maintenance Worker I is skilled position
City of Santa Paula	Did Not Respond			
City of Solana Beach	No Comparable Class			
City of Solvang	Parks Maintenance Worker I	\$16.43	\$16.43	
Labor Market Median			\$16.43	
% Carpinteria Is Above or Below Median (+/-)			-19.81%	
Comparability			1	

2014 Total Compensation Study

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Comments
City of Carpinteria	Head Swim Coach (PT)	\$19.42	\$23.61	
City of Arroyo Grande	No Comparable Class			
City of Buellton	No Comparable Class			
City of Fillmore	Declined to Participate			
City of Goleta	No Comparable Class			
City of Grover Beach	No Comparable Class			
City of Marina	No Comparable Class			
City of Morro Bay	No Comparable Class			
City of Ojai	Data Not Available			
City of Pacific Grove	No Comparable Class			
City of Pismo Beach	No Comparable Class			
City of Port Hueneme	No Comparable Class			
City of Santa Paula	Did Not Respond			
City of Solana Beach	No Comparable Class			
City of Solvang	No Comparable Class			
Labor Market Median		Insufficient Data		
% Carpinteria Is Above or Below Median (+/-)		--		
Comparability		0		

2014 Total Compensation Study

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Comments
City of Carpinteria	Pool-Beach Cashier II (PT)	\$8.62	\$10.48	
City of Arroyo Grande	No Comparable Class			
City of Buellton	No Comparable Class			
City of Fillmore	Declined to Participate			
City of Goleta	No Comparable Class			
City of Grover Beach	No Comparable Class			
City of Marina	No Comparable Class			
City of Morro Bay	No Comparable Class			
City of Ojai	No Comparable Class			
City of Pacific Grove	No Comparable Class			
City of Pismo Beach	No Comparable Class			
City of Port Hueneme	No Comparable Class			
City of Santa Paula	Did Not Respond			
City of Solana Beach	No Comparable Class			
City of Solvang	No Comparable Class			
Labor Market Median		Insur Data		
% Carpinteria Is Above or Below Median (+/-)		--		
Comparability		0		

2014 Total Compensation Study

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Comments
City of Carpinteria	Beach Lifeguard II (PT)	\$11.56	\$14.06	
City of Arroyo Grande	No Comparable Class			
City of Buellton	No Comparable Class			
City of Fillmore	Declined to Participate			
City of Goleta	No Comparable Class			
City of Grover Beach	No Comparable Class			
City of Marina	No Comparable Class			
City of Morro Bay	No Comparable Class			
City of Ojai	Data Not Available			
City of Pacific Grove	No Comparable Class			
City of Pismo Beach	Lifeguard II	\$13.85	\$13.85	Lifeguard III (\$15.25/hour is for beach and requires EMT)
City of Port Hueneme	Ocean Lifeguard	\$13.99	\$18.17	
City of Santa Barbara	Beach Lifeguard	\$13.00	\$15.50	
City of Santa Maria	Lifeguard	\$10.15	\$11.19	Pool only
City of Santa Paula	Did Not Respond			
City of Solana Beach	Lifeguard	\$13.20	\$16.04	Beach only
City of Solvang	No Comparable Class			
City of Ventura	Lifeguard I	\$8.23	\$10.00	Pool Only
Labor Market Median			\$14.68	
% Carpinteria Is Above or Below Median (+/-)			-4.40%	
Comparability			6	

2014 Total Compensation Study

Agency	Classification	Monthly Minimum Base Salary	Monthly Maximum Base Salary	Comments
City of Carpinteria	Senior Pool Lifeguard II (PT)	\$11.56	\$14.06	Supervises, 3 years experience, Lifeguard Training Certificate and WSI preferred for Pool Position
City of Arroyo Grande	No Comparable Class			
City of Buellton	No Comparable Class			
City of Fillmore	Declined to Participate			
City of Goleta	No Comparable Class			
City of Grover Beach	No Comparable Class			
City of Marina	No Comparable Class			
City of Morro Bay	No Comparable Class			
City of Ojai	Data Not Available			
City of Pacific Grove	No Comparable Class			
City of Pismo Beach	No Comparable Class			Lead Lifeguard requires EMT certificate and is for Beach (\$17.50)
City of Port Hueneme	No Comparable Class			Head Lifeguard is for ocean (\$22.11 - \$28.74)
City of Santa Paula	Did Not Respond			
City of Solana Beach	No Comparable Class			Ocean only \$16.92-\$20.57
City of Solvang	No Comparable Class			
Labor Market Median			Insuff Data	
% Carpinteria Is Above or Below Median (+/-)			--	
Comparability			0	

APPENDIX B

MISCELLANEOUS BENEFITS

Appendix B - Table 1 Cost of Living Information & Furloughs					
Survey Agency	Last Salary Adjustment/COLA – (Date)	Last Salary Adjustment/ COLA – (Amount)	Next Salary Adjustment/COLA - (Date)	Next Salary Adjustment/COLA - (Amount)	Furloughs
City of Carpinteria	Mngt/Mid	1.3%			
	Mngt/Supervisor- 7/1/2013 (Salary adjustment)				
	Misc/Unrep- 7/1/2013 (Salary adjustment)	1.3%			
	SEIU 620 (GS/PW)- 7/1/2013	1.3% (partially in exchange for the employees paying 50% of the increase to the combined PERS rate)	Mngt/Mid Mngt/Supervisor -None Misc/Unrep - None SEIU 620 (GS/PW)- None	NA NA NA	None
City of Arroyo Grande	Mngt & SEIU- 8/3/12	1% (in exchange for PERS pick-up)	None Scheduled	NA	None
City of Buellton	July 2013	2%	None Scheduled	NA	None
City of Fillmore	Declined to participate				
City of Goleta	July 2012	3.5%	None Scheduled	NA	None
City of Grover Beach	Data Not Available	Data Not Available	Data Not Available	Data Not Available	Data Not Available
City of Marina	7/1/2011	2.8%	None Scheduled	NA	None
City of Morro Bay	Mngt-1/1/2014	2.5%			
	SEIU & Conf.- 1/1/2014	2%	None Scheduled	NA	None
City of Ojai	July 2013	3%	None Scheduled	NA	None
City of Pacific Grove	Data Not Available	Data Not Available	None Scheduled	NA	None
City of Pismo Beach	SEIU- 7/1/2013				
	Supv/Tech- 7/29/13	2%			
	Mngt- 7/29/2013	2%			
	Mid-Mngt/Prof- 7/29/2013	2%	July 2014 (all groups)	1%	None

Appendix B - Table 1 Cost of Living Information & Furloughs					
Survey Agency	Last Salary Adjustment/COLA – (Date)	Last Salary Adjustment/ COLA – (Amount)	Next Salary Adjustment/COLA - (Date)	Next Salary Adjustment/COLA - (Amount)	Furloughs
City of Port Hueneme	1/11/10	½%	None Scheduled	NA	None
City of Santa Paula	Declined to participate				
City of Solana Beach	July 2008 (all groups)	3%	None Scheduled	NA	None
City of Solvang	Teamsters & Mngt- 7/1/2013	2%	None Scheduled (though typically July 1 of each year)	NA	None

Appendix B - Table 2
Retirement Practices
(New Classic Members)

Survey Agency	Retirement Benefit	Retirement Formula <i>Misc.</i>	Retirement Plan	Employee Share	Employee Share Paid by Employer	2013/2014 Employer Contribution
City of Carpinteria	2% @ 55	Single Highest Year	PERS	7%	7%	14.23% (ee pays 4.5%)
City of Arroyo Grande	2% @ 55	Highest 3 Years	PERS	7%	0%	10.282%
City of Buellton	2% @ 55	Single Highest Year	PERS	7%	7%	13.083%
City of Fillmore	Declined to participate					
City of Goleta	2% @ 55	Single Highest Year	PERS	7%	1.75% (eff. 7/1/2014- 0%)	11.084%
City of Grover Beach	2.5% @ 55	Final Year	PERS	8%	0%	18.308%
City of Marina	2% @ 55	Single Highest Year	PERS	7%	0%- City Manager 3.5% (all others)	11.522%
City of Morro Bay	2% @ 60	Highest 3 Years	PERS	7%	0%	8.005%
City of Ojai	2% @ 60	Final Year	PERS	7%	7%	8.311%
City of Pacific Grove	2% @ 60	Highest 3 Years	PERS	7%	0%	12.215% (ee pays 2.215%)
City of Pismo Beach	2% @ 60	Highest 3 Years	PERS	7%	0%	7.85% (ee pays 1%)
City of Port Hueneme	2.7% @ 55	Final Year	PERS	8%	8%	22.25%
City of Santa Paula	Declined to participate					
City of Solana Beach	2% @ 60	Highest 3 Years	PERS	7%	0%	8.005%
City of Solvang	2.5% @ 55	Single Highest Year	PERS	8%	4%	19.857%

Appendix B - Table 3
Retiree Health Benefits

Agency	Retiree Health Savings Account Contribution	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
City of Carpinteria	No	PEMCHA Minimum (\$119)	PEMCHA Minimum (\$119)	PEMCHA Minimum (\$119)	5 years
City of Arroyo Grande	\$0	\$170 (SEIU) \$175 (Mngt)	\$301 (SEIU) \$303 (Mngt)	\$365 (SEIU) \$377 (Mngt)	10 years
City of Buellton	\$0	\$800	\$800	\$800	No vesting requirement
City of Fillmore	Declined to participate				
City of Goleta	\$0	\$133	\$133	\$133	5 years
City of Grover Beach	Data Not Available	Data Not Available	Data Not Available	Data Not Available	Data Not Available
City of Marina	\$0	Data Not Available	Data Not Available	Data Not Available	5 years
City of Morro Bay	\$0	PEMCHA Minimum	PEMCHA Minimum	PEMCHA Minimum	5 years
City of Ojai	\$0	100% (\$599)	80% (\$1078)	80% (\$1366)	5 years
City of Pacific Grove	\$0	50% of premium up to \$150/month	50% of premium up to \$150/month	50% of premium up to \$150/month	Data Not Available
City of Pismo Beach	\$0	PEMCHA Minimum	PEMCHA Minimum	PEMCHA Minimum	5 years
City of Port Hueneme	\$0	SEIU- None Mngt/Conf PEMCHA minimum plus \$100 (5-10 yrs) \$150 (11-15 yrs) \$175 (16-20 yrs) \$200 (21-25 yrs) \$225 (26 + yrs)	SEIU- None Mngt/Conf PEMCHA minimum plus \$100 (5-10 yrs) \$150 (11-15 yrs) \$175 (16-20 yrs) \$200 (21-25 yrs) \$225 (26 + yrs)	SEIU- None Mngt/Conf PEMCHA minimum plus \$100 (5-10 yrs) \$150 (11-15 yrs) \$175 (16-20 yrs) \$200 (21-25 yrs) \$225 (26 + yrs)	5 years
City of Santa Paula	Declined to participate				
City of Solana Beach	\$0	PEMCHA Minimum	PEMCHA Minimum	PEMCHA Minimum	5 years
City of Solvang	\$0	PEMCHA Minimum	PEMCHA Minimum	PEMCHA Minimum	5 years

Appendix B - Table 4
Annual Leave - Management

Agency	Year 1-3 Annual Accrual (days)	Year 4-6 Annual Accrual (days)	Year 7-10 Annual Accrual (days)	Year 11 Annual Accrual (days)	Year 12 Annual Accrual (days)	Year 13-15 Annual Accrual (days)	Year 16-18 Annual Accrual (days)	Year 19 + Annual Accrual (days)	30 Years Annual Accrual (days)	Max Accrual (Days)
<i>City of Carpinteria</i>	<i>CM-34 DH's-24 Mgt, MM, Supv.-23</i>	<i>CM-34 DH's-26 Mgt, MM, Supv.-25</i>	<i>CM-34 DH's-29 Mgt, MM, Supv.-28</i>	<i>CM-34 DH's-30 Mgt, MM, Supv.-29</i>	<i>CM-34 DH's-31 Mgt, MM, Supv.-30</i>	<i>CM-34 DH's-32 Mgt, MM, Supv.-31</i>	<i>CM-34 DH's-34 Mgt, MM, Supv.-33</i>	<i>CM-34 DH's- 35 Mgt, MM, Supv.-34</i>	<i>CM-34 DH's-38 Mgt, MM, Supv.-37</i>	38
City of Arroyo Grande	29	29 - 31	31 - 33	33	33	33 - 34	34	34	34	91 days
City of Marina	22	22 - 27	27	27	27	27	32	32	32	120
City of Port Hueneme	22.5	22.5 - 27.5	18.5 - 31.5	32.5	32.5	32.5	35	35	42.5	87.5

Vacation Leave

Agency	Year 1-3 Annual Accrual (days)	Year 4-6 Annual Accrual (days)	Year 7-10 Annual Accrual (days)	Year 11 Annual Accrual (days)	Year 12 Annual Accrual (days)	Year 13-15 Annual Accrual (days)	Year 16-18 Annual Accrual (days)	Year 19 + Annual Accrual (days)	30 Years Annual Accrual (days)	Max Accrual (Days)
City of Buellton	10	10 - 15	15	20	20	20	20	20	20	40
City of Fillmore	Declined to participate									
City of Goleta	10	10 - 15	15	20	20	20	20	20	20	40
City of Grover Beach	10 - 12	13 - 15	16	20	20	20	20	20	20	79
City of Morro Bay	10 - 11	11 - 12	13 - 14	15	15	16 - 17	17 - 18	19 - 20	20	37.5
City of Ojai	9.9 - 10.8	11.7 - 12.6	12.6 - 14.4	14.4	15.3	15.3 - 16.2	17.1 - 18	18	18	33.75
City of Pacific Grove	10	10 - 15	16 - 17	18	18	19 - 20	21 - 23	24 - 25	25	50
City of Pismo Beach	10	10 - 15	15 - 18	19	20	21 - 22	22	22	22	2x
City of Santa Paula	Declined to participate									
City of Solana Beach	10	15	15 - 20	20	20	20	20	20	20	2x
City of Solvang	10	10 - 15	15	15	20	20	20	20	20	35

Appendix B - Table 5
Sick Leave, Holidays, and Administrative Leave
Management

Agency	Sick Leave Annual Accrual (days)	Sick Leave Max Accrual (days)	Holidays (number of holidays per year)	Administrative or Management Leave (number of hours per year)
<i>City of Carpinteria</i>	<i>Included in Annual Leave</i>	<i>NA</i>	<i>10</i>	<i>0</i> <i>(Admin leave is included in annual leave)</i>
City of Arroyo Grande	Included in Annual Leave	NA	13 + 1 floating (employee choice) (14)	0
City of Buellton	12	Unlimited	12 + 1 floating (employee birthday) (13)	64 hours (Exempt Only)
City of Fillmore	Declined to participate			
City of Goleta	12	Unlimited	12 + 1 floating (employee choice) (13)	80 hours (exempt mngt only)
City of Grover Beach	12	31.25	13	80 hours (exempt only)
City of Marina	Included in Annual Leave	NA	16	200 hours
City of Morro Bay	12	Unlimited	11 + 2 floating (varies) (13)	72 hours (more can be negotiated)
City of Ojai	10.8	120	11 + 2 floating (employee choice) (13)	24 hours
City of Pacific Grove	12	Unlimited	12 + 2 floating (employee choice) (14)	0 (receive 2.25% management pay instead)
City of Pismo Beach	12	Unlimited	11 + 2 floating (employee choice) (13)	80 hours
City of Port Hueneme	Included in Annual Leave	NA	11.5 + 1 floating (employee choice) (12.5)	18 hours
City of Santa Paula	Declined to participate			
City of Solana Beach	12	Unlimited	12 + 3 floating (employee choice – credited in January and July) (15)	80 hours (Executive) 40 hours(mid-mngt)
City of Solvang	12	Unlimited	11 + 1 floating (employee choice) (12)	80 hours (exempt only)

Appendix B - Table 6
Annual Leave - Mid Management/Supervisory

Agency	Year 1-3 Annual Accrual (days)	Year 4-6 Annual Accrual (days)	Year 7-10 Annual Accrual (days)	Year 11 Annual Accrual (days)	Year 12 Annual Accrual (days)	Year 13-15 Annual Accrual (days)	Year 16-18 Annual Accrual (days)	Year 19 + Annual Accrual (days)	30 Years Annual Accrual (days)	Max Accrual (Days)
<i>City of Carpinteria</i>	23	25	28	29	30	31	33	34	37	37
City of Arroyo Grande	29	29 - 31	31 - 33	33	33	33 - 34	34	34	34	91 days
City of Port Hueneme	20.5	20.5 - 25.5	26.5 - 29.5	30.5	30.5	30.5	30.5	30.5	30.5	75

Vacation Leave

Agency	Year 1-3 Annual Accrual (days)	Year 4-6 Annual Accrual (days)	Year 7-10 Annual Accrual (days)	Year 11 Annual Accrual (days)	Year 12 Annual Accrual (days)	Year 13-15 Annual Accrual (days)	Year 16-18 Annual Accrual (days)	Year 19 + Annual Accrual (days)	30 Years Annual Accrual (days)	Max Accrual (Days)
City of Buellton	10	10 - 15	15	20	20	20	20	20	20	40
City of Fillmore	Declined to participate									
City of Goleta	10	10 - 15	15	20	20	20	20	20	20	40
City of Grover Beach	10 - 12	13 - 15	16	20	20	20	20	20	20	44
City of Marina	10	10 - 15	15	17.5	17.5	17.5	20	20	20	25
City of Morro Bay	10 - 11	11 - 12	13 - 14	15	15	16 - 17	17 - 18	19 - 20	20	27.5
City of Ojai	9.9 - 10.8	11.7 - 12.6	12.6 - 14.4	14.4	15.3	15.3 - 16.2	17.1 - 18	18	18	33.75
City of Pacific Grove	10	10 - 15	16 - 17	18	18	19 - 20	21 - 23	24 - 25	25	50
City of Pismo Beach	10	10 - 15	15	16	17	18 - 20	20	20	20	20
City of Santa Paula	Declined to participate									
City of Solana Beach	10	15	15 - 20	20	20	20	20	20	20	2x
City of Solvang	10	10 - 15	15	15	20	20	20	20	20	35

Appendix B - Table 7
Sick Leave, Holidays, and Administrative Leave
Mid Management/Supervisory

Agency	Sick Leave Annual Accrual (days)	Sick Leave Max Accrual (days)	Holidays (number of holidays per year)	Administrative or Management Leave (number of hours per year)
City of Carpinteria	<i>Included in Annual Leave</i>	<i>NA</i>	10	0 <i>(Admin leave is included in annual leave)</i>
City of Arroyo Grande	Included in Annual Leave	NA	13 + 1 floating (employee choice) (14)	0
City of Buellton	12	Unlimited	12 + 1 floating (employee birthday) (13)	64 hours (Exempt Only)
City of Fillmore	Declined to participate			
City of Goleta	12	Unlimited	12 + 1 floating (employee choice) (13)	0
City of Grover Beach	12	31.25	13	0
City of Marina	12	22.5	16	0
City of Morro Bay	12	Unlimited	11 + 2 floating (varies) (13)	0
City of Ojai	10.8	120	11 + 2 floating (employee choice) (13)	24 hours (administrative positions only)
City of Pacific Grove	12	Unlimited	12 + 2 floating (employee choice) (14)	0
City of Pismo Beach	12	Unlimited	11 + 2 floating (employee choice) (13)	40 hours
City of Port Hueneme	Included in Annual Leave	NA	11.5 + 1 floating (employee choice) (12.5)	0
City of Santa Paula	Declined to participate			
City of Solana Beach	12	Unlimited	12 + 3 floating (employee choice – 18 hours credited 7/1 & 8 credited 1/1) (15)	0
City of Solvang	12	Unlimited	11 + 1 floating (employee choice) (12)	80 hours (exempt only)

Appendix B - Table 8
Annual Leave - General

Agency	Year 1-3 Annual Accrual (days)	Year 4-6 Annual Accrual (days)	Year 7-10 Annual Accrual (days)	Year 11 Annual Accrual (days)	Year 12 Annual Accrual (days)	Year 13-15 Annual Accrual (days)	Year 16-18 Annual Accrual (days)	Year 19 + Annual Accrual (days)	30 Years Annual Accrual (days)	Max Accrual (Days)
<i>City of Carpinteria</i>	<i>18 + 16 hours</i>	<i>20 + 16 hours</i>	<i>23 + 16 hours</i>	<i>24 + 16 hours</i>	<i>25 + 16 hours</i>	<i>26 + 16 hours</i>	<i>28 + 16 hours</i>	<i>29 + 16 hours</i>	<i>29 + 16 hours + 24 hours</i>	<i>32 + 16 hours</i>
City of Port Hueneme	20.5	20.5 - 25.5	26.5 - 29.5	30.5	30.5	30.5	30.5	30.5	30.5	75

Vacation General

Agency	Year 1-3 Annual Accrual (days)	Year 4-6 Annual Accrual (days)	Year 7-10 Annual Accrual (days)	Year 11 Annual Accrual (days)	Year 12 Annual Accrual (days)	Year 13-15 Annual Accrual (days)	Year 16-18 Annual Accrual (days)	Year 19 + Annual Accrual (days)	30 Years Annual Accrual (days)	Max Accrual (Days)
City of Arroyo Grande	10 - 13	14 - 15	16 - 17	18	18	19 - 20	20	20	20	28
City of Buellton	10	10 - 15	15	20	20	20	20	20	20	40
City of Fillmore	Declined to participate									
City of Goleta	10	10 - 15	15	20	20	20	20	20	20	40
City of Grover Beach	10	14 - 15	16 - 17	17	17	17 - 20	20	20	20	44
City of Marina	10	10 - 15	15	17.5	17.5	17.5	20	20	20	25
City of Morro Bay	10 - 11	11 - 12	13 - 14	15	15	16 - 17	17 - 18	19 - 20	20	27.5
City of Ojai	9.9 - 10.8	11.7 - 12.6	12.6 - 14.4	14.4	15.3	15.3 - 16.2	17.1 - 18	18	18	33.75
City of Pacific Grove	10	10 - 15	16 - 17	18	18	19 - 20	21 - 23	24 - 25	25	50
City of Pismo Beach	10	10 - 15	15	16	17	18 - 20	20	20	20	20
City of Santa Paula	Declined to participate									
City of Solana Beach	10	15	15 - 20	20	20	20	20	20	20	2x
City of Solvang	10	10 - 15	15	15	20	20	20	20	20	35

Appendix B - Table 9
Sick Leave, Holidays, and Administrative Leave
General

Agency	Sick Leave Annual Accrual (days)	Sick Leave Max Accrual (days)	Holidays (number of holidays per year)	Administrative or Management Leave (number of hours per year)
<i>City of Carpinteria</i>	<i>Included in Annual Leave</i>	<i>NA</i>	<i>10</i>	<i>0</i>
City of Arroyo Grande	12	15.6	13 + 1 floating (employee choice) (14)	0
City of Buellton	12	Unljmited	12 + 1 floating (employee birthday) (13)	0
City of Fillmore	Declined to participate			
City of Goleta	12	Unlimited	12 + 1 floating (employee choice) (13)	0
City of Grover Beach	12	31.25	13	0
City of Marina	12	180	16	0
City of Morro Bay	12	Unlimited	11 + 2 floating (varies) (13)	0
City of Ojai	10.8	120	11 + 2 floating (employee choice) (13)	0
City of Pacific Grove	12	Unlimited	12 + 2 floating (employee choice) (14)	0
City of Pismo Beach	12	Unlimited	11 + 2 floating (employee choice) (13)	0
City of Port Hueneme	Included in Annual Leave	NA	11.5 + 1 floating (employee choice) (12.5)	0
City of Santa Paula	Declined to participate			
City of Solana Beach	12	Unlimited	12 + 3 floating (employee choice – 18 hours credited 7/1 & 8 credited 1/1) (15)	0
City of Solvang	12	Unlimited	11 + 1 floating (employee choice) (12)	0

Appendix B - Table 10
Annual Leave - Misc. Unrepresented

Agency	Year 1-3 Annual Accrual (days)	Year 4-6 Annual Accrual (days)	Year 7-10 Annual Accrual (days)	Year 11 Annual Accrual (days)	Year 12 Annual Accrual (days)	Year 13-15 Annual Accrual (days)	Year 16-18 Annual Accrual (days)	Year 19 + Annual Accrual (days)	30 Years Annual Accrual (days)	Max Accrual (Days)
<i>City of Carpinteria</i>	18	20	23	24	25	26	28	29	31	37
City of Arroyo Grande	29	29 - 31	31 - 33	33	33	33 - 34	34	34	34	91 days
City of Port Hueneme	20.5	20.5 - 25.5	26.5 - 29.5	30.5	30.5	30.5	30.5	30.5	30.5	75

Vacation Leave

Agency	Year 1-3 Annual Accrual (days)	Year 4-6 Annual Accrual (days)	Year 7-10 Annual Accrual (days)	Year 11 Annual Accrual (days)	Year 12 Annual Accrual (days)	Year 13-15 Annual Accrual (days)	Year 16-18 Annual Accrual (days)	Year 19 + Annual Accrual (days)	30 Years Annual Accrual (days)	Max Accrual (Days)
City of Buellton	10	10 - 15	15	20	20	20	20	20	20	40
City of Fillmore	Declined to participate									
City of Goleta	10	10 - 15	15	20	20	20	20	20	20	40
City of Grover Beach	10	14 - 15	16 - 17	17	17	17 - 20	20	20	20	44
City of Marina	10	10 - 15	15	17.5	17.5	17.5	20	20	20	25
City of Morro Bay	10 - 11	11 - 12	13 - 14	15	15	16 - 17	17 - 18	19 - 20	20	27.5
City of Ojai	9.9 - 10.8	11.7 - 12.6	12.6 - 14.4	14.4	15.3	15.3 - 16.2	17.1 - 18	18	18	33.75
City of Pacific Grove	10	10 - 15	16 - 17	18	18	19 - 20	21 - 23	24 - 25	25	50
City of Pismo Beach	10	10 - 15	15	16	17	18 - 20	20	20	20	20
City of Santa Paula	Declined to participate									
City of Solana Beach	10	15	15 - 20	20	20	20	20	20	20	2x
City of Solvang	10	10 - 15	15	15	20	20	20	20	20	35

Appendix B - Table 11
Sick Leave, Holidays, and Administrative Leave
Misc. Unrepresented

Agency	Sick Leave Annual Accrual (days)	Sick Leave Max Accrual (days)	Holidays (number of holidays per year)	Administrative or Management Leave (number of hours per year)
<i>City of Carpinteria</i>	<i>Included in Annual Leave</i>	<i>NA</i>	<i>10</i>	<i>0</i>
City of Arroyo Grande	Included in Annual Leave	NA	13 + 1 floating (employee choice) (14)	0
City of Buellton	12	Unlimited	12 + 1 floating (employee birthday) (13)	64 hours (exempt only)
City of Fillmore	Declined to participate			
City of Goleta	12	Unlimited	12 + 1 floating (employee choice) (13)	0
City of Grover Beach	12	31.25	13	0
City of Marina	12	180	16	0
City of Morro Bay	12	Unlimited	11 + 2 floating (varies) (13)	0
City of Ojai	10.8	120	11 + 2 floating (employee choice) (13)	24 (administrative positions only)
City of Pacific Grove	12	Unlimited	12 + 2 floating (employee choice) (14)	0
City of Pismo Beach	12	Unlimited	11 + 2 floating (employee choice) (13)	40 (for certain classes)
City of Port Hueneme	Included in Annual Leave	NA	11.5 + 1 floating (employee choice) (12.5)	0
City of Santa Paula	Declined to participate			
City of Solana Beach	12	Unlimited	12 + 3 floating (employee choice – 18 hours credited 7/1 & 8 credited 1/1) (15)	0
City of Solvang	12	Unlimited	11 + 1 floating (employee choice) (12)	0

Appendix B - Table 12

Certification Pay

Agency	Education/Certification Pay for degrees/certifications beyond what is required
City of Carpinteria	None
City of Arroyo Grande	<u>SEIU</u> AA or special license (720 hours)-1 range above 300 – 720 hours= \$20/pp BA- 2 ranges (other certification pay is only applicable for Water Treatment and Water Distribution certification) <u>Mngt.</u> None
City of Buellton	None applicable to matched classes.
City of Fillmore	Declined to participate
City of Goleta	None
City of Grover Beach	<u>SEIU</u> 2.5%- AA 5%- BA 5%-MA 2.5%- certificate (journey level class above requirement) 7.5% <u>Mngt/Conf</u> 2.5%- AA 5%- BA 7.5%-MA (eff 6/30/201) Max is highest level obtained <u>Exec. Mngt</u> Data Not Available
City of Marina	None
City of Morro Bay	None
City of Ojai	None
City of Pacific Grove	<u>GEA</u> 2.5%- 30 units job related 5%- 60 units or BA 5%-max

Appendix B - Table 12

Certification Pay

Agency	Education/Certification Pay for degrees/certifications beyond what is required
	If required- one- time bonus of \$500 (but not eligible if receive education incentive listed above) 5%- Required Class B 5%- Backflow Prevention 5%- Maintenance Field Supervisor with QAC <u>MEA</u> One- time bonus of \$500 (no more than 3x) for each certificate or degree above.
City of Pismo Beach	None (except for water/wastewater treatment certificates)
City of Port Hueneme	None
City of Santa Paula	Declined to participate
City of Solana Beach	None
City of Solvang	None (1 employee receives Class B License pay @ \$46.15/bi-weekly) (not included)

**Appendix B - Table 13
Council Member**

Agency	Salary	Benefits
City of Carpinteria	\$310/month	Health - 100% for EE + dependents (same as Mngt) Dental - 100% for EE + dependents Life Insurance Policy- \$50,000 Wellness benefits - \$1,162/yr
City of Arroyo Grande	\$405/month	Health, dental and vision - Covered at CalPERS Blue Shield NetValue HMO rate
City of Buellton	\$440/month	Dental/Vision Coverage – 100% PERS – EE share paid by city Auto Allocation - \$75/mo
City of Fillmore	Declined to participate	
City of Goleta	\$484/month	Health, dental and vision - \$1,225/mo
City of Grover Beach	Data Not Available	Data Not Available
City of Marina	None	None Provided
City of Morro Bay	\$525/month	Health, dental and vision -The lowest cost of HMO or PPO medical plan (employee only) Dental – 100% (EE + dependents) Vision – 100% (EE + dependents) Life – 100%
City of Ojai	\$475/month	Health - 100% (EE only) employee only medical and 80% for dependent for medical insurance. Dental - 100% (employee only) Vision – (100% for employee only)
City of Pacific Grove	Data Not Available	Data Not Available
City of Pismo Beach	\$514.8/month	Health - \$1171.93/mo Phone - \$55/mo Internet - \$40/mo Expenses - \$150/mo
City of Port Hueneme	\$751.38/month	Health, dental and vision – \$1141.70 PERS – EE share paid by city Deferred Compensation - \$100/pp City match Housing Authority meeting - \$50/ per meeting Expense and travel reimbursement

Appendix B - Table 13
Council Member

Agency	Salary	Benefits
City of Santa Paula	Declined to participate	
City of Solana Beach	\$712.58/month	Flex Benefit (to be used towards health insurance (medical, dental, vision), FSA and/or 457 plan) - \$923.33/mo
City of Solvang	\$300/month	None Provided

Appendix B - Table 14

Leave Cash Out

City of Carpinteria	<i>Employees can cash out 80 hours cash out provided they have used or leave 40 hours remaining in their bank.</i>
City of Arroyo Grande	Management – 48 hours of annual leave may be converted to salary per year. Employee must convert a minimum of 16 hours to pay and upon making the conversion to pay, the employee must be left with a minimum of 160 hours of annual leave. SEIU - None
City of Buellton	If employees have enough vacation time, they can cash out twice a year – one week each time. The second time they cash out they must take five days off.
City of Fillmore	Declined to participate
City of Goleta	Once a year and no more than 40 hours can be cashed out.
City of Grover Beach	SEIU - Vacation Leave Buy-Back. An employee may exchange Vacation Leave hours for cash. Upon request the City shall buy back Vacation Leave hours accumulated in excess of 95% of the employee's maximum authorized accrual amount. The payment for these Vacation Leave hours shall be at 100% of the employee's regular hourly pay rate. The employee's request shall be in writing, and may be made once annually during the last two months of the calendar year. No employee may receive payment under the provisions of this Section for more than 20 hours of Vacation Leave in any calendar year. Management - An employee may exchange Vacation Leave hours for cash. Upon request the City shall buy back Vacation Leave hours accumulated in excess of 80% of the employee's maximum authorized accrual amount. The payment for these Vacation Leave hours shall be at 100% of the employee's regular hourly pay rate. The employee's request shall be in writing, and may be made once annually during the last two months of the calendar year. No employee may receive payment under the provisions of this Section for more than 40 hours of Vacation Leave in Fiscal Year 2014.
City of Marina	Miscellaneous –None Management - 40 hours of admin leave each December Executive Management –180 hours of admin leave per fiscal year and 80 hours of PTO per fiscal year
City of Morro Bay	Confidential - Unused vacation leave may be carried over into the following year to a maximum of 220 hours. Employees exceeding 220 hour maximum as of the pay period containing Nov 1 of each year will have the option to cash out, convert to sick leave or paid to deferred compensation. Management –Unused vacation leave may be carried over into the following year to a maximum of 300 hours. Employees exceeding the 300 hour maximum as of the pay period containing November 1 of each year will be paid off for vacation time exceeding the 300 hour maximum. At the employee's further option, said payment may be put into deferred compensation SEIU- Can convert 40 hours of vacation into compensation per fiscal year, provided that the employee

Appendix B - Table 14

Leave Cash Out

	will have 20 hours remaining
City of Ojai	None
City of Pacific Grove	GEA and Management – May sell back up to 80 hours of vacation in any calendar year if the employee has taken at least 40 hours of vacation during the preceding year and the employee has at least 40 hours remaining after the buy-back of some of the accumulated vacation.
City of Pismo Beach	None
City of Port Hueneme	Convert a maximum of 120 hours of annual leave to salary compensation per year. The employee must convert a minimum of 16 hours to pay and upon making the conversion, be left with a minimum of 160 hours of annual leave.
City of Santa Paula	Declined to participate
City of Solana Beach	None
City of Solvang	Teamsters and Mngt-One time each year, between November 1 and December 31, employees will be allowed to cash out, and receive payment for, a maximum of 40 hours of accumulated vacation time, provided (1) the employee has actually used a minimum of 40 hours of vacation time during the calendar year in which the cash out request is made, and (2) the employee retains a minimum balance of 80 hours of accumulated vacation time after the cash out occurs.

APPENDIX C

COMPARISON OF CURRENT SALARIES TO MARKET

Appendix C
Management, Mid Management and Supervisory Classes

Classification	Current Range				Maximum Monthly Median Salary Adjusted for Benefits ¹	
	Range	Minimum	Control Point	Maximum	Market Median	Comments to Consider
Code Compliance Supervisor ²	M11	\$51,667	\$64,596	\$71,055	NA	Not a survey class; recommendation would be to set maximum salary approximately 13% above Code Compliance Officer II, consistent with industry standards
Building Inspector/Plan Checker ⁴	M12	\$55,039	\$68,800	\$75,679	\$57,348	Based on market
Emergency and Volunteer Coordinator ³	M12	\$55,039	\$68,800	\$75,679	NA	Insufficient data; no change
Public Works Supervisor	M12	\$55,039	\$68,800	\$75,679	\$74,532	Based on market
Finance Supervisor	M12	\$55,039	\$68,800	\$75,679	\$50,568	Based on market for a technical accounting class without supervisory duties Note: Based on the labor market, a professional Accountant would have a median maximum salary of \$71,520 (not taking into account benefits)
Environmental Coordinator	M12	\$55,039	\$68,800	\$75,679	\$64,322	Based on market Note: City has historically compensated same as Building Inspector/Plan Checker
HR Administrator/Risk Manager ⁴	M14	\$63,596	\$79,495	\$87,444	\$117,948	Based on market Note: There is one outlier (City of Marina). If Marina were removed, salary is still well below market (13%) for total compensation
City Clerk	M14	\$63,596	\$79,495	\$87,444	\$94,932	Based on market
Assistant to the City Manager ³	M14	\$63,596	\$79,495	\$87,444	NA	Insufficient data; no change Note: City has a historically compensated it the same as City Clerk
Senior Planner ⁴	M14	\$63,596	\$79,495	\$87,444	\$82,680	Survey classification; however, it is recommended that the maximum salary be set 14% above Associate Planner consistent, with current practice and industry standards
Civil Engineer ⁴	M16	\$70,192	\$87,828	\$96,514	\$71,916	Based on market Note: The City may have compensated class above market due to limited

Classification	Current Range				Maximum Monthly Median Salary Adjusted for Benefits ¹	
	Range	Minimum	Control Point	Maximum	Market Median	Comments to Consider
						<i>nature of position</i>
Parks and Recreation Director	M17	\$79,004	\$98,756	\$108,632	\$100,776	Based on market <i>Note: Not all of the comparable classifications have the full scope of duties assigned including capital project management and maintenance related to parks; as a result of economic downturn, some agencies have moved park maintenance to public works</i>
Administrative Services Director	M18	\$86,923	\$108,653	\$119,518	\$137,064	Based on market
Community Development Director	M19	\$95,649	\$119,561	\$131,516	\$135,456	Based on market
Public Works Director	M19	\$95,649	\$119,561	\$131,516	\$135,468	Based on market

¹ Takes into consideration benefits as discussed on page 31 of the report

² Not surveyed

³ Insufficient data (fewer than 3 matches)

⁴ Fewer than 5 matches (data is sufficient but potentially less stable and more easily influenced by outliers)

Miscellaneous Unrepresented

Classification	Current Range				Maximum Monthly Median Salary Adjusted for Benefits ¹	
	Range	Minimum	Control Point	Maximum	Market Median	Comments to Consider
Aquatics Coordinator ³	3	\$34,063	\$45,578	\$46,836	NA	Insufficient data; no change <i>Note: While Santa Barbara, Santa Maria, and Ventura are not survey agencies; they have programs more comparable to Carpenteria. The median maximum salary for the 3 agencies is \$58,008 for a similar class; however Santa Barbara requires a BA</i>
Pool Superintendent ³	6	\$37,714	\$47,144	\$51,858	NA	Insufficient data; no change
Parks and Recreation Maintenance Technician	6	\$37,714	\$47,144	\$51,858	\$45,240	Based on market
Code Compliance Officer I ²	6	\$37,714	\$47,144	\$51,858	NA	Not surveyed; approximately 10% below Code Compliance Officer II
Management Analyst	7	\$39,588	\$48,485	\$54,433	\$69,468	Based on market <i>Note: The labor market data requires a Bachelor's degree and the City does not</i>
Management Assistant ²	7	\$39,588	\$48,485	\$54,433	NA	Not a survey class; recommendation would be to set maximum salary the same as Administrative Assistant
Code Compliance Officer II	8	\$41,545	\$51,932	\$57,125	\$58,572	Based on market
Engineering Technician ⁴	9	\$43,063	\$53,828	\$59,212	\$54,588	Based on market
Assistant Planner	10	\$48,016	\$60,290	\$66,021	\$60,336	Survey classification; however, it is recommended that the maximum salary be set 2 ranges below Associate Planner, consistent with current practice
Associate Planner	12	\$55,039	\$68,800	\$75,679	\$69,936	Based on market

¹Takes into consideration benefits as discussed on page 31 of the report

²Not surveyed

³Insufficient data (fewer than 3 matches)

⁴ Fewer than 5 matches (data is sufficient but potentially less stable and more easily influenced by outliers)

Non Exempt General Services and Public Works Employees

Classification	Current Range			Maximum Monthly Median Salary Adjusted for Benefits ¹	
	Range	Step A	Step E	Market Median	Comments to Consider
Receptionist/Office Assistant	100	\$34,228	\$41,604	\$39,444	Based on market
Maintenance Worker I	102	\$35,960	\$43,710	\$40,728	Survey classification; however, it is recommended that the maximum salary be set 2 ranges below Maintenance Worker II, consistent with current practice and industry standards
Maintenance Technician	108	\$41,703	\$50,690	\$45,240	
Maintenance Worker II	108	\$41,703	\$50,690	\$45,240	Based on market
Administrative Assistant	112	\$46,032	\$55,952	\$50,844	Based on market

¹ Takes into consideration benefits as discussed on page 31 of the report

² Not surveyed

³ Insufficient data (fewer than 3 matches)

⁴ Fewer than 5 matches (data is sufficient but potentially less stable and more easily influenced by outliers)

STAFF REPORT
CITY COUNCIL MEETING
June 23, 2014

ITEMS FOR COUNCIL CONSIDERATION:

Adoption of Ordinance No. 667, Establishing Watershed Management Regulations as Part of the Carpinteria Municipal Code

Report prepared by: Erin Maker, Environmental Coordinator
Department: Public Works

For Erin Maker

Signature

Reviewed by
Director of
Public Works:


Signature

Reviewed by
City Manager:


Signature

ACTION ☒ **NON-ACTION** ☐ **STAFF RECOMMENDATION:**

Recommendation: That the City Council approve the first reading of Ordinance No. 667, Watershed Management, as read by title only, and continue this item to the City Council meeting of July 14th for final adoption (second reading).

Sample Motion: I move to approve the first reading of Ordinance No. 667, Watershed Management, as read by title only, and continue this item to the City Council meeting of July 14th for final adoption (second reading).

I. BACKGROUND:

In 1948 the Federal Water Pollution Control Act was passed, focusing on the point sources of pollution from sources such as pipelines and industrial facilities. This was followed by adopting of the Clean Water Act in 1972, which provided that the discharge of pollutants to waters of the United States from any point source is unlawful unless the discharge is in compliance with a National Pollution Discharge Elimination System (NPDES) permit. The Clean Water Act was

updated in 1987 to require that management programs be developed to address non-point sources of pollution such as runoff from parking lots, streets, golf courses, and agricultural land uses. In 1990 the United States Environmental Protection Agency (EPA) began regulating and permitting storm water discharges from industrial sites and from large cities and counties. The larger public agencies are defined as having urban areas with populations over 100,000 and are known as MS4s. MS4 stands for municipal separate storm sewer systems. MS4 agencies have systems of conveyances (including roads with drainage systems, municipal streets, catch basins, curbs, gutters, ditches, man-made channels, or storm drains) designed for or used for collecting or conveying storm water which is not combined with a sanitary sewer system. The issuing of NPDES permits to MS4s is considered Phase I of the EPA's regulations under the Clean Water Act. Phase II is the regulation of "Small MS4s." Municipalities with less than 100,000 people (e.g., the City of Carpinteria) are considered Small MS4s.

In February 2013, the State Water Resources Control Board (Water Board) adopted a new Phase II MS4 Permit (Permit), which became effective July 1, 2013. This new Permit adds program elements that municipalities must comply with, including required updates to municipal code to ensure that agencies have the resources to enforce the required measures. Regional divisions of the Water Board have the option of developing and enforcing certain optional program elements, including Community Based Social Marketing and Post-Construction Runoff Controls. Small MS4s were required to submit a guidance document to their Regional Board detailing how they planned to comply with the Permit. These guidance documents are available to the public and were approved by the regional Water Quality Control Board after a review period.

II. DISCUSSION:

Protection of local resources and improving and enhancing water quality is achieved through regulating pollutants that enter the storm drain system and local water bodies. The Watershed Management Ordinance establishes Chapter 8.10 of the Carpinteria Municipal Code, Watershed Management. The provisions of the Ordinance meet the minimum standards set by the State and Regional Water Boards through the Permit by reducing pollutants in stormwater discharges to the maximum extent practicable and preventing illicit connections to the storm drain system.

Prohibition of Illegal Discharges

Runoff containing pollutants is known to be the largest contributor to water quality issues on the planet. Prohibiting the discharge of any pollutants into the storm drain system and prohibiting illegal connections improves water quality and reduces the potential of adverse impacts to local water bodies. Article II of Chapter 8.10, Discharge Prohibitions, covers illegal discharges, illegal connections, and other discharge violations.

Reduce stormwater runoff rates and volumes and non-point source pollution whenever possible

The Central Coast Regional Water Quality Control Board adopted post-construction stormwater management requirements for development projects in the Central Coast region on July 12, 2013. The intent of these controls is to reduce stormwater runoff rates and potential sources of pollution through post-construction controls, such as low impact development, by treating runoff

for water quality. Additionally, larger projects are required to retain onsite a percentage of runoff, and in some cases the peak flows of a storm. These requirements are implemented through the Santa Barbara County Stormwater Technical Guide, which details what requirements apply to which projects and offers guidance on design, constraints, and other measures that projects will need to follow to comply with the requirements. In addition to the above regulations, Article II of Chapter 8.10 details the requirement to abate and mediate spills and watercourse protection,

Establish legal authority to impose stormwater management fees and carry out all inspection, surveillance and monitoring procedures necessary to ensure compliance

To effectively enforce the standards set forth in the Permit by the State and Regional Boards, it is necessary to establish legal authority to prevent pollution, gain access to and inspect post-construction runoff controls, and monitor water quality. This authority is set by Article V of Chapter 8.10 and includes Federal Clean Water Act/Porter Cologne Act violations.

The City has had an active storm water program since November of 2009, when Carpinteria's Stormwater Management Plan (SWMP) was first approved by the Central Coast Regional Water Quality Control Board (Regional Board). Like other existing programs, there was overlap between the City's approved SWMP term and the effectiveness date of the new Permit. The new program elements were incorporated into the existing program, and Carpinteria received approval of the final guidance document March 10, 2014 from the Regional Board.

III. POLICY:

This Ordinance is consistent with the Clean Water Act, the Porter-Cologne Water Quality Control Act and the Statewide Phase II MS4 Permit.

It is also consistent with the following General Plan Policies:

Objective OSC-1. Protect, preserve and enhance local natural resources and habitats.

Objective OSC-6. Preserve the natural environmental qualities of creekways and protect riparian habitat.

Objective OSC-10. Conserve all water resources, and protect the quality of water.

IV. FINANCIAL CONSIDERATIONS:

The financial impacts associated with Ordinance No. 667 will escalate as new program elements of the Phase II MS4 Permit become effective. Engineering review and inspection of post-construction runoff controls is cost recoverable through engineering permits. Many of the Permit elements were part of the existing program and have been in effect since the City's SWMP was first approved.

Currently, implementation of this program is an estimated \$140,000, including staff time. Engineering review and inspection is highly variable, depending on the size and complexity of the project, but can range from hundreds to thousands of dollars; this cost is passed along to project applicants. Exact future financial impacts are unknown as some details of

implementation measures are still being worked out by the Regional Board, but the Department of Public Works estimates additional \$20,000 in expenditures in the coming fiscal year.

The Santa Barbara County Association of MS4 Managers (SBCAMM) obtained a Proposition 84 grant to implement the post-construction runoff controls, which covered hiring a consultant to write the Technical Guide and lead public workshops for agency staff, developers, engineers and contractors. Implementation of Community Based Social Marketing strategies and water quality monitoring, as well as other new elements of the Permit, will continue to increase implementation costs. To reduce staff time spent on these projects as well as financial impact associated with them, the City will continue working closely with other agencies in the region and seeking grant funding for regional implementation.

V. ATTACHMENTS:

Attachment A: Ordinance No. 667, Watershed Management

ATTACHMENT A
Ordinance No. 667, Watershed Management

ORDINANCE NO. 667

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF CARPINTERIA, ADDING CHAPTER 8.10, TITLED WATERSHED MANAGEMENT

WHEREAS, the federal Water Pollution Control Act, 33 U.S.C. Sections 1251, et seq. (also referred to as the Clean Water Act), provides for the regulation and reduction of pollutants discharged into waters of the State by extending National Pollutant Discharge Elimination System (NPDES) requirements to storm water and urban runoff discharge into the City's storm drain system; and

WHEREAS, storm water flows from individual properties to the municipal storm drain system and then ultimately to the waters of the State; and

WHEREAS, the Porter-Cologne Water Quality Control Act, California Water Code Sections 13000, et seq., establishes the California State Water Resources Control Board (SWRCB) and nine Regional Water Quality Control Boards (RWQCB) and regulates water quality for waters of the State; and

WHEREAS, pursuant to the Clean Water Act, the SWRCB adopted a statewide general NPDES permit in order to efficiently regulate numerous storm water discharges under a single permit; and

WHEREAS, the City of Carpinteria (City) is subject to and must comply with the SWRCB Phase II Small Municipal Separate Storm Sewer System (MS4) Program, which serves as the general NPDES permit; and

WHEREAS, the City is subject to and must comply with the Central Coast Regional Water Quality Control Board Resolution No. R3-2013-0032 – Post Construction Stormwater Management Requirements For Development Projects In the Central Coast Region; and

WHEREAS, under the provisions of the NPDES permit, the City is required to adopt enforceable mechanisms which must include the development and implementation of the necessary legal authority and appropriate procedures to regulate the entry of pollutants and non-storm water discharges into the City storm drain system; and

WHEREAS, the City seeks to adopt regulations that ensure the health, safety and general welfare of its citizens, and protect and enhance the quality of its watercourses and water bodies pursuant to and in a manner consistent with the Clean Water Act and Porter-Cologne Water Quality Control Act by reducing pollutants and non-storm water discharges to the maximum extent practicable.

NOW, THEREFORE BE IT ORDAINED that the City Council of the City of Carpinteria hereby approves the addition of Chapter 8.10, Watershed Management, to the Carpinteria Municipal Code.

SECTION 1. Recitals

The City Council hereby finds and determines that the foregoing recitals, which are incorporated herein by reference, are true and correct.

SECTION 2.

Chapter 8.10, Watershed Management, is hereby added to Carpinteria Municipal Code to read as follows:

“CHAPTER 8.10, WATERSHED MANAGEMENT”

ARTICLE 1. IN GENERAL

8.10.010	Title
8.10.020	Purpose and Intent
8.10.030	Definitions
8.10.040	Applicability
8.10.050	Responsibility for Administration
8.10.060	Water Quality Fee
8.10.070	Severability
8.10.080	Regulatory Consistency
8.10.090	Ultimate Responsibility of Discharger

ARTICLE II. DISCHARGE PROHIBITIONS

8.10.100	Prohibition of Illegal Discharges
8.10.110	Prohibition of Connections
8.10.120	Discharges in Violation of Industrial or Construction NPDES Stormwater Discharge Permits

ARTICLE III REGULATIONS AND REQUIREMENTS

8.10.200	Requirement to Prevent, Control, and Reduce Stormwater Pollutants
8.10.210	Requirement to Eliminate Illegal Discharges
8.10.220	Requirement to Eliminate or Secure Approval for Illicit Connections
8.10.230	Watercourse Protection
8.10.240	Requirement to Remediate
8.10.250	Requirement to Monitor and Analyze
8.10.260	Notification of Spills

ARTICLE IV INSPECTIONS AND MONITORING

8.10.300	Compliance Certificate for Stormwater Management Facilities
8.10.310	Authority to Inspect
8.10.320	Access to Facilities

ARTICLE V. ENFORCEMENT

8.10.400	Enforcement and Administration
8.10.410	Urgency Abatement
8.10.420	Violations Deemed Public Nuisance
8.10.430	Federal Clean Water Act/Porter-Cologne Act Violations
8.10.440	Right to Appeal
8.10.450	Civil Penalties

CHAPTER 8.10 STORMWATER MANAGEMENT

ARTICLE 1. IN GENERAL

8.10.010 Title.

This Ordinance shall be known as the "Watershed Management Ordinance" of the City of Carpinteria and may be so cited.

8.10.020 Purpose and Intent.

The purpose and intent of this Ordinance is to protect and enhance the water quality of waters of the state and water bodies in a manner pursuant to and consistent with the Federal Clean Water Act (33 U.S.C. Section 1251 et seq.), the Porter-Cologne Water Quality Control Act (California Water Code §13000 et seq.), the SWRCB Water Quality Order No. 2013-0001-DWQ, and the Central Coast Regional Water Quality Control Board Order No. 2013-0001 by reducing pollutants in storm water discharges to the maximum extent practicable and by prohibiting non-storm water discharges to the Storm Drain System. All regulated projects, except those exempted in Regional Water Quality Control Board Order No. 2013-0001, shall be subject to the California Regional Water Quality Control Board, Central Coast Region, Resolution No. R3-2013-0032, Post-Construction Stormwater Management Requirements for Developmental Projects in the Central Coast Region, as amended from time to time. The Stormwater Technical Guide as set forth by the County of Santa Barbara may be used for guidance in complying with the Post-Construction Stormwater Management Requirements for Developmental Projects in the Central Coast Region.

The objectives of this Chapter are:

1. To regulate the contribution of Pollutants to the municipal separate storm sewer system (MS4) by stormwater discharges by any user;
2. To prohibit Illicit Connections and Illegal Discharges to the MS4;
3. To eliminate, to the maximum extent practicable, the discharge of Pollutants that would degrade the water quality of local creeks and streams;
4. To reduce stormwater runoff rates and volumes and non-point source Pollution whenever possible through storm water management controls, and ensuring that these management controls are properly maintained and pose no threat to public safety; and
5. To establish legal authority to impose stormwater management fees and carry out all inspection, surveillance and monitoring procedures necessary to ensure compliance with this Chapter.

8.10.030 Definitions.

Authorized Enforcement Agency. Employees or designees of the City of Carpinteria designated to enforce this Chapter.

Best Management Practices (BMPs). Activities, practices and procedures to prevent or reduce the discharge of pollutants directly or indirectly into the municipal storm drain system and waters of the state. Best Management Practices include but are not limited to: treatment facilities to remove pollutants from storm water; operating and maintenance procedures; facility management practices to control runoff, spillage or leaks of non-storm water, waste disposal, and drainage from materials storage; erosion and sediment control practices; and the prohibition of specific activities, practices and procedures and such other provisions as the City determines appropriate for the control of pollutants.

City. The City of Carpinteria.

Clean Water Act. The Federal Water Pollution Control Act (33 U.S.C. §1251 et seq.), and any subsequent amendments thereto.

Commercial Activity. Any public or private enterprise involved in the storage, transportation, distribution, exchange or sale of goods and/or commodities or providing professional and/or non-professional services.

Construction Activity. Sites where activities, including but not limited to clearing and grubbing, grading, excavating, demolition, new construction, reconstruction, additions or remodeling of any structure or property are being performed.

Contamination. Contamination is as defined in California Water Code §13050(k).
"Contamination" means an impairment of the quality of the waters of the state by waste to a degree which creates a hazard to the public health through poisoning or through the spread of disease. "Contamination" includes any equivalent effect resulting from the disposal of waste, whether or not waters of the state are affected.

Director. "Director" shall mean the Director of the City's Public Works Department, or his or her designee.

Discharge. Any release, spill, leak, pump, flow, escape, dumping or disposal of any liquid, semi-solid or solid substance.

Discharger: Any responsible party or site owner or operator who discharges runoff, or a non-stormwater discharge.

Hazardous Materials. Any material, including any substance, waste or combination thereof, which because of its quantity, concentration or physical, chemical or infectious characteristics, may cause, or significantly contribute to, a substantial present or potential hazard to human health, safety, property or the environment when improperly treated, stored, transported, disposed of or otherwise managed.

Illegal Discharge. Any direct or indirect non-storm water discharge to the Storm Drain System, except as exempted in Section 14-2-1 of Chapter 2.

Illicit Connection. An illicit connection is defined as either of the following:

1. Any drain or conveyance, whether on the surface or subsurface, which allows an illegal discharge to enter the Storm Drain System including but not limited to any conveyances which allow any non-storm water discharge including sewage, process wastewater and wash water to enter the Storm Drain System, and any connections to the Storm Drain System from indoor drains and sinks, regardless of whether said drain or connection had been previously allowed, permitted or approved by a government agency; or
2. Any drain or conveyance connected from a commercial or industrial land use to the Storm Drain System which has not been documented in plans, maps or equivalent records and approved by the City.

Industrial Activity. Activities subject to NPDES Industrial Permits as defined in 40 CFR, Section 122.26 (b)(14).

Low Impact Development. An approach to development that incorporates features to reduce run-off and impacts through use of natural landscape features, bioretention facilities, rain gardens, vegetated rooftops, rain barrels, minimizing impervious surfaces and treating storm water as a resource rather than a waste product.

National Pollutant Discharge Elimination System (NPDES) Permits. General, group and individual storm water discharge permits issued by the State Board or Regional Board which regulate facilities defined in federal NPDES regulations pursuant to the Clean Water Act.

Non-Storm Water Discharge. Any discharge to the Storm Drain System that is not composed entirely of storm water.

Nuisance. Meaning ascribed to nuisance by California Water Code § 13050(m).

"Nuisance" means anything which meets all of the following requirements:

- (1) Is injurious to health, or is indecent or offensive to the senses, or an obstruction to the free use of property so as to interfere with the comfortable enjoyment of life or property.*
- (2) Affects at the same time an entire community or neighborhood or any considerable number of persons, although the extent of the annoyance or damage inflicted upon individuals may be unequal.*
- (3) Occurs during, or as a result of the treatment or disposal of wastes.*

Pollutant. Anything that causes or contributes to pollution. Pollutants include, but are not limited to, the following:

1. Commercial and industrial waste (such as paints, varnishes, detergents, plastic pellets, fertilizers, herbicides, pesticides, slag, ash, sludge and other hazardous materials);
2. Metals, dissolved and particulate metals (such as cadmium, lead, zinc, copper, silver, nickel, chromium), and nonmetals (such as phosphorus and arsenic);
3. Petroleum hydrocarbons (such as fuels, lubricants, surfactants, oils, solvents, coolants, grease and other automotive fluids);
4. Eroded soils, sediment and particulate materials in amounts which may cause or contribute to pollution;
5. Human wastes (such as sewage, septic effluent, and gray water discharge);
6. Animal wastes (such as occur in confinement facilities, kennels, pens, recreational facilities, stables, and show facilities);
7. Non-hazardous liquid and solid wastes (such as yard wastes, refuse, rubbish, garbage, litter or other discarded or abandoned objects);
8. Wastes and residues that result from constructing a building or structure (such as sediments, slurries and concrete residuals);
9. Other hazardous materials, including household hazardous wastes (such as paints, cleaners, oils, batteries, pesticides and other household products that contain corrosive, toxic, ignitable or reactive ingredients) and radioactive materials; and
10. Noxious or offensive matter of any kind.

Pollution. Alteration of the quality of waters by waste to a degree which unreasonably affects or has the potential to unreasonably affect either the waters for beneficial uses or the facilities which serve beneficial uses. Pollution also includes Contamination. (California Water Code §13050(1)(1)).

Porter-Cologne Act. The Porter-Cologne Water Quality Control Act and as amended (California Water Code §13000 et seq.).

Premises. Any building, lot, parcel of land or portion of land whether improved or unimproved including adjacent sidewalks and parking strips.

Remediation. The abatement or removal of pollution or contaminants from land or water (including sediments in waterways) for the general protection of human health and the environment.

Storm Water Control Measures. Storm water management measures integrated into project designs that emphasize protection of watershed processes through replication of pre-development runoff patterns (rate, volume, duration). Physical control measures include, but are not limited to, bioretention/rain gardens, permeable pavements, dispersion, soil quality and depth, minimal excavation foundations and water use. Design control measures include but are not limited to conserving and protecting the drainage features, directing runoff from impervious surfaces toward pervious areas, and distributing physical control measures to maximize infiltration, filtration, storage, evaporation, and transpirations of stormwater before it becomes runoff.

Storm Water Control Plan. A plan that meets those criteria contained in the most recent version of the Stormwater Technical Guide as set forth by the County of Santa Barbara.

Storm Drain System. Publicly-owned facilities by which storm water is collected and/or conveyed, including but not limited to any roads with drainage systems, municipal streets, gutters, curbs, inlets, piped storm drains, pumping facilities, retention and detention basins, natural and human made or altered drainage channels, reservoirs and other drainage structures within the City.

Storm Water. Any surface flow or storm drain pipe flow, runoff, and drainage consisting entirely of water from precipitation.

Storm Water Management Facility. Any device designed to collect, convey, detain, retain, filter or infiltrate stormwater.

Wastewater. Any water or other liquid, other than uncontaminated storm water, discharged from a facility.

Waters of the State. Surface watercourses and water bodies as defined by California Water Code §13050. including all natural waterways and definite channels and depressions in the earth that may carry water, even though such waterways may only carry water during rains and storms and may not carry storm water at and during all times and seasons.

8.10.040 Applicability.

This Ordinance, including any amendments or revisions thereto, shall apply to all water entering the Storm Drain System or Waters of the State generated on or flowing over any developed and undeveloped land lying within the City of Carpinteria.

8.10.050 Responsibility for Administration.

The Director of Public Works ("Director") or his/her designee shall administer, implement and enforce the provisions of this Ordinance.

8.10.070 Severability.

The provisions of this Chapter are hereby declared to be severable. If any provision, clause, sentence or paragraph of this Chapter or the application thereof to any person, establishment or circumstances shall be held invalid, such invalidity shall not affect the other provisions or application of this Chapter.

8.10.080 Regulatory Consistency.

This Chapter shall be construed to ensure consistency with the requirements of the Clean Water Act and Porter-Cologne Act and any amendments thereto, or any applicable implementing regulations.

8.10.090 Ultimate Responsibility of Discharger.

The standards set forth herein and promulgated pursuant to this Ordinance are minimum standards; therefore this Ordinance does not intend or imply that compliance by any person will ensure that there will be no contamination, pollution or unauthorized discharge of pollutants into waters of the state caused by said person. This Ordinance shall not create liability on the part of the City, or any agent or employee thereof, for any damages that result from any discharger's reliance on this Ordinance or any administrative decision lawfully made thereunder. Any non-storm water discharge that would result in or contribute to a violation of an NPDES permit or any amendment, revision or reissuance thereof, either separately or when combined with other discharges, is prohibited. Liability for any such discharge shall be the responsibility of the responsible party and such responsible party shall defend, indemnify and hold harmless the City against any claim, expense, liability or payment for injury or damage to any person or property and shall defend, indemnify and hold harmless the City in any administrative or judicial enforcement or any legal action resulting from such discharge.

ARTICLE II. DISCHARGE PROHIBITIONS

8.10.100 Prohibition of Illegal Discharges.

- A. Other than storm water, no person shall discharge or cause to be discharged into the municipal Storm Drain System or watercourses any materials, including but not limited to pollutants or waters containing any pollutants that cause or contribute to a violation of applicable water quality standards. Wastes deposited in streets in proper waste receptacles for the purposes of collection are exempted from this prohibition.

1. Illegal discharges from industrial and/or commercial sources into the Storm Drain System or waters of the State include, but are not limited to the following, and are prohibited, unless the discharge is permitted under a separate NPDES permit, or is allowed by the proper application of BMPs approved by the City.
 - i. Water from the cleaning of gas stations, vehicle service garages or other types of vehicle service facilities;
 - ii. Water, cleansers or solvents from the cleaning of vehicles, machinery or equipment, and other such commercial and industrial activities;
 - iii. Water from the washing or rinsing of vehicles containing soap detergents/solvents or other cleaners (Individual private vehicle washing is exempt per Section 14-2-l(b));
 - iv. Water from the washing or rinsing of vehicles with or without soap, from auto body repair shops;
 - v. Water from the cleaning or rinsing of vehicle engine, undercarriage or auto parts cleaning;
 - vi. Vehicle fluids;
 - vii. Mat wash and hood cleaning water from food service facilities;
 - viii. Food and kitchen cleaning water from food service facilities;
 - ix. Leakage from dumpsters or trash containers;
 - x. Water from the cleaning or rinsing of garbage dumpster areas and areas where garbage is stored or contained;
 - xi. Water from pressure washing, steam cleaning and hand scrubbing of sidewalks, gutters, plazas, alleyways, outdoor eating areas, steps, building exteriors, walls, driveways and other outdoor surfaces;
 - xii. Wastewater or cleaning fluids from carpet cleaning;
 - xiii. Swimming pool and spa water, unless dechlorinated;
 - xiv. Wash out from concrete trucks;
 - xv. Runoff from areas where hazardous substances, including diesel fuel, gasoline and motor oil are stored/ except as allowed per Section 8.10.200;
 - xvi. Super-chlorinated water normally associated with the disinfection of potable water systems;
 - xvii. Construction debris, such as, but not limited to, paint, dirt and wash water;
 - xviii. Sewage or other forms of pollutants from recreational activities including boating and camping, and from recreational vehicles and boats;
 - xix. Agricultural or other industry waste or brines;
- B. The commencement, conduct or continuance of any illegal discharge to the Storm Drain System is prohibited except as described as follows:
 1. Discharges from the following sources will not be considered a source of Pollutants to the Storm Drain System and to waters of the State when properly managed to ensure that no potential Pollutants are present, and therefore they shall not be considered Illegal Discharges unless determined to cause a violation of the provisions of the Clean Water Act, the Porter-Cologne Act, or this Chapter: potable water line flushing; pumped groundwater not containing Pollutants and other discharges from potable water sources; incidental runoff from landscape irrigation and lawn watering; diverted stream flows; rising groundwater; groundwater infiltration (as defined at 40 CFR

§35.2005(20)) not containing Pollutants; foundation and footing drains not containing Pollutants; water from crawl space pumps not containing Pollutants; air conditioning condensation; non-industrial roof drains not containing Pollutants; springs; individual private vehicle washing; flows from riparian habitats and wetlands; dechlorinated swimming pool or spa discharges; and flows from fire-fighting activities.

2. The prohibition shall not apply to any non-storm water discharge permitted under an NPDES permit, waiver or waste discharge order issued to the discharger and administered by the State of California under the authority of the Federal Environmental Protection Agency, provided that the discharger is in full compliance with all requirements of the permit, waiver or order and other applicable laws and regulations, and provided that written approval has been granted by the City of Carpinteria for any discharge to the Storm Drain System.
3. With written concurrence of the Regional Board, the City may exempt in writing other non-storm water discharges which are not a source of Pollutants to the Storm Drain System or waters of the State.

8.10.110 Prohibition of Connections.

The construction, use, maintenance or continued existence of illicit connections to the Storm Drain System is prohibited. This prohibition expressly includes, without limitation, illicit connections made in the past, regardless of whether the connection was permissible under law or practices applicable or prevailing at the time of connection.

8.10.120 Discharges in Violation of Industrial or Construction NPDES Storm Water Discharge Permit.

Any person subject to an Industrial or Construction activity NPDES storm water discharge permit shall comply with all provisions of such permit. Proof of compliance with said permit may be required in a form acceptable to the Director prior to or as a condition of a subdivision map, site plan, building permit, or development or improvement plan; upon inspection of the facility; during any enforcement proceeding or action; or for any other reasonable cause.

ARTICLE III. REGULATIONS AND REQUIREMENTS

8.10.200 Requirement to Prevent, Control and Reduce Storm Water Pollutants.

- A. **Generally.** Any person engaging in activities that may result in Pollutants entering the City's storm water system shall undertake all practical measures to reduce such Pollutants. Examples of such activities include the use of premises that may be a source of Pollutants, such as parking lots, gasoline stations, industrial facilities, business enterprises and dwelling units.
- B. **Litter.** No person shall throw, deposit, leave, keep or maintain any refuse, rubbish, garbage or other discarded or abandoned objects, articles or other litter in or upon any street, alley, sidewalk, business place, creek, storm water system or any other body of water, or upon any public or private parcel of land, except in containers or in lawfully established waste disposal facilities.

- C. Authorization to Adopt and Impose Best Management Practices.** The City may adopt requirements identifying BMPs for any activity, operation or facility which may cause or contribute to pollution or contamination of storm water, the Storm Drain System or waters of the State as a separate BMP Guidance Series. Where BMP requirements are promulgated by the City or any Federal, State of California or regional agency for any activity, operation or facility which would otherwise cause the discharge of Pollutants to the Storm Drain System or waters of the State., every person undertaking such activity or operation, or owning or operating such facility shall comply with such requirements.
- D. New Development and Redevelopment.** The City may require any owner or person developing real property to identify appropriate BMPs to control the volume, rate and potential Pollutant load of storm water runoff from new development and redevelopment projects as may be appropriate to minimize the generation, transport and discharge of Pollutants. The City shall incorporate such requirements in any land use entitlement and construction or building-related permit to be issued relative to such development or redevelopment. The owner and/or developer shall comply with the terms, provisions and conditions of such land use entitlements and building permits as required.
1. These requirements may include a combination of structural and non-structural BMPs, and shall include requirements to ensure the proper long-term operation and maintenance of these BMPs.
- E. Construction Adjacent to Watercourse.** A Land Use Clearance shall be obtained through the Community Development Department prior to any construction activity within 50 feet of the bank of a creek or watercourse.
- F. Construction Sites.** BMPs to reduce pollutants in any storm water runoff shall be incorporated in any land use entitlement and construction or building-related permit. The owner and/or developer shall comply with the terms, provisions and conditions of such land use entitlements and building permits as required by the City.
- G. Responsibility to Implement Best Management Practices.** Notwithstanding the presence or absence of requirements promulgated pursuant to subsections A., B. and C. above, any person or entity engaged in activities or operations, or owning facilities or property which will or may result in Pollutants entering storm water, the Storm Drain System or waters of the State shall implement BMPs to the extent they are technologically achievable to prevent and reduce such Pollutants. The owner or operator of a commercial or industrial establishment shall provide reasonable protection from accidental discharge of prohibited materials or other wastes into the municipal Storm Drain System or waters of the State. Facilities to prevent accidental discharge of prohibited materials or other wastes shall be provided and maintained at the owner or operator's expense.
1. Any person responsible for a property or premise, which is, or may be, the source of an illicit discharge, will be required to implement, at said person's expense, additional structural and non-structural BMPs to prevent the further discharge of pollutants to the municipal separate storm sewer system. Compliance with all terms and conditions of a valid NPDES permit authorizing the discharge of storm water associated with industrial activity, to the extent practicable, shall be deemed compliance with the provisions of this section.

These BMPs shall be part of a storm water pollution prevention plan (SWPPP) as necessary for compliance with requirements of the NPDES permit.

8.10.210 Requirement to Eliminate Illegal Discharges.

Notwithstanding the requirements of Section 8.10.300 and 8.10.310 herein, the Director may require by written notice that a person or entity responsible for an illegal discharge immediately, or by a specified date, discontinue the discharge and, if necessary, take measures to eliminate the source of the discharge to prevent the occurrence of future illegal discharges.

8.10.220 Requirement to Eliminate or Secure Approval for Illicit Connections.

- A. The Director may require by written notice that a person or entity responsible for an illicit connection to the Storm Drain System comply with the requirements of this Ordinance to eliminate or secure approval for the illicit connection by a specified date, regardless of whether the connection or discharges had been established or approved prior to the effective date of this Ordinance.
- B. If, subsequent to eliminating a connection found to be in violation of this Ordinance, the responsible person or entity can demonstrate that an illegal discharge will no longer occur, said person or entity may request City approval to reconnect. The reconnection or reinstallation of the connection shall be at the responsible party's expense.

8.10.230 Watercourse Protection.

Every person or entity owning property through which a watercourse passes, or such owner's lessee, shall keep and maintain that part of the watercourse within the property free of trash, debris, excessive vegetation, and other obstacles that would pollute, contaminate or significantly impede the flow of water through the watercourse. In addition, the owner or lessee shall maintain existing privately owned structures within or adjacent to a watercourse, so that such structures will not become a hazard to the use, function or physical integrity of the watercourse. The owner or lessee shall not remove healthy bank vegetation beyond that actually necessary for maintenance, or remove said vegetation in such a manner as to increase the vulnerability of the watercourse to erosion. The property owner or such owner's lessee shall be responsible for maintaining and stabilizing that portion of the watercourse that is within the property lines in order to protect against erosion and degradation of the watercourse originating or contributed from the property.

8.10.240 Requirement to Remediate.

Whenever the Director finds that a discharge of Pollutants is taking place or has occurred which will result in or has resulted in pollution of storm water, the Storm Drain System or waters of the State or U.S., the Director may require by written notice to the owner of the property and/or the responsible person or entity that the pollution be remediated and the affected property restored within a specified time pursuant to the provisions of Sections 8.10.420 through 8.10.440 below.

8.10.250 Requirement to Monitor and Analyze.

The Director may require by written notice that any person or entity engaged in any activity and/or owning or operating any facility which may cause or contribute to storm water pollution, illegal discharges, and/or non-storm water discharges to the Storm Drain System or waters of

the State or U.S., to undertake at said person's or entity's expense, such monitoring and analyses and furnish such reports to the City of Carpinteria as deemed necessary to determine compliance with this Chapter.

8.10.260 Notification of Spills.

Notwithstanding other requirements of law, as soon as any person responsible for a facility or operation, or responsible for emergency response for a facility or operation has information of any known or suspected release of materials which are resulting or may result in illegal discharges or Pollutants discharging into storm water, the Storm Drain System, or waters of the State or U.S. from said facility, said person shall take all necessary steps to ensure the discovery, containment and cleanup of such release. In the event of such a release of a hazardous material, said person shall immediately notify emergency response officials of the occurrence via emergency dispatch services (911). In the event of a release of non-hazardous materials, said person shall notify the City's Public Works Department in person or by phone or email no later than 5:00 p.m. of the next business day. Notifications in person or by phone shall be confirmed by written notice addressed and mailed to the City's Public Works Department, within three business days of the phone/email notice. If the discharge of prohibited materials emanates from a commercial or industrial establishment, the owner or operator of such establishment shall also retain an on-site written record of the discharge and the actions taken to prevent its recurrence. Such records shall be retained for at least three years.

ARTICLE IV INSPECTION AND MONITORING

8.10.300 Compliance Certificate for Storm Water Management Facilities.

By January 31st of every year, property owners of parcels or premises containing storm water management facilities shall submit a compliance certificate to the Public Works Department. Compliance certificate shall be submitted on the form provided by the Public Works Department. The compliance certificate shall certify that the storm water site design measures, treatment measures and source control measures (as applicable) have been properly operated and maintained during the preceding calendar year, and have been recently inspected and repaired as necessary to ensure continued operation as intended.

8.10.310 Authority to Inspect.

Whenever necessary to make an inspection to enforce any provision of this Chapter, or whenever the Director has cause to believe that there exists, or potentially exists, in or upon any premises any condition which constitutes a violation of this Chapter, the Director or their designee may enter such premises at all reasonable times to inspect the same and to inspect and copy records related to storm water compliance. In the event the owner or occupant refuses entry after a request to enter and inspect has been made, the City is hereby empowered to seek assistance from any court of competent jurisdiction in obtaining such entry.

8.10.320 Authority to Sample, Establish Sampling Devices and Test.

During any inspection as provided herein, the Director or designee may take any samples and perform any testing deemed necessary to aid in the pursuit of the inquiry or to record site activities.

8.10.330 Access to Facilities.

The City of Carpinteria, its staff, authorized contract staff or other designee (authorized enforcement agency) shall be permitted to enter and inspect facilities subject to regulation under this Chapter as often as may be necessary to determine compliance with this Chapter. If a discharger has security measures in force which require proper identification and clearance before entry into its premises, the discharger shall make the necessary arrangements to allow access to representatives of the authorized enforcement agency.

- A. Facility operators shall allow the City of Carpinteria, its staff, authorized contract staff or other designee (authorized enforcement agency) ready access to all parts of the premises for the purposes of inspection, sampling, examination and copying of records that must be kept under the conditions of an NPDES permit to discharge storm water, and the performance of any additional duties as defined by state and federal law.
- B. The City of Carpinteria, its staff, authorized contract staff or other designee (authorized enforcement agency) shall have the right to set up on any permitted facility such devices as are necessary in the opinion of the Director to conduct monitoring and/or sampling of the facility's storm water discharge.
- C. The City of Carpinteria, its staff, authorized contract staff or other designee (authorized enforcement agency) has the right to require the discharger to install monitoring equipment as necessary. The facility's sampling and monitoring equipment shall be maintained at all times in a safe and proper operating condition by the discharger at its own expense. All devices used to measure storm water flow and quality shall be calibrated to ensure their accuracy.
- D. Any temporary or permanent obstruction to safe and easy access to the facility to be inspected and/or sampled shall be promptly removed by the operator at the written or oral request of the City of Carpinteria, its staff, authorized contract staff or other designee (authorized enforcement agency) and shall not be replaced. The costs of clearing such access shall be borne by the operator.
- E. Unreasonable delays in allowing the City of Carpinteria, its staff, authorized contract staff or other designee (authorized enforcement agency) access to a permitted facility is a violation of a storm water discharge permit and of this Chapter. A person who is the operator of a facility with a NPDES permit to discharge storm water associated with industrial activity commits an offense if the person denies the authorized enforcement agency reasonable access to the permitted facility for the purpose of conducting any activity authorized or required by this Chapter.
- F. If the City of Carpinteria, its staff, authorized contract staff or other designee (authorized enforcement agency) has been refused access to any part of the premises from which storm water is discharged, and he/she is able to demonstrate probable cause to believe that there may be a violation of this Chapter, or that there is a need to inspect and/or sample as part of a routine inspection and sampling program designed to verify compliance with this Chapter or any order issued hereunder, or to protect the overall public health, safety and welfare of the community, then the authorized enforcement agency may seek issuance of a search warrant from any court of competent jurisdiction.

ARTICLE V. ENFORCEMENT

8.10.400 Enforcement and Administration.

- A. Whenever the City finds that a person has violated a prohibition or failed to meet a requirement of this Chapter, the authorized enforcement agency may order compliance by written notice of violation to the responsible person. Violations of this Chapter may be remedied using the procedures set forth in the Carpinteria Municipal Code Title 1, Chapter 1.06 Administrative Remedies Process. These remedies include the issuance of Administrative Citations (C.M.C. §1.06.030). These remedies shall be in addition to all other legal remedies, criminal or civil, which may be pursued by the City to address any violations of this Chapter. In addition, the Director may require without limitation:
1. The performance of monitoring, analyses and reporting;
 2. The elimination of illicit connections or illegal discharges;
 3. That violating discharges, practices or operations shall cease and desist;
 4. The abatement or remediation of storm water pollution or contamination hazards and the restoration of any affected property;
 5. The implementation of source control or treatment BMPs;
 6. Payment of a fine to cover administrative and remediation costs;
 7. Cease and Desist of operations.
- B. If abatement of a violation and/or restoration of affected property is required, the notice shall set forth a deadline within which such remediation or restoration must be completed. Said notice shall further advise that, should the violator fail to remediate or restore within the established deadline, the work shall be done by a designated governmental agency or a contractor and the expense thereof shall be charged to the violator.

8.10.410 Urgency Abatement.

The Director is authorized to require immediate abatement of any violation of this Chapter that constitutes an immediate threat to the health, safety or well-being of the public or environment. If any such violation is not abated immediately as directed by the Director, the City of Carpinteria, its staff, authorized contract staff, or other designee is authorized to enter onto private property and to take any and all measures required to remediate the violation. Any expense related to such remediation undertaken by the City of Carpinteria shall be fully reimbursed by the property owner and/or responsible party. Any relief obtained under this section shall not prevent the City from seeking other and further relief authorized under this Chapter and Carpinteria Municipal Code.

8.10.420 Violations Deemed Public Nuisance.

In addition to the enforcement processes and penalties hereinbefore provided, any condition caused or permitted to exist in violation of any of the provisions of this Article is a threat to public health, safety and welfare, and is declared and deemed a nuisance, and may be summarily abated or restored by the City at the violator's expense, and/or a civil action to abate, enjoin or otherwise compel the cessation of such nuisance may be taken by the City.

8.10.430 Federal Clean Water Act/Porter-Cologne Act Violations.

Any person who violates any provision of this Article or any provision of any requirement issued pursuant to this Chapter, may also be in violation of the Clean Water Act and/or the Porter-Cologne Act and may be subject to the sanctions of those acts including civil and criminal penalties. Any enforcement action authorized under this Article shall also include written notice to the violator of such potential liability.

8.10.440 Right to Appeal.

Any person required to perform monitoring, analysis, reporting or corrective activities by any authorized City employee and who is aggrieved by this decision of the authorized City employee may appeal the decision in writing to the City Manager within ten calendar days following the effective date of the decision.

8.10.450 Civil Penalties to be Deposited in the Watershed Management Fund.

Any civil penalties collected by the City as a result of violations of this Chapter shall be deposited in the Watershed Management Fund to offset the cost of running the Program.

SECTION 3. EXEMPTIONS FROM CEQA

The City Council finds, pursuant to Title 14 of the California Code of Regulations, Section 15061(b)(3), that this ordinance is categorically exempt from the requirements of the California Environmental Quality Act (CEQA) in that it is not a project which has the potential for causing a significant effect on the environment.

PASSED, APPROVED AND ADOPTED this 14th day of July, 2014 by the following called vote:

AYES: COUNCIL MEMBER:

NOES: COUNCIL MEMBER:

ABSENT: COUNCIL MEMBER:

Mayor, City of Carpinteria

ATTEST:

City Clerk, City of Carpinteria

I hereby certify that the foregoing resolution was duly and regularly introduced and adopted at a regular meeting of the City Council of the City of Carpinteria held the 14th day of July, 2014.

City Clerk, City of Carpinteria

APPROVED AS TO FORM:

Peter Brown
City Attorney

STAFF REPORT
CITY COUNCIL MEETING
June 23, 2014

ITEM FOR COUNCIL CONSIDERATION:

Amendment to the Cooperative Agreement for the Ninth Street Pedestrian Bridge Replacement Project

Report prepared by: Matt Maechler, Civil Engineer

Department: Public Works


Signature

**Reviewed by
Director of
Public Works:**


Signature

**Reviewed by
City Manager:**


Signature

Staff Recommendation:

ACTION ☒ **NON-ACTION** ☐

Staff Recommendation: Approve and authorize the Mayor to sign the amended Cooperative Agreement for City Maintenance Project No. 15018 – Ninth Street Pedestrian Bridge Replacement Project.

Sample Motion: I move to approve and authorize the Mayor to sign the amended Cooperative Agreement between the City of Carpinteria and Santa Barbara County Association of Governments concerning the Measure A grant program funding deadline for City Maintenance Project No. 15018 – Ninth Street Pedestrian Bridge Replacement Project.

I. BACKGROUND:

The Ninth Street Pedestrian Bridge replacement project is one of five City of Carpinteria capital projects funded in 2011 through the Measure A Safe Route to School grant program. The project was allocated \$105,000.

The existing bridge was found to be much older than originally estimated and is nearing the end of its useful life. The original rehabilitation project (estimated at \$210,000) would have extended the life of the bridge by only another 5-10 years before needing a complete replacement. In an effort to utilize City and Grant funds more efficiently, the Department of Public Works recommended, in the summer of 2013, that the scope of the project be changed to a bridge replacement with a preliminary engineer's estimate of \$240,000-290,000 and a lifespan of 40-50 years.

During the summer of 2013, the Department of Public Works found that the existing bridge deck had rotted out to the point that the bridge was not sound. Public Works closed the bridge on July 2, 2013 and sought temporary repairs to keep the bridge open until the full replacement could be constructed. On July 31, 2013 the bridge was reopened with a replacement bridge deck. A bridge replacement is required due to the overall age of the bridge, new ADA and bridge design requirements, and overall aesthetics.

Project plans changed to reflect a bridge structure replacement and Public Works has continued to work on permit approvals by the necessary environmental and trustee agencies as well as reviewing and overseeing the design process.

The Department has also made significant progress in preparing the project for delivery:

- Environmental Clearance – Completed
- Resource and Trustee Agency Permits – Completed
- Natural Resources Conservation Service Approval – Completed
- Utility Coordination/Relocation Plans – Completed
- Bridge Structure Fabrication – Completed (**Figure 1**)
- County Flood Control District Secondary Use Agreement – Completed
- Final Architectural Approval – In Progress
- Plans, Specifications and Engineer's Estimate – In Progress (95% Complete)



Figure 1

The newly fabricated Ninth Street Pedestrian Bridge

II. DISCUSSION:

The Ninth Street Bridge Replacement Project must use the awarded Measure A funds by the funding deadline of June 30th 2014. Significant progress has been made on the project, however, recently received engineering comments from the Santa Barbara County Flood Control District have required changes to the project plans. The City of Carpinteria submitted engineering plans to the District in September 2013. While County Flood Control and the City have worked closely together regarding the project, comments regarding minimum clearance under the bridge for maintenance vehicles were not made until April of 2014. Approval from County Flood Control is required because the proposed bridge is located over a flood control channel. Due to the unforeseen and extraordinary circumstances in the review process, Santa Barbara County Association of Governments (SBCAG) has allowed for a funding deadline extension. SBCAG has provided a draft amendment to the cooperative agreement that requires the Mayor's signature. **(Attachment A)**

III. Policy:

The proposed project is included in the current City of Carpinteria Capital Improvement Program. At the Annual Work Plan meeting held on January 28, 2012, the Council directed the Department to make the Ninth Street Pedestrian Bridge Replacement project a priority for Public Works capital projects.

General Plan/Local Coastal Plan

Circulation Element

Pedestrian Facilities: Walking to shopping and recreational sites promotes direct interface with the physical environment as well as ecologically benefitting the community. Safe well-maintained sidewalks, trails and other street improvements, as well as pedestrian-oriented design standards, encourage pedestrian transportation.

The Ninth Street Pedestrian Bridge Replacement Project not only maintains part of the City's non-motorized transportation facility for an additional 40-50 years, but also improves the aesthetics of the area at the project location.

IV. Attachment:

A: Amended Cooperative Agreement

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ATTACHMENT A
Amended Cooperative Agreement

AMENDMENT TO
MEASURE A
PROJECT COOPERATIVE AGREEMENT

For projects awarded to City of Carpinteria in Cycle 1 of the Measure A Bicycle and Pedestrian
and Safe Routes to School Programs

This Amended Cooperative Agreement ("Amended Agreement") is entered into by and between the City of Carpinteria ("Sponsor") and the SANTA BARBARA COUNTY ASSOCIATION OF GOVERNMENTS, acting as the Santa Barbara County Local Transportation Authority ("Authority") and collectively referred to as "the Parties."

Whereas on April 19, 2012, the parties entered into the Measure A Project Cooperative Agreement ("Cooperative Agreement") to facilitate Authority providing funds to Sponsor for eligible Measure A projects.

Whereas, Authority allows extension of Timely Use of Funds Deadlines due to extraordinary or unforeseen circumstances, per the program guidelines.

Whereas, the Parties wish to make a technical amendment to the indemnification clause of the Cooperative Agreement.

NOW, THEREFORE, in consideration of the mutual promises and undertakings herein made and the mutual benefits to be derived therefrom, the Parties hereto hereby agree to amend the Cooperative Agreement as follows:

1. Attachment D is Amended as follows:
Timely Use of Funds Deadline for PE Project Phase: ~~6/30/2014~~ 12/30/2014
Timely Use of Funds Deadline for Construction Project Phase: ~~6/30/2014~~
12/30/2015
Timely Use of Funds Deadline for Construction Contingency Project Phase:
~~6/30/2014~~ 12/30/2015
2. In all other respects, this Cooperative Agreement shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the undersigned parties have executed this Agreement on the day and year first written above.

ATTEST:

SBCAG, acting as the SANTA BARBARA COUNTY
LOCAL TRANSPORTATION AUTHORITY:

By: _____
Jim Kemp, Executive Director

By: _____
Steve Lavagnino, Chairperson

APPROVED AS TO FORM:

By: _____
William M. Dillon
Senior Deputy County Counsel

ATTEST:

By: _____
City Clerk

APPROVED AS TO FORM:

By: _____
City Attorney

CITY OF CARPINTERIA,
A Municipal Corporation

By: _____
Mayor

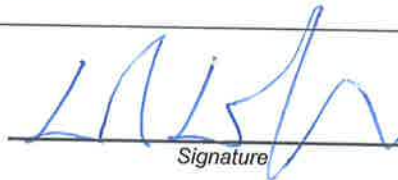
STAFF REPORT
CITY COUNCIL MEETING
June 23, 2014

ITEM FOR COUNCIL CONSIDERATION:

A request for financial support from the Central Coast Collaborative on Homelessness (C3H).

Report prepared by:

Dave Durflinger, City Manager



Signature

STAFF RECOMMENDATION:

Action X Non-Action

Recommendation: Consider the request for \$1,299 in financial support from the Central Coast Collaborative on Homelessness and take any related action, as determined appropriate.

Sample Motion: I move to approve financial support for the Central Coast Collaborative on Homelessness in the amount of \$1,299, and amending as necessary the Community Service Program of the 2014-15 budget.

I. BACKGROUND/DISCUSSION:

Since its inception in 2012, the City of Carpinteria has participated on the Central Coast Collaborative (C3H) Policy Council. Councilmember Carty is the City's current representative to the organization, which meets quarterly. The purpose of C3H is to address homelessness in the various communities of the Santa Barbara region. Information about the organization is included in the attached request letter and on its web site at <http://www.c3homes.org/>.

C3H is now requesting funding support from each agency in order to serve as the Lead Agency for implementation of new federal Continuum of Care (CoC) rules effecting Santa Barbara County. The funding will allow C3H to provide staff support to carry out the related administrative tasks required by the federal rules. The new CoC rules reflect an interest in having agencies that provide homeless services participating in the process of determining how resources are allocated for those services.

II. FINANCIAL CONSIDERATIONS:

The C3H funding plan allocates the budgeted costs out to each participating agency based on the most recent Point in Time County of homeless persons residing in each jurisdiction. Based on the 2013 count (see attached summary sheet), the City of Carpinteria's allocation is \$1,229. Should the City Council determine to approve the request, the funding will be added to the City's Community Services Program budget.

III. LEGAL CONSIDERATIONS:

This staff report has been reviewed by the City Attorney's office.

IV. ATTACHMENTS:

- A. Letter request dated May 13, 2014
- B. Proportionate Share Funding Plan

Attachment A

Purpose Statement:

C3H will harness all resources available to reduce the number of people experiencing homelessness, as well as minimize the impacts of homelessness in Santa Barbara County.



Strategies:

- *Housing First
- *Housing Ready
- *Family/Employer Reunification

Pillars/Goals:

- Prevent homelessness
- Support the expansion of housing for the homeless
- Build a results- and data-driven culture
- Elevate community dialogue, support, and collaboration regarding homelessness
- Encourage commitment to self-sufficiency

May 13, 2014

The Honorable Mayor Brad Stein
Members of the City Council
City of Carpinteria
5775 Carpinteria Avenue
Carpinteria, CA 93013

Dear Mayor Stein and Members of the Carpinteria City Council:

As Chair of the Policy Council for the Central Coast Collaborative on Homelessness (C3H), I ask on behalf of C3H that the City of Carpinteria consider a financial contribution in support of C3H's leadership and coordination of service providers and stakeholders addressing homelessness in Santa Barbara County. As a centralized planning body established in September of 2012, C3H works with sixty collaborative partners in addressing all aspects of homelessness. In the past year, the work of this partnership has successfully housed more than 530 people, many of them children and veterans. We have very much appreciated the participation of Vice Mayor Carty as a member of the Policy Council to assist us in this important effort.

In the current economic climate, the impacts to social service delivery and the need for housing have seriously affected some of the most vulnerable members of our community. The reality of diminishing resources makes it crucial for government, the private sector and nonprofit service providers to collaborate whenever possible to provide efficient and effective service. In addition, due to changes mandated by the U.S. Department of Housing and Urban Development (HUD), C3H was designated last month to serve as the Lead Agency for the Santa Barbara County Continuum of Care. C3H's ability to effectively carry out these new responsibilities is dependent upon the capacity of staff to lead these efforts with the input of community partners.

C3H is currently formulating a budget for the upcoming Fiscal Year. A draft "proportionate share" funding strategy was presented at the May 8th Policy Council meeting, which is attached. The calculation was based on the number of homeless individuals within each jurisdiction according to the 2013 "Point in Time" Count. Recognizing that budget discussions are currently underway in most jurisdictions, the Policy Council has requested that each City in Santa Barbara County be asked to consider supporting the work of C3H, which is of direct benefit to you. According to this formula, the City of Carpinteria's share is \$1,229, out of a total C3H proposed budget of \$295,000. We realize that budgets are tight but hope that you will consider allocating funding for this important work in as generous an amount as you can, even if it is below the proportionate share amount. Given that homelessness crosses all jurisdictions, the C3H Policy Council believes that it is in the interest of the Cities and the County to take collective action and assemble shared funding.

Thank you for your consideration of our request.



Sincerely,

A handwritten signature in cursive script, which appears to read 'Doreen Farr', is positioned below the word 'Sincerely,'.

Doreen Farr, Chair C3H Policy Council, Third District Supervisor, County of Santa Barbara
Helene Schneider, Vice Chair C3H Policy Council, Mayor, City of Santa Barbara
Steve Lavagnino, Fifth District Supervisor, County of Santa Barbara
Jack Boysen, Councilmember, City of Santa Maria
Gregg Carty, Vice Mayor, City of Carpinteria
Ashley Costa, Councilmember, City of Lompoc
Dale Francisco, Councilmember, City of Santa Barbara
Paula Perotte, Councilmember, City of Goleta
Holly Sierra, Councilmember, City of Buellton
Terri Zuniga, Councilmember, City of Santa Maria

Cc: David Durflinger, Carpinteria City Manager

Attachment B

Total C3H Operating Budget **\$295,000**

DRAFT Scenario #1

	Actual Contribution FY2014	Proposed Contribution FY2015	Reserved for FY2015	Difference
County of Santa Barbara	\$75,000	\$90,000	\$75,000	\$15,000
County Housing Authority	\$0	\$25,000	\$0	\$25,000
Total County Support	\$75,000	\$115,000	\$75,000	\$40,000
Total Needed from Cities		\$180,000		

# Contacted 2013 Point in Time Count	Total per City	Percentage	Actual Contribution FY2014	Proportionate Share of C3H Budget	Reserved for FY2015	Difference
City of Santa Barbara	946	64.57%	\$75,000	\$116,232	\$75,000	\$16,232
Housing Authority of the City of S.B.			\$13,000		\$25,000	
Goleta	81	5.53%	\$0	\$9,952	\$0	\$9,952
Lompoc	104	7.10%	\$0	\$12,778	\$0	\$12,778
Santa Maria	300	20.48%	\$12,000	\$36,860	\$0	\$36,860
Buellton	4	0.27%	\$0	\$491	\$0	\$491
Santa Ynez Valley	20	1.37%	\$0	\$2,457	\$0	\$2,457
Carpinteria	10	0.68%	\$0	\$1,229	\$0	\$1,229
Total	1465	100.00%	\$100,000	\$180,000	\$100,000	\$80,000

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- ♦ Encourage commitment to self-sufficiency

Funding Update

As of June 18, 2014

Jurisdiction	Amount Requested	Amount Received	Notes
Cottage Hospital	\$75,000	\$75,000*	One time amount
County of Santa Barbara	\$90,000	\$90,000	
County Housing Authority	\$25,000	Pending	Request to board July 17th
City of Santa Barbara	\$91,232	\$91,232	
City Housing Authority	\$25,000	\$25,000	
City of Santa Maria	\$36,860	\$12,000	
City of Goleta	\$9,952	\$3,5000	Recommended for approval by Goleta City Council, will go before the Council June 17th
City of Lompoc	\$12,778		Item has not been brought forth for discussion
City of Buellton	\$491		Council will consider in December
City of Carpinteria	\$1,229		Pending
Santa Ynez Valley	\$2,457		Pending

*Matching opportunity; to be discussed at next Executive Oversight Committee Meeting