

BEVERLY HILLS COURIER

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THIS ISSUE



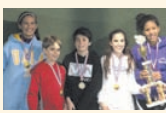
BHHS football coach Donald Paysinger steps down. 4



Beverly Vista students shine in "Reflections", a national art contest. 4



Beverly Hills High plays host to soccer fundraiser for cancer and MS. 5



Beverly Hills Tennis Satellite team wins Westside Tennis League finals. 5



Joan Rivers discusses Richard Burton and Elizabeth Taylor. 10

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George Christy, Page 6

"Hooray for Hottwood" is the *New York Post's* Headline about the Golden Globes Weekend's Crush of Festivities: Good News for NBC With 20 Million Viewers Watching this Annual Parade of Glamour

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- Announcements
- Real Estate
- Rentals
- Sales
- and More

Beverly Hills Salary Shocker – The Sequel!

Courier forces City to release updated salary, benefits data. See page 16 for Part I

By Courier staff

The *Beverly Hills Courier* forced the City of Beverly Hills to release employee pay, benefits, vacation, overtime, healthcare and retirement costs Wednesday night.

The release came in response to a California Public Records Act demand served on Mayor Willie Brien and City Manager Jeff

(see 'SALARIES,' page 13)



GENEROUS SPIRITS—Chai Lifeline honored community leaders at Wednesday's "Charity of Hope" Gala. Pictured (from left to right): Jose Feliciano, Nir Seroussi, Lisa Korbato and Stuart Manashil.

Courier Photos by Laura Coleman

Chai Lifeline Gala Honors Korbato, Manashil, Seroussi; Feliciano Plays

By Laura Coleman

On Wednesday evening Chai Lifeline honored three extraordinary

community leaders for their commitment to helping

(see 'CHAI LIFELINE,' page 12)

Measure E Bond Acceleration Moves Ahead

By Laura Coleman

When Beverly Hills voters passed the \$334 million Measure E bond in 2008, they did so with the promise that property taxes would not increase beyond \$49.71 per \$100,000 of assessed valuation – a number that has already shifted to \$52 due to the economic climate.

Now, the Beverly Hills Unified School District Board of Education is considering raising the tax rate close to the maximum allowed under the law, which would be \$114 per \$100,000 of assessed valuation, in order to shave 22 years off the life of the

(see 'MEASURE E,' page 13)



Beverly Hills City Council Election Kickoff 2013



KATHERINE COHAN—"I'd like to bring the prestige of Beverly Hills back... (we need to) get more business, get the revenues up...I'd like to hear more from business owners."



BRIAN ROSENSTEIN—"We must look at our budget, go line-by-line to make sure every dollar is being spent wisely, that there's full transparency and we are meeting the needs of our community."



NANCY KRASNE—"My vote isn't for sale and has never been for sale. I have the experience, integrity and vision to do the job the people want and expect from their elected officials."



JOHN MIRISCH—"We need to put the residents first. It's time to stop treating our residents and businesses like an ATM machine."



WILLIE BRIEN—"Anyone who knows me knows I don't play political games and I don't make statements just because they make for good soundbites or because it's an election."

For more kickoff photos, see page 9

Israel Ambassador Oren Talks U.S./Israel Bond in Beverly Hills

By Laura Coleman and Marla Schevker

On Tuesday evening, Israel's Ambassador to the United States Michael Oren addressed the community about the dynamic relationship between Israel and the United States at the Saban The-

(see 'OREN,' page 15)



Michael Oren

New Funding Plan Could Net \$4 Million For Beverly Hills Schools

Updated from bhcourier.com

By Matt Lopez

Representatives from the City and the Beverly Hills Unified School District hashed out a plan Friday afternoon that could funnel in more than

\$4 million and help BHUSD stave off staff and budget cuts for the current fiscal year.

(see 'SCHOOL PLAN,' page 13)

GOLDEN GIRLS—Francesca Eastwood with mom Frances Fisher during the 70th Annual Golden Globes Awards at the Beverly Hilton. Francesca is the daughter of Clint Eastwood, and was this year's Miss Golden Globes.

Sam Fox, the son of Tracey Pollan and Michael J. Fox, was Mr. Golden Globes.

For more photos, see George Christy's column on Page 6.



Celebrity Photo

Beverly Hills 2012 Staff Costs: Released After *Courier* Public Records Demand

SAVE THIS SECTION —PART II NEXT WEEK

Bargain	Title	Salary	PERS Overtime	Pay for Performance	Total Persable Pays	Cafeteria Plan	Overtime	Leave Payoffs	Car Allowance	Merit/Bonus
CC	CITY TREASURER	2,400.06	0.00	0.00	2,400.06	0.00	0.00	0.00	0.00	0.00
CC	COUNCILMEMBER	9,429.68	0.00	0.00	9,429.68	0.00	0.00	0.00	0.00	0.00
CC	COUNCILMEMBER	9,429.68	0.00	0.00	9,429.68	0.00	0.00	0.00	0.00	0.00
CC	COUNCILMEMBER	9,429.68	0.00	0.00	9,429.68	0.00	0.00	0.00	0.00	0.00
CC	COUNCILMEMBER	9,429.68	0.00	0.00	9,429.68	0.00	0.00	0.00	0.00	0.00
CC	COUNCILMEMBER	9,429.68	0.00	0.00	9,429.68	0.00	0.00	0.00	0.00	0.00
CO	CITY CLERK SPECIALIST	75,389.49	0.00	0.00	75,389.49	4,789.01	0.00	1,826.99	0.00	0.00
CO	EXECUTIVE ASSISTANT I	58,067.47	0.00	0.00	58,067.47	4,859.92	0.00	1,423.77	0.00	0.00
CO	EXECUTIVE ASSISTANT I	58,067.36	0.00	0.00	58,067.36	4,859.92	0.00	0.00	0.00	0.00
CO	EXECUTIVE ASSISTANT I	2,194.60	0.00	0.00	2,194.60	0.00	0.00	0.00	0.00	0.00
CO	EXECUTIVE ASSISTANT I	6,700.09	0.00	0.00	6,700.09	0.00	0.00	0.00	0.00	0.00
CO	EXECUTIVE ASSISTANT I	47,476.52	0.00	0.00	47,476.52	5,699.98	0.00	643.77	0.00	0.00
CO	EXECUTIVE ASSISTANT I	56,923.39	0.00	0.00	56,923.39	4,859.92	0.00	572.30	0.00	0.00
CO	EXECUTIVE ASSISTANT I	58,067.36	0.00	0.00	58,067.36	4,859.92	0.00	2,847.54	0.00	0.00
CO	EXECUTIVE ASSISTANT I	58,067.42	0.00	0.00	58,067.42	4,859.92	0.00	0.00	0.00	0.00
CO	EXECUTIVE ASSISTANT I	54,660.61	0.00	0.00	54,660.61	5,699.98	4,544.78	0.00	0.00	0.00
CO	EXECUTIVE ASSISTANT I	50,317.03	0.00	0.00	50,317.03	4,859.92	0.00	294.12	0.00	0.00
CO	EXECUTIVE ASSISTANT II	62,186.17	0.00	0.00	62,186.17	4,859.92	0.00	0.00	0.00	0.00
CO	EXECUTIVE ASSISTANT II	2,391.78	0.00	0.00	2,391.78	0.00	0.00	0.00	0.00	0.00
CO	EXECUTIVE ASSISTANT II	62,186.21	0.00	0.00	62,186.21	4,859.92	0.00	1,524.75	0.00	0.00
CO	EXECUTIVE ASSISTANT II	62,186.19	0.00	0.00	62,186.19	4,859.92	0.00	3,916.53	0.00	0.00
CO	EXECUTIVE ASSISTANT II	62,186.16	0.00	0.00	62,186.16	827.06	0.00	0.00	0.00	0.00
CO	EXECUTIVE ASSISTANT III	56,098.86	0.00	0.00	56,098.86	5,682.15	0.00	555.58	0.00	0.00
CO	EXECUTIVE ASSISTANT III	68,591.07	0.00	0.00	68,591.07	4,859.92	0.00	890.36	0.00	0.00
CO	HR ASSOCIATE II	14,065.46	0.00	0.00	14,065.46	747.68	0.00	486.51	0.00	0.00
CO	HR ASSOCIATE II	66,222.43	0.00	0.00	66,222.43	4,859.92	0.00	1,601.32	0.00	0.00
CO	HR ASSOCIATE II	35,935.10	0.00	0.00	35,935.10	2,803.50	170.90	767.59	0.00	0.00
CO	OFFICE ASSISTANT III	29,977.00	0.00	0.00	29,977.00	2,803.50	0.00	0.00	0.00	0.00
EM	ASSISTANT CITY MANAGER	252,841.65	0.00	11,829.00	264,670.65	0.00	0.00	33,020.14	0.00	0.00
EM	ASST CHIEF INFO OFFICER	139,509.49	0.00	6,911.00	146,420.49	9,209.86	0.00	0.00	0.00	0.00
EM	ASST DIR ADMIN SVCS - FIN	178,270.41	0.00	7,558.43	185,828.84	9,215.96	0.00	12,920.36	0.00	0.00
EM	ASST DIR ADMIN SVCS - HR	174,315.21	0.00	8,398.25	182,713.46	9,215.96	0.00	30,178.76	0.00	0.00
EM	ASST DIR COM DEV C BLG OF	160,030.56	0.00	4,829.00	164,859.56	9,210.80	0.00	13,045.53	0.00	0.00
EM	ASST DIR OF COMM DEV-C PL	159,769.81	0.00	4,829.00	164,598.81	9,210.80	0.00	8,509.59	0.00	0.00
EM	ASST DIR OF COMM SVCS-LIB	166,450.38	0.00	0.00	166,450.38	9,210.80	0.00	14,676.14	0.00	0.00
EM	ASST DIR OF P W AND TRANS	164,263.63	0.00	0.00	164,263.63	9,210.80	0.00	12,275.76	0.00	0.00
EM	BUDGET AND REVENUE OFFICER	128,668.07	0.00	6,521.00	135,189.07	9,215.96	0.00	8,184.34	0.00	0.00
EM	CHIEF INFORMATION OFFICER	173,869.37	0.00	12,341.00	186,210.37	9,209.86	0.00	4,985.33	0.00	0.00
EM	CHIEF OF POLICE	251,239.99	0.00	0.00	251,239.99	7,717.34	0.00	18,308.20	0.00	0.00
EM	DEPUTY CITY MANAGER	159,912.31	0.00	7,437.00	167,349.31	0.00	0.00	13,385.61	0.00	0.00
EM	DEPUTY CITY MANAGER	164,970.41	0.00	4,271.00	169,241.41	9,215.96	0.00	13,641.81	0.00	0.00
EM	DEPUTY DIR-TRANSPORTATION	142,825.21	0.00	4,000.00	146,825.21	9,215.96	0.00	23,838.13	0.00	0.00
EM	DIR COMM DEVELOPMENT	202,870.84	0.00	8,753.00	211,623.84	9,210.80	0.00	1,708.75	0.00	0.00
EM	DIRECTOR OF COMM SERVICES	190,554.24	0.00	8,702.00	199,256.24	878.01	0.00	0.00	0.00	0.00
EM	DIRECTOR OF PARKING OPER	145,425.53	0.00	1,820.00	147,245.53	9,215.96	0.00	5,193.06	0.00	0.00
EM	DIRECTOR OF PUBLIC WORKS	204,976.05	0.00	5,000.00	209,976.05	9,210.80	0.00	17,655.44	0.00	0.00
EM	DIRECTOR/PROJECT ADMIN	136,831.21	0.00	3,399.00	140,230.21	6,892.34	0.00	23,403.28	0.00	0.00
EM	DIR-EMERGENCY MANAGEMENT	123,457.37	0.00	0.00	123,457.37	0.00	0.00	2,620.74	0.00	0.00
EM	DIVISION COMMANDER	126,974.58	0.00	0.00	126,974.58	8,226.44	0.00	9,192.38	0.00	0.00
EM	FIRE CHIEF	248,821.72	0.00	0.00	248,821.72	9,215.96	0.00	32,380.48	0.00	0.00
EM	MAINT OPERATIONS MANAGER	134,980.93	0.00	3,000.00	137,980.93	9,215.96	0.00	10,373.78	0.00	0.00
EM	RISK MANAGER	144,468.62	0.00	6,979.00	151,447.62	9,215.96	0.00	12,347.48	0.00	0.00
EX	CITY CLERK	146,419.72	0.00	0.00	146,419.72	8,393.78	0.00	24,149.19	0.00	6,808.76
EX	CITY MANAGER	294,220.70	0.00	0.00	294,220.70	0.00	0.00	19,038.46	0.00	0.00
FM	FIRE BATTALION CHIEF 112	149,006.70	10,008.58	0.00	159,015.28	0.00	74,088.11	17,000.00	0.00	0.00
FM	FIRE BATTALION CHIEF 112	160,534.18	11,022.01	0.00	171,556.19	0.00	41,836.05	4,093.68	0.00	0.00
FM	FIRE BATTALION CHIEF 80	174,794.10	11,775.85	0.00	186,569.95	0.00	73,930.23	14,406.24	0.00	0.00
FM	FIRE BATTALION CHIEF 80	194,058.61	6,919.95	0.00	200,978.56	0.00	66,096.37	23,195.19	0.00	0.00
FM	FIRE BATTALION CHIEF 80	148,587.51	10,005.00	0.00	158,592.51	0.00	65,352.03	15,641.99	0.00	0.00
FS	FIRE BATTALION CHIEF 112	146,910.62	9,794.14	0.00	156,704.76	2.70	46,759.34	0.00	0.00	0.00
FS	FIRE CAPTAIN 112	130,346.19	8,742.24	0.00	139,088.43	0.00	33,570.69	0.00	0.00	0.00
FS	FIRE CAPTAIN 112	144,697.15	9,738.03	0.00	154,435.18	0.00	59,731.65	0.00	0.00	0.00
FS	FIRE CAPTAIN 112	147,809.93	5,540.65	0.00	153,350.58	0.00	94,533.52	0.00	0.00	0.00
FS	FIRE CAPTAIN 112	144,533.22	9,737.23	0.00	154,270.45	0.00	28,402.87	17,000.00	0.00	0.00
FS	FIRE CAPTAIN 112	123,320.96	8,271.15	0.00	131,592.11	0.00	9,834.12	0.00	0.00	0.00
FS	FIRE CAPTAIN 112	148,713.17	10,005.00	0.00	158,718.17	0.00	77,316.25	7,343.79	0.00	0.00
FS	FIRE CAPTAIN 112	125,798.23	8,338.32	0.00	134,136.55	2,734.69	26,909.91	0.00	0.00	0.00
FS	FIRE CAPTAIN 112	148,513.01	8,775.88	0.00	157,288.89	0.00	76,696.87	0.00	0.00	0.00
FS	FIRE CAPTAIN 112	135,410.88	9,321.56	0.00	144,732.44	0.00	34,429.64	0.00	0.00	0.00
FS	FIRE CAPTAIN 112	148,507.58	10,005.00	0.00	158,512.58	0.00	39,931.83	0.00	0.00	0.00
FS	FIRE CAPTAIN 112	144,533.22	8,546.02	0.00	153,079.24	806.53	46,941.07	17,000.00	0.00	0.00

Beverly Hills 2012 Staff Costs: Released After *Courier* Public Records Demand

ARMP Payoff	Other Pays	Total Non PERS Pays	Total Pay	Retirement	Deferred Compensation	Health, Dental, Vision	New Employee HRS	Vacation Earned	Sick Earned	Admin Leave Earned
0.00	0.00	0.00	2,400.06	534.43	0.00	23,423.18	0.00			
0.00	0.00	0.00	9,429.68	2,099.73	0.00	31,101.89	0.00			
0.00	0.00	0.00	9,429.68	2,099.73	0.00	31,101.89	0.00			
0.00	0.00	0.00	9,429.68	2,099.73	0.00	0.00	0.00			
0.00	0.00	0.00	9,429.68	2,099.73	0.00	31,101.89	0.00			
0.00	0.00	0.00	9,429.68	2,099.73	0.00	31,101.89	0.00			
0.00	472.00	7,088.00	82,477.49	16,791.69	360.00	18,896.86	0.00	120.0000	96.0000	87.0000
0.00	0.00	6,283.69	64,351.16	12,930.64	360.00	11,740.17	0.00	120.0000	96.0000	87.0000
0.00	0.00	4,859.92	62,927.28	12,930.64	360.00	17,622.28	0.00	120.0000	96.0000	67.0000
0.00	0.00	0.00	2,194.60	497.61	30.00	0.00	138.46	80.0000	96.0000	3.3462
0.00	0.00	0.00	6,700.09	1,519.17	45.00	0.00	207.69	80.0000	96.0000	7.7308
0.00	0.00	6,343.75	53,820.27	10,862.67	480.00	7,001.67	0.00	120.0000	96.0000	47.6700
0.00	0.00	5,432.22	62,355.61	12,663.14	360.00	11,740.17	0.00	120.0000	96.0000	67.0000
0.00	0.00	7,707.46	65,774.82	12,930.64	360.00	11,740.17	0.00	120.0000	96.0000	67.0000
0.00	0.00	4,859.92	62,927.34	12,930.64	360.00	14,152.59	0.00	120.0000	96.0000	87.0000
0.00	0.00	10,244.76	64,905.37	12,897.74	360.00	6,491.64	0.00	120.0000	96.0000	52.0000
0.00	0.00	5,154.04	55,471.07	11,187.76	360.00	13,054.01	0.00	80.0000	96.0000	87.0000
0.00	0.00	4,859.92	67,046.09	13,847.84	360.00	14,034.62	0.00	160.0000	96.0000	67.0000
0.00	0.00	0.00	2,391.78	542.31	15.00	0.00	69.23	80.0000	96.0000	2.5769
0.00	9.65	6,394.32	68,580.53	13,847.87	360.00	16,880.76	0.00	160.0000	96.0000	87.0000
0.00	0.00	8,776.45	70,962.64	13,847.85	360.00	11,740.17	0.00	160.0000	96.0000	67.0000
0.00	0.00	827.06	63,013.22	13,847.82	360.00	23,661.30	0.00	120.0000	96.0000	67.0000
0.00	0.00	6,237.73	62,336.59	12,639.49	440.00	17,341.22	0.00	120.0000	96.0000	56.6920
0.00	0.00	5,750.28	74,341.35	15,274.17	360.00	13,054.01	0.00	160.0000	96.0000	87.0000
0.00	0.00	1,234.19	15,299.65	3,189.22	105.00	1,814.64	484.61	80.0000	96.0000	0.0000
0.00	0.00	6,461.24	72,683.67	14,750.31	360.00	13,054.01	0.00	160.0000	96.0000	67.0000
0.00	19,071.69	22,813.68	58,748.78	4,617.26	255.00	6,804.90	1,246.14	80.0000	96.0000	0.0000
0.00	5,092.36	7,895.86	37,872.86	3,099.60	255.00	3,753.60	1,246.14	80.0000	96.0000	46.3846
0.00	148.74	33,168.88	297,839.53	63,718.09	360.00	31,268.66	0.00	160.0000	96.0000	120.0000
0.00	0.00	9,209.86	155,630.35	35,257.56	360.00	19,050.30	0.00	160.0000	96.0000	120.0000
0.00	0.00	22,136.32	207,965.16	44,748.99	360.00	13,907.93	0.00	160.0000	96.0000	120.0000
0.00	0.00	39,394.72	222,108.18	43,986.06	360.00	3,132.48	0.00	160.0000	96.0000	120.0000
0.00	0.00	22,256.33	187,115.89	39,703.74	360.00	18,896.86	0.00	160.0000	96.0000	120.0000
0.00	290.71	18,011.10	182,609.91	39,710.96	360.00	18,896.86	0.00	160.0000	96.0000	120.0000
0.00	0.00	23,886.94	190,337.32	40,047.22	360.00	18,896.86	0.00	160.0000	96.0000	120.0000
0.00	0.00	21,486.56	185,750.19	39,511.69	360.00	18,896.86	0.00	120.0000	96.0000	120.0000
0.00	0.00	17,400.30	152,589.37	32,546.43	360.00	17,622.28	0.00	120.0000	96.0000	120.0000
0.00	0.00	14,195.19	200,405.56	44,844.16	360.00	19,050.30	0.00	160.0000	96.0000	120.0000
0.00	777.00	26,802.54	278,042.53	111,655.52	360.00	23,551.32	0.00	160.0000	96.0000	120.0000
0.00	0.00	13,385.61	180,734.92	40,286.03	360.00	31,268.66	0.00	120.0000	96.0000	120.0000
0.00	0.00	22,857.77	192,099.18	40,736.60	360.00	11,700.91	0.00	160.0000	96.0000	120.0000
0.00	0.00	33,054.09	179,879.30	35,334.33	0.00	11,740.17	0.00	160.0000	96.0000	120.0000
0.00	0.00	10,919.55	222,543.39	50,927.04	360.00	18,896.86	0.00	160.0000	96.0000	120.0000
0.00	0.00	878.01	200,134.25	47,966.42	360.00	30,390.64	0.00	160.0000	96.0000	120.0000
0.00	0.00	14,409.02	161,654.55	35,426.13	360.00	11,740.17	0.00	120.0000	96.0000	120.0000
0.00	225.62	27,091.86	237,067.91	50,528.88	600.00	18,896.86	0.00	160.0000	96.0000	120.0000
0.00	0.00	30,295.62	170,525.83	33,753.23	360.00	23,551.32	0.00	160.0000	96.0000	120.0000
0.00	0.00	2,620.74	126,078.11	30,353.69	360.00	31,411.64	0.00	160.0000	96.0000	120.0000
0.00	47.62	17,466.44	144,441.02	28,713.01	430.00	17,622.28	0.00	120.0000	96.0000	120.0000
0.00	600.00	42,196.44	291,018.16	110,583.63	360.00	18,976.75	0.00	160.0000	96.0000	120.0000
0.00	0.00	19,589.74	157,570.67	33,202.53	360.00	14,152.59	0.00	120.0000	96.0000	120.0000
0.00	0.00	21,563.44	173,011.06	36,459.25	360.00	15,766.58	0.00	160.0000	96.0000	120.0000
0.00	0.00	39,351.73	185,771.45	35,220.41	360.00	18,074.64	0.00	120.0000	96.0000	120.0000
0.00	41.46	19,079.92	313,300.62	67,847.73	16,720.00	31,268.66	0.00	160.0000	96.0000	120.0000
0.00	1,211.98	92,300.09	251,315.37	70,870.75	360.00	18,976.75	0.00	288.0000	144.0000	68.5714
0.00	1,282.28	47,212.01	218,768.20	76,435.42	360.00	18,976.75	0.00	216.0000	144.0000	96.0000
0.00	1,320.32	89,656.79	276,226.74	83,105.91	360.00	18,579.21	0.00	308.5700	144.0000	137.1420
0.00	1,724.01	91,015.57	291,994.13	89,504.24	360.00	18,579.21	0.00	308.5700	144.0000	137.1400
0.00	1,211.98	82,206.00	240,798.51	70,683.60	360.00	18,579.21	0.00	308.5700	144.0000	68.5700
0.00	1,195.60	47,957.64	204,662.40	69,843.18	360.00	19,050.30	0.00	308.5700	144.0000	155.0760
0.00	1,134.35	34,705.04	173,793.47	62,022.34	360.00	18,976.75	0.00	308.5700	144.0000	
0.00	1,195.60	60,927.25	215,362.43	68,837.77	360.00	18,579.21	0.00	308.5700	144.0000	
0.00	1,415.66	95,949.18	249,299.76	68,357.78	360.00	18,976.75	0.00	308.5700	144.0000	
0.00	1,195.60	46,598.47	200,868.92	68,764.71	360.00	18,976.75	0.00	308.5700	144.0000	
0.00	1,105.94	10,940.06	142,532.17	58,683.31	360.00	19,008.60	0.00	216.0000	144.0000	
0.00	1,211.98	85,872.02	244,590.19	70,739.12	360.00	18,976.75	0.00	308.5700	144.0000	
0.00	1,106.04	30,750.64	164,887.19	59,825.12	360.00	15,844.27	0.00	308.5700	144.0000	
0.00	1,211.98	77,908.85	235,197.74	70,106.08	360.00	19,050.30	0.00	308.5700	144.0000	
0.00	1,179.66	35,609.30	180,341.74	64,525.14	360.00	18,579.21	0.00	308.5700	144.0000	
0.00	1,211.98	41,143.81	199,656.39	70,648.06	360.00	18,579.21	0.00	308.5700	144.0000	
0.00	1,195.60	65,943.20	219,022.44	68,237.01	360.00	17,772.43	0.00	308.5700	144.0000	

Note: Employee salaries and benefits are matters of public record under California statutes and multiple court decisions. The city has never compiled staff costs in this manner to show the actual cost of each employee.

Nearly every Beverly Hills city employee is treated as a member of a union by the City, whether they belong to one or not. Every city employee, except City Manager Jeff Kolin and Assistant City Manager Mahdi Aluzri, police and fire, receive every other Monday or Friday off with pay. Police and fire have their own schedules.

A Beverly Hills city employee receives extra pay and benefits equal to from half to over double his/her salary as a result of overtime, leave, paid days off, retirement contributions and health benefits. The equivalent number in private industry is approximately 26 percent.

RETIREMENT: No city employee pays one penny for their retirement. Beverly Hills pays it all with half being tax free. After "retirement," employees are free to obtain other employment without reduction of retirement benefits. **Beverly Hills does not know how many former employees receive retirement pay from working for Beverly Hills.**

Bargain	Title	Salary	PERS Overtime	Pay for Performance	Total Persable Pays	Cafeteria Plan	Overtime	Leave Payoffs	Car Allowance	Merit/Bonus
FS	FIRE CAPTAIN 112	144,533.22	9,737.23	0.00	154,270.45	956.68	53,209.80	0.00	0.00	0.00
FS	FIRE CAPTAIN 112	148,781.70	10,005.00	0.00	158,786.70	2,629.50	45,786.45	0.00	0.00	0.00
FS	FIRE ENGINEER 112	122,542.03	3,199.32	0.00	125,741.35	0.00	26,615.75	0.00	0.00	0.00
FS	FIRE ENGINEER 112	111,386.98	2,889.16	0.00	114,276.14	30.29	30,372.82	0.00	0.00	0.00
FS	FIRE ENGINEER 112	119,305.82	3,600.45	0.00	122,906.27	4,664.24	61,324.65	2,676.15	0.00	0.00
FS	FIRE ENGINEER 112	126,174.88	8,500.23	0.00	134,675.11	956.68	79,422.53	20,639.66	0.00	0.00
FS	FIRE ENGINEER 112	126,349.50	8,500.23	0.00	134,849.73	480.23	41,942.74	0.00	0.00	0.00
FS	FIRE ENGINEER 112	122,798.62	7,260.85	0.00	130,059.47	0.00	40,988.92	0.00	0.00	0.00
FS	FIRE ENGINEER 112	122,798.52	3,212.56	0.00	126,011.08	956.68	23,214.43	0.00	0.00	0.00
FS	FIRE ENGINEER 112	126,291.28	6,420.42	0.00	132,711.70	0.00	81,398.38	4,159.61	0.00	0.00
FS	FIRE ENGINEER 112	126,841.62	8,500.49	0.00	135,342.11	5,699.98	71,728.70	0.00	0.00	0.00
FS	FIRE ENGINEER 112	126,971.01	8,500.23	0.00	135,471.24	343.73	67,619.64	0.00	0.00	0.00
FS	FIRE ENGINEER 112	119,769.09	8,341.97	0.00	128,111.06	0.00	51,810.56	0.00	0.00	0.00
FS	FIRE ENGINEER 112	126,174.88	8,500.23	0.00	134,675.11	2,471.03	46,698.10	23,239.41	0.00	0.00
FS	FIRE ENGINEER 112	120,717.43	8,194.56	0.00	128,911.99	0.00	56,776.72	0.00	0.00	0.00
FS	FIRE ENGINEER 112	106,869.60	7,163.08	0.00	114,032.68	0.00	37,301.03	5,021.15	0.00	0.00
FS	FIRE ENGINEER 112	123,553.84	8,272.92	0.00	131,826.76	4,696.19	29,666.37	0.00	0.00	0.00
FS	FIRE ENGINEER 112	126,174.88	8,500.23	0.00	134,675.11	0.00	28,811.77	17,000.00	0.00	0.00
FS	FIRE ENGINEER 112	117,474.68	7,715.10	0.00	125,189.78	5,699.98	50,177.92	5,597.76	0.00	0.00
FS	FIREFIGHTER 112	77,915.69	2,877.67	0.00	80,793.36	3,598.56	17,542.76	0.00	0.00	0.00
FS	FIREFIGHTER 112	102,718.67	6,813.73	0.00	109,532.40	5,699.98	16,335.76	0.00	0.00	0.00
FS	FIREFIGHTER 112	81,953.15	3,034.88	0.00	84,988.03	5,475.96	27,104.64	0.00	0.00	0.00
FS	FIREFIGHTER 112	107,689.04	7,221.96	0.00	114,911.00	956.68	38,720.26	5,301.12	0.00	0.00
FS	FIREFIGHTER 112	108,374.59	3,043.36	0.00	111,417.95	5,699.98	77,573.70	0.00	0.00	0.00
FS	FIREFIGHTER 112	95,396.10	6,333.61	0.00	101,729.71	5,699.98	33,354.46	0.00	0.00	0.00
FS	FIREFIGHTER 112	81,970.93	3,033.55	0.00	85,004.48	4,603.83	22,119.65	0.00	0.00	0.00
FS	FIREFIGHTER 112	109,676.25	2,846.64	0.00	112,522.89	0.00	35,310.41	0.00	0.00	0.00
FS	FIREFIGHTER 112	103,890.65	2,949.50	0.00	106,840.15	5,699.98	19,242.22	0.00	0.00	0.00
FS	FIREFIGHTER 112	90,918.13	6,013.52	0.00	96,931.65	5,699.98	18,896.87	0.00	0.00	0.00
FS	FIREFIGHTER 112	88,722.54	5,866.48	0.00	94,589.02	428.42	27,928.52	0.00	0.00	0.00
FS	FIREFIGHTER 112	89,754.60	4,431.87	0.00	94,186.47	1,253.26	30,940.15	0.00	0.00	0.00
FS	FIREFIGHTER 112	84,086.85	3,116.99	0.00	87,203.84	3,572.79	25,364.36	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	122,774.08	7,259.27	0.00	130,033.35	5,490.74	39,905.76	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	123,153.01	8,180.96	0.00	131,333.97	0.00	50,897.17	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	122,774.08	8,271.15	0.00	131,045.23	5,699.98	23,110.79	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	122,774.08	8,271.15	0.00	131,045.23	1,534.61	379.45	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	119,488.20	5,095.56	0.00	124,583.76	0.00	44,623.32	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	122,774.08	8,271.15	0.00	131,045.23	0.00	69,515.68	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	119,488.20	8,049.94	0.00	127,538.14	0.00	69,913.97	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	124,048.28	8,271.15	0.00	132,319.43	0.00	40,215.63	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	120,260.87	7,068.89	0.00	127,329.76	0.00	55,864.32	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	122,774.08	8,271.15	0.00	131,045.23	0.00	60,269.71	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	123,440.07	8,271.15	0.00	131,711.22	2,254.21	60,343.39	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	119,712.33	8,024.54	0.00	127,736.87	0.00	47,756.48	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	122,774.08	8,271.15	0.00	131,045.23	0.00	54,894.12	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	116,290.20	6,876.00	0.00	123,166.20	5,699.98	26,207.15	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	122,774.08	8,271.15	0.00	131,045.23	4,089.16	57,368.99	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	119,575.26	8,049.94	0.00	127,625.20	6,175.40	52,657.60	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	119,537.07	8,049.94	0.00	127,587.01	0.00	37,957.57	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	119,488.20	6,080.35	0.00	125,568.55	0.00	47,544.89	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	116,494.79	7,809.71	0.00	124,304.50	5,699.98	9,983.70	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	120,397.42	8,192.91	0.00	128,590.33	2,633.90	49,565.06	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	123,228.87	6,247.40	0.00	129,476.27	20.25	36,642.47	0.00	0.00	0.00
FS	FIREFIGHTER PARAMEDIC 112	92,033.38	5,859.13	0.00	97,892.51	4,468.13	36,454.55	0.00	0.00	0.00
MP	ACCOUNTING MANAGER	121,289.24	0.00	0.00	121,289.24	6,000.02	0.00	0.00	0.00	500.00
MP	ART DIRECTOR	93,841.14	0.00	0.00	93,841.14	6,000.02	0.00	28,910.62	0.00	0.00
MP	ASSOCIATE PLANNER	83,519.39	0.00	8,245.00	91,764.39	6,000.02	0.00	1,585.68	3,599.96	8,245.53
MP	ASSOCIATE PLANNER	78,927.17	0.00	13,804.00	92,731.17	0.00	0.00	0.00	3,599.96	0.00
MP	ASSOCIATE PROJECT MANAGER	110,036.27	0.00	18,639.00	128,675.27	5,988.03	0.00	2,116.08	3,599.96	11,003.63
MP	ASST. PROPERTY MANAGER	61,479.44	0.00	0.00	61,479.44	5,824.61	0.00	1,195.83	0.00	0.00
MP	BDGT AND FINANCIAL ANLYST	101,237.85	0.00	0.00	101,237.85	6,000.02	0.00	0.00	0.00	0.00
MP	BDGT AND FINANCIAL ANLYST	100,683.61	0.00	0.00	100,683.61	6,000.02	0.00	6,627.26	0.00	0.00
MP	BUSINESS INFO SYSTEMS ADM	27,433.13	0.00	0.00	27,433.13	923.04	0.00	0.00	0.00	0.00
MP	CIVIL ENGINEERING	110,036.28	0.00	5,439.00	115,475.28	6,000.02	0.00	2,116.08	3,599.96	0.00
MP	CIVIL ENGINEERING	110,036.30	0.00	0.00	110,036.30	6,000.02	0.00	0.00	3,599.96	0.00
MP	CIVIL ENGINEERING	104,851.92	0.00	0.00	104,851.92	6,000.02	0.00	0.00	3,599.96	0.00
MP	CODE ENFORCEMENT MGR	92,912.32	0.00	9,292.00	102,204.32	6,000.02	0.00	5,717.70	4,800.12	0.00
MP	COMM SVCS ADMINISTRATOR	113,370.52	0.00	0.00	113,370.52	6,000.02	0.00	30,081.20	3,599.96	0.00
MP	COMMUN AN ID BUREAU MNGR	115,236.33	498.36	0.00	115,734.69	0.25	0.00	6,285.41	0.00	0.00
MP	COMMUNITY OUTREACH MGR	113,370.60	0.00	0.00	113,370.60	6,000.02	0.00	2,180.20	0.00	0.00
MP	DEPUTY CITY CLERK	90,123.57	0.00	0.00	90,123.57	6,000.02	0.00	2,861.52	2,400.06	0.00
MP	EGOVERNMENT MANAGER	86,369.62	0.00	0.00	86,369.62	6,551.35	0.00	2,142.68	3,516.86	0.00
MP	EMS COORDINATOR	104,307.38	0.00	0.00	104,307.38	0.25	0.00	1,877.92	3,599.96	10,061.01
MP	FACILITIES MAINT MGR	92,912.29	0.00	0.00	92,912.29	6,000.02	0.00	23,432.40	0.00	9,291.24

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Even highly-paid executives and other staff members receive overtime. "Leave Cashout" includes Administrative Leave (the "overtime" allotted to non-hourly employees), unused vacation pay and sick time.

Eight hours leave translates to one paid day off for regular city staff. All vacation, sick time and administrative leave may be "cashed in" if not used. This is in addition to the "every other Friday/Monday off" and legal holidays. Fire/police have 24 hour days.

PERS: The amount used to calculate retirement benefits. Beverly Hills grants employees retirement benefits equal to 3 percent of their highest-ever compensation multiplied by each year of service to a maximum of 30 years. Some may retire as early as 50 and all by 55. An employee with 30 years service receives 90 percent of highest pay, plus health benefits, plus cost-of-living adjustments. "PERSABLE Pay" means the pay used to calculate annual retirement pay.

ARMP Payoff	Other Pays	Total Non PERS Pays	Total Pay	Retirement	Deferred Compensation	Health, Dental, Vision	New Employee HRS	Vacation Earned	Sick Earned	Admin Leave Earned
0.00	1,195.60	55,362.08	209,632.53	68,764.71	360.00	17,622.28	0.00	308.5700	144.0000	
0.00	1,211.98	49,627.93	208,414.63	70,818.84	360.00	15,844.27	0.00	308.5700	144.0000	
0.00	2,056.59	28,672.34	154,413.69	56,102.01	360.00	18,976.75	0.00	216.0000	144.0000	
0.00	1,064.81	31,467.92	145,744.06	51,009.94	360.00	18,715.71	0.00	216.0000	144.0000	
0.00	895.00	69,560.04	192,466.31	54,840.24	360.00	13,914.72	0.00	216.0000	144.0000	
0.00	1,119.95	102,138.82	236,813.93	60,064.19	360.00	17,622.28	0.00	308.5700	144.0000	
0.00	1,237.25	43,660.22	178,509.95	60,141.50	360.00	18,098.73	0.00	308.5700	144.0000	
0.00	1,106.04	42,094.96	172,154.43	58,015.57	360.00	18,715.71	0.00	308.5700	144.0000	
0.00	600.00	24,771.11	150,782.19	56,221.94	360.00	17,622.28	0.00	216.0000	144.0000	
0.00	1,119.95	86,677.94	219,389.64	59,194.33	360.00	19,050.30	0.00	216.0000	144.0000	
0.00	1,284.26	78,712.94	214,055.05	60,360.74	360.00	7,577.31	0.00	216.0000	144.0000	
0.00	1,119.95	69,083.32	204,554.56	60,418.11	360.00	18,235.23	0.00	308.5700	144.0000	
0.00	1,079.31	52,889.87	181,000.93	57,147.61	360.00	18,976.75	0.00	216.0000	144.0000	
0.00	1,119.95	73,528.49	208,203.60	60,064.19	360.00	17,149.09	0.00	308.5700	144.0000	
0.00	1,106.04	57,882.76	186,794.75	57,503.41	360.00	18,579.21	0.00	216.0000	144.0000	
0.00	1,336.76	43,658.94	157,691.62	50,895.32	360.00	19,050.30	0.00	216.0000	144.0000	
0.00	1,106.04	35,468.60	167,295.36	58,799.91	360.00	10,429.98	0.00	216.0000	144.0000	
0.00	1,119.95	46,931.72	181,606.83	60,064.19	360.00	18,616.17	0.00	308.5700	144.0000	
0.00	1,361.48	62,837.14	188,026.92	55,851.07	360.00	7,577.31	0.00	216.0000	144.0000	
0.00	327.78	21,469.10	102,262.46	35,870.64	345.00	11,433.24	0.00	144.0000	144.0000	
0.00	1,018.43	23,054.17	132,586.57	48,900.62	360.00	7,496.19	0.00	216.0000	144.0000	
0.00	346.05	32,926.65	117,914.68	37,732.50	345.00	0.00	0.00	144.0000	144.0000	
0.00	1,510.84	46,488.90	161,399.90	51,288.48	360.00	17,622.28	0.00	308.5700	144.0000	
0.00	1,041.76	84,315.44	195,733.39	49,741.08	360.00	7,577.31	0.00	216.0000	144.0000	
0.00	680.72	39,735.16	141,464.87	45,165.82	360.00	7,577.31	0.00	144.0000	144.0000	
0.00	346.05	27,069.53	112,074.01	37,739.93	345.00	6,033.72	0.00	144.0000	144.0000	
0.00	895.00	36,205.41	148,728.30	50,231.07	360.00	18,579.21	0.00	216.0000	144.0000	
0.00	1,058.99	26,001.19	132,841.34	47,707.24	360.00	7,577.31	0.00	216.0000	144.0000	
0.00	365.35	24,962.20	121,893.85	43,034.78	360.00	7,577.31	0.00	144.0000	144.0000	
0.00	355.57	28,712.51	123,301.53	41,996.52	360.00	17,045.48	0.00	144.0000	144.0000	
0.00	23.20	32,216.61	126,403.08	41,828.96	360.00	17,361.24	0.00	144.0000	144.0000	
0.00	355.57	29,292.72	116,496.56	38,716.26	345.00	10,583.25	0.00	144.0000	144.0000	
0.00	1,105.94	46,502.44	176,535.79	58,004.24	360.00	13,054.01	0.00	216.0000	144.0000	
0.00	1,105.94	52,003.11	183,337.08	58,580.73	360.00	19,050.30	0.00	308.5700	144.0000	
0.00	1,105.94	29,916.71	160,961.94	58,452.52	360.00	12,467.04	0.00	308.5700	144.0000	
0.00	1,105.94	3,020.00	134,065.23	58,452.52	360.00	17,486.18	0.00	308.5700	144.0000	
0.00	1,092.40	45,715.72	170,299.48	55,586.03	360.00	18,715.71	0.00	308.5700	144.0000	
0.00	1,105.94	70,621.62	201,666.85	58,452.52	360.00	18,715.71	0.00	308.5700	144.0000	
0.00	1,092.40	71,006.37	198,544.51	56,894.88	360.00	19,050.30	0.00	308.5700	144.0000	
0.00	1,223.24	41,438.87	173,758.30	59,017.25	360.00	18,715.71	0.00	308.5700	144.0000	
0.00	1,092.40	56,956.72	184,286.48	56,803.48	360.00	18,715.71	0.00	216.0000	144.0000	
0.00	1,105.94	61,375.65	192,420.88	58,452.52	360.00	18,976.75	0.00	308.5700	144.0000	
0.00	1,105.94	63,703.54	195,414.76	58,747.81	360.00	16,324.75	0.00	216.0000	144.0000	
0.00	1,092.40	48,848.88	176,585.75	56,983.32	360.00	18,840.25	0.00	216.0000	144.0000	
0.00	1,105.94	56,000.06	187,045.29	58,452.52	360.00	18,579.21	0.00	216.0000	144.0000	
0.00	1,079.22	32,986.35	156,152.55	54,954.76	360.00	6,920.55	0.00	216.0000	144.0000	
0.00	1,105.94	62,564.09	193,609.32	58,452.52	360.00	14,489.80	0.00	216.0000	144.0000	
0.00	1,092.40	59,925.40	187,550.60	56,933.46	360.00	1,092.54	0.00	216.0000	144.0000	
0.00	1,092.40	39,049.97	166,636.98	56,916.61	360.00	19,050.30	0.00	216.0000	144.0000	
0.00	1,092.40	48,637.29	174,205.84	56,022.31	360.00	19,050.30	0.00	216.0000	144.0000	
0.00	1,079.22	16,762.90	141,067.40	55,459.43	360.00	7,496.19	0.00	216.0000	144.0000	
0.00	1,105.94	53,304.90	181,895.23	57,360.55	360.00	15,945.06	0.00	216.0000	144.0000	
0.00	1,105.94	37,768.66	167,244.93	57,757.63	360.00	18,976.75	0.00	216.0000	144.0000	
0.00	355.57	41,278.25	139,170.76	42,778.98	360.00	14,152.59	0.00	144.0000	144.0000	
0.00	0.00	6,500.02	127,789.26	26,878.74	600.00	11,740.17	0.00	120.0000	96.0000	80.0000
0.00	0.00	34,910.64	128,751.78	22,568.64	600.00	17,622.28	0.00	160.0000	96.0000	80.0000
0.00	0.00	19,431.19	111,195.58	22,019.45	600.00	11,740.17	0.00	120.0000	96.0000	80.0000
0.00	0.00	3,599.96	96,331.13	22,242.15	1,440.00	31,268.66	0.00	160.0000	96.0000	80.0000
0.00	0.00	22,707.70	151,382.97	30,886.46	600.00	24,358.10	0.00	120.0000	96.0000	80.0000
0.00	0.00	7,020.44	68,499.88	14,630.67	560.00	14,034.62	0.00	120.0000	96.0000	80.0000
0.00	0.00	6,000.02	107,237.87	22,820.14	600.00	23,551.32	0.00	120.0000	96.0000	80.0000
0.00	295.00	12,922.28	113,605.89	22,578.88	600.00	11,740.17	0.00	120.0000	96.0000	80.0000
0.00	0.00	923.04	28,356.17	6,717.77	175.00	1,814.64	969.22	80.0000	96.0000	0.0000
0.00	0.00	11,716.06	127,191.34	27,754.27	600.00	23,551.32	0.00	120.0000	96.0000	80.0000
0.00	0.00	9,599.98	119,636.28	26,463.67	600.00	11,740.17	0.00	120.0000	96.0000	80.0000
0.00	5,184.40	14,784.38	119,636.30	26,463.67	600.00	17,622.28	0.00	120.0000	96.0000	80.0000
0.00	0.00	16,517.84	118,722.16	24,550.01	600.00	18,896.86	0.00	160.0000	96.0000	80.0000
0.00	0.00	39,681.18	153,051.70	27,265.63	600.00	13,054.01	0.00	160.0000	96.0000	80.0000
0.00	0.00	6,285.66	122,020.35	25,574.31	600.00	30,871.12	0.00	160.0000	96.0000	80.0000
0.00	0.00	8,180.22	121,550.82	27,265.63	600.00	11,740.17	0.00	120.0000	96.0000	80.0000
0.00	0.00	11,261.60	101,385.17	21,683.46	600.00	14,034.62	0.00	120.0000	96.0000	80.0000
0.00	0.00	12,210.89	98,580.51	20,773.60	650.00	18,335.84	0.00	120.0000	96.0000	80.0000
0.00	0.00	15,539.14	119,846.52	23,845.88	600.00	30,871.12	0.00	120.0000	96.0000	80.0000
0.00	0.00	38,723.66	131,635.95	22,345.13	600.00	23,661.30	0.00	160.0000	96.0000	80.0000

Note: Employee salaries and benefits are matters of public record under California statutes and multiple court decisions. The city has never compiled staff costs in this manner to show the actual cost of each employee.

Nearly every Beverly Hills city employee is treated as a member of a union by the City, whether they belong to one or not. Every city employee, except City Manager Jeff Kolin and Assistant City Manager Mahdi Aluzri, police and fire, receive every other Monday or Friday off with pay. Police and fire have their own schedules.

A Beverly Hills city employee receives extra pay and benefits equal to from half to over double his/her salary as a result of overtime, leave, paid days off, retirement contributions and health benefits. The equivalent number in private industry is approximately 26 percent.

RETIREMENT: No city employee pays one penny for their retirement. Beverly Hills pays it all with half being tax free. After "retirement," employees are free to obtain other employment without reduction of retirement benefits. **Beverly Hills does not know how many former employees receive retirement pay from working for Beverly Hills.**

Bargain	Title	Salary	PERS Overtime	Pay for Performance	Total Persable Pays	Cafeteria Plan	Overtime	Leave Payoffs	Car Allowance	Merit/Bonus
MP	FLEET MANAGER	102,632.53	0.00	0.00	102,632.53	6,000.02	0.00	3,157.92	0.00	0.00
MP	GIS COORDINATOR	117,014.57	0.00	288.00	117,302.57	6,000.02	0.00	0.00	0.00	0.00
MP	HUMAN RESOURCES ANALYST	78,454.57	0.00	0.00	78,454.57	6,000.02	0.00	0.00	0.00	0.00
MP	HUMAN RESOURCES MANAGER	52,861.60	0.00	0.00	52,861.60	2,307.70	0.00	0.00	1,246.05	0.00
MP	HUMAN SERVICES ADMINISTRA	130,316.10	0.00	0.00	130,316.10	6,000.02	0.00	2,506.08	4,800.12	0.00
MP	HUMAN SVS OUTREACH MGR	113,370.62	0.00	0.00	113,370.62	6,000.02	0.00	3,488.32	0.00	0.00
MP	IT SYSTEMS ARCHITECT	106,799.68	0.00	0.00	106,799.68	6,000.02	0.00	3,286.14	0.00	0.00
MP	LIBRARIAN III	84,367.82	0.00	0.00	84,367.82	6,000.02	0.00	5,765.52	0.00	0.00
MP	LIBRARIAN III	48,471.29	0.00	0.00	48,471.29	3,461.55	0.00	0.00	0.00	0.00
MP	LIBRARY SERVICES MANAGER	120,345.17	0.00	0.00	120,345.17	6,000.02	0.00	8,331.59	0.00	0.00
MP	LIBRARY SERVICES MANAGER	107,969.14	0.00	0.00	107,969.14	0.25	0.00	7,474.79	0.00	0.00
MP	MANAGEMENT ANALYST	71,409.53	0.00	0.00	71,409.53	6,000.02	0.00	0.00	0.00	5,570.00
MP	MANAGEMENT ANALYST	72,416.87	0.00	0.00	72,416.87	6,000.02	0.00	1,429.05	0.00	0.00
MP	MANAGEMENT ANALYST	77,904.74	0.00	0.00	77,904.74	6,000.01	0.00	2,286.48	0.00	0.00
MP	MANAGEMENT ANALYST	78,454.61	0.00	0.00	78,454.61	6,000.02	0.00	0.00	0.00	0.00
MP	MANAGEMENT ANALYST	78,454.61	0.00	3,648.00	82,102.61	6,000.02	0.00	2,376.26	0.00	0.00
MP	MANAGEMENT ANALYST	70,697.23	0.00	0.00	70,697.23	6,000.02	0.00	3,012.94	0.00	0.00
MP	MANAGEMENT ANALYST	78,454.64	0.00	0.00	78,454.64	6,000.02	0.00	13,661.27	0.00	0.00
MP	MARKTG AND ECON SUST. MGR	98,720.79	0.00	0.00	98,720.79	6,000.02	0.00	1,898.48	0.00	7,013.00
MP	MULTIMEDIA SERVICES MGR	110,036.29	0.00	5,188.00	115,224.29	6,000.02	0.00	1,269.65	0.00	0.00
MP	NETWORK ADMINISTRATOR	106,799.65	0.00	0.00	106,799.65	6,000.02	0.00	7,393.82	0.00	0.00
MP	OFFICE MANAGER	73,581.86	0.00	0.00	73,581.86	5,298.42	0.00	5,772.64	0.00	0.00
MP	PARKING SERVICES MANAGER	104,005.63	0.00	0.00	104,005.63	0.00	0.00	2,994.34	0.00	0.00
MP	PLAN REV AND BLD INSP MGR	116,805.54	0.00	0.00	116,805.54	6,000.02	0.00	2,246.26	4,800.12	0.00
MP	PLAN REVIEWER	89,286.99	0.00	2,736.00	92,022.99	6,000.02	0.00	9,143.33	3,599.96	0.00
MP	PRINCIPAL ACCOUNTANT	94,965.92	0.00	0.00	94,965.92	6,000.02	0.00	3,718.68	0.00	0.00
MP	PRINCIPAL ACCOUNTANT	91,267.15	0.00	0.00	91,267.15	6,000.01	0.00	2,817.81	0.00	0.00
MP	PRINCIPAL CIVIL ENGINEER	123,679.61	0.00	0.00	123,679.61	6,000.02	0.00	0.00	3,599.96	0.00
MP	PRINCIPAL PLANNER	110,036.28	0.00	0.00	110,036.28	6,000.02	0.00	7,512.09	3,599.96	0.00
MP	PRINCIPAL PLANNER	105,253.75	0.00	0.00	105,253.75	6,000.02	0.00	3,887.14	3,599.96	0.00
MP	PRKS AND URBAN FOREST MGR	122,763.71	0.00	0.00	122,763.71	0.00	0.00	2,360.84	2,400.06	0.00
MP	PROJECT ADMINISTRATOR	99,614.42	0.00	0.00	99,614.42	6,000.02	0.00	1,915.66	3,599.96	0.00
MP	PUBLIC INFORMATION MGR	80,831.16	0.00	0.00	80,831.16	6,000.01	0.00	0.00	0.00	0.00
MP	REAL EST AND PROPERTY MGR	114,008.04	0.00	0.00	114,008.04	6,000.02	0.00	2,201.99	3,599.96	0.00
MP	RECORDS AND JAIL MANAGER	76,188.24	1,152.06	0.00	77,340.30	7,327.70	5,829.13	0.00	0.00	0.00
MP	RECREATION SERVICES MGR	113,370.50	0.00	0.00	113,370.50	6,000.02	0.00	6,540.60	3,599.96	0.00
MP	RECREATION SERVICES MGR	113,370.55	0.00	0.00	113,370.55	6,000.02	0.00	22,668.52	3,599.96	0.00
MP	REVENUE OPER INVESTIGATOR	86,668.36	0.00	0.00	86,668.36	6,000.02	0.00	1,701.65	4,800.12	0.00
MP	REVENUE OPER INVESTIGATOR	86,668.34	0.00	0.00	86,668.34	6,000.02	0.00	1,701.65	4,800.12	0.00
MP	RISK MANAGEMNT SPECIALIST	72,357.48	0.00	0.00	72,357.48	6,230.67	0.00	1,422.61	0.00	0.00
MP	SAFETY OFFICER	110,868.50	0.00	0.00	110,868.50	0.00	0.00	0.00	3,599.96	0.00
MP	SECURITY ADMINISTRATOR	98,201.27	0.00	4,716.00	102,917.27	6,000.02	0.00	27,764.44	0.00	0.00
MP	SENIOR MANAGEMENT ANALYST	86,661.13	0.00	0.00	86,661.13	6,000.02	0.00	2,666.50	0.00	0.00
MP	SENIOR MANAGEMENT ANALYST	110,036.29	0.00	0.00	110,036.29	6,000.02	0.00	0.00	0.00	0.00
MP	SENIOR MANAGEMENT ANALYST	116,456.12	0.00	0.00	116,456.12	6,000.02	0.00	6,158.73	3,599.96	0.00
MP	SENIOR MANAGEMENT ANALYST	86,661.12	0.00	0.00	86,661.12	6,000.02	0.00	2,916.48	0.00	0.00
MP	SENIOR PLANNER	86,247.27	0.00	13,804.00	100,051.27	6,000.02	0.00	2,789.89	3,599.96	0.00
MP	SENIOR PLANNER	89,625.14	0.00	17,449.00	107,074.14	6,000.02	0.00	2,789.89	3,599.96	0.00
MP	SENIOR PLANNER	80,171.40	0.00	0.00	80,171.40	5,076.94	0.00	1,162.07	3,046.12	0.00
MP	SENIOR PLANNER	95,727.06	0.00	7,475.00	103,202.06	6,000.02	0.00	0.00	3,599.96	0.00
MP	SR BDGT AND FINCL ANALYST	111,331.51	0.00	0.00	111,331.51	6,000.02	0.00	0.00	0.00	0.00
MP	SR BDGT AND FINCL ANALYST	110,416.74	0.00	0.00	110,416.74	6,000.02	0.00	1,850.98	0.00	500.00
MP	SR PLAN REVIEW ENGINEER	101,616.84	0.00	0.00	101,616.84	6,000.02	0.00	0.00	3,599.96	0.00
MP	STREET SUPERINTENDENT	97,272.23	0.00	0.00	97,272.23	6,000.02	0.00	7,200.35	0.00	0.00
MP	SUPERV PLAN REVIEW ENG	112,248.27	0.00	0.00	112,248.27	6,000.02	0.00	23,475.86	3,599.96	0.00
MP	SYSTEMS INTEGRATOR	98,628.01	0.00	0.00	98,628.01	6,000.02	0.00	8,724.78	0.00	0.00
MP	TRAFFIC ENGINEER	107,868.54	0.00	0.00	107,868.54	0.25	0.00	24,467.82	4,800.12	0.00
MP	TRAINING COORDINATOR	99,614.51	0.00	0.00	99,614.51	0.00	0.00	0.00	2,400.06	9,961.45
MP	TRANSPORTATION PLANNER	95,727.08	0.00	0.00	95,727.08	6,000.02	0.00	0.00	3,599.96	0.00
MP	URBAN DESIGNER	44,095.27	0.00	0.00	44,095.27	1,846.16	0.00	844.12	415.38	0.00
MP	WATER OPERATIONS MANAGER	116,805.54	0.00	0.00	116,805.54	0.00	0.00	5,840.28	3,599.96	0.00
MP	WEB APPLICATIONS INTEGRAT	98,628.03	0.00	5,844.00	104,472.03	6,000.02	0.00	5,690.07	0.00	0.00
PM	POLICE CAPTAIN	193,130.69	9,252.08	0.00	202,382.77	0.00	1,338.00	0.00	0.00	0.00
PM	POLICE CAPTAIN	181,456.94	8,702.37	0.00	190,159.31	0.00	3,498.53	11,994.96	0.00	0.00
PM	POLICE LIEUTENANT	139,111.14	7,781.59	0.00	146,892.73	0.00	50,230.53	0.00	0.00	0.00
PM	POLICE LIEUTENANT	161,054.29	7,958.47	0.00	169,012.76	0.00	1,037.13	11,365.06	0.00	0.00
PM	POLICE LIEUTENANT	146,123.58	5,209.87	0.00	151,333.45	0.00	23,900.15	1,642.38	0.00	0.00
PM	POLICE LIEUTENANT	160,634.34	6,956.16	0.00	167,590.50	0.00	6,363.19	26,470.88	0.00	0.00
PM	POLICE LIEUTENANT	170,517.54	10,766.65	0.00	181,284.19	0.00	2,432.46	9,995.80	0.00	0.00
PM	POLICE LIEUTENANT	142,920.29	5,173.27	0.00	148,093.56	0.00	18,755.29	0.00	0.00	0.00
PM	POLICE LIEUTENANT	177,998.34	6,846.08	0.00	184,844.42	0.00	0.00	20,423.05	0.00	0.00
PS	POLICE OFFICER	98,145.24	1,608.21	0.00	99,753.45	0.00	74,728.50	0.00	0.00	0.00
PS	POLICE OFFICER	92,687.01	4,973.31	0.00	97,660.32	0.00	43,706.61	0.00	0.00	0.00
PS	POLICE OFFICER	94,782.64	3,706.33	0.00	98,488.97	0.00	0.00	0.00	0.00	0.00

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Even highly-paid executives and other staff members receive overtime. "Leave Cashout" includes Administrative Leave (the "overtime" allotted to non-hourly employees), unused vacation pay and sick time.

Eight hours leave translates to one paid day off for regular city staff. All vacation, sick time and administrative leave may be "cashed in" if not used. This is in addition to the "every other Friday/Monday off" and legal holidays. Fire/police have 24 hour days.

PERS: The amount used to calculate retirement benefits. Beverly Hills grants employees retirement benefits equal to 3 percent of their highest-ever compensation multiplied by each year of service to a maximum of 30 years. Some may retire as early as 50 and all by 55. An employee with 30 years service receives 90 percent of highest pay, plus health benefits, plus cost-of-living adjustments. "PERSABLE Pay" means the pay used to calculate annual retirement pay.

ARMP Payoff	Other Pays	Total Non PERS Pays	Total Pay	Retirement	Deferred Compensation	Health, Dental, Vision	New Employee HRS	Vacation Earned	Sick Earned	Admin Leave Earned
0.00	0.00	9,157.94	111,790.47	24,682.83	600.00	13,054.01	0.00	120.0000	96.0000	80.0000
0.00	0.00	6,000.02	123,302.59	24,783.97	600.00	17,622.28	0.00	120.0000	96.0000	80.0000
0.00	0.00	6,000.02	84,454.59	21,444.58	600.00	11,740.17	0.00	160.0000	96.0000	80.0000
0.00	0.00	3,553.75	56,415.35	12,870.40	325.00	4,797.50	1,938.44	80.0000	96.0000	43.0000
0.00	0.00	13,306.22	143,622.32	31,340.87	600.00	19,050.30	0.00	120.0000	96.0000	80.0000
0.00	0.00	9,488.34	122,858.96	27,265.63	600.00	11,740.17	0.00	120.0000	96.0000	80.0000
0.00	0.00	9,286.16	116,085.84	25,685.03	600.00	19,050.30	0.00	120.0000	96.0000	80.0000
0.00	18.87	11,784.41	96,152.23	19,931.05	600.00	13,054.01	0.00	160.0000	96.0000	80.0000
0.00	0.00	3,461.55	51,932.84	11,689.44	450.00	11,278.65	2,630.74	80.0000	96.0000	58.5000
0.00	0.00	14,331.61	134,676.78	28,942.71	600.00	17,622.28	0.00	160.0000	96.0000	80.0000
0.00	0.00	7,475.04	115,444.18	25,966.45	600.00	30,871.12	0.00	120.0000	96.0000	80.0000
0.00	0.00	11,570.02	82,979.55	17,178.50	600.00	18,769.24	3,599.96	120.0000	96.0000	80.0000
0.00	0.00	7,429.07	79,845.94	17,425.16	600.00	11,970.27	0.00	120.0000	96.0000	80.0000
0.00	60.41	8,346.90	86,251.64	18,737.79	600.00	11,700.91	0.00	120.0000	96.0000	80.0000
0.00	0.00	6,000.02	84,454.63	18,868.27	600.00	17,622.28	0.00	120.0000	96.0000	80.0000
0.00	0.00	8,376.28	90,478.89	19,733.89	600.00	23,551.32	0.00	160.0000	96.0000	80.0000
0.00	0.00	9,012.96	79,710.19	16,961.83	600.00	18,913.80	0.00	160.0000	96.0000	80.0000
0.00	0.00	19,661.29	98,115.93	18,868.27	600.00	19,050.30	0.00	160.0000	96.0000	80.0000
0.00	0.00	14,911.50	113,632.29	23,742.26	600.00	14,034.62	0.00	120.0000	96.0000	80.0000
0.00	0.00	7,269.67	122,493.96	27,694.71	600.00	11,740.17	0.00	160.0000	96.0000	80.0000
0.00	0.00	13,393.84	120,193.49	25,685.03	600.00	18,896.86	0.00	120.0000	96.0000	80.0000
0.00	0.00	11,071.06	84,652.92	16,896.16	450.00	11,740.17	0.00	120.0000	96.0000	80.0000
0.00	295.00	3,289.34	107,294.97	25,244.48	600.00	31,132.16	3,876.88	120.0000	96.0000	80.0000
0.00	0.00	13,046.40	129,851.94	28,091.47	600.00	23,551.32	0.00	160.0000	96.0000	80.0000
0.00	0.00	18,743.31	110,766.30	22,143.38	600.00	6,184.17	0.00	160.0000	96.0000	80.0000
0.00	1,792.98	11,511.68	106,477.60	23,252.89	600.00	11,740.17	0.00	120.0000	96.0000	80.0000
0.00	0.00	8,817.82	100,084.97	21,950.58	600.00	17,361.24	5,261.48	120.0000	96.0000	80.0000
0.00	0.00	9,599.98	133,279.59	29,248.22	600.00	23,551.32	0.00	120.0000	96.0000	80.0000
0.00	0.00	17,112.07	127,148.35	26,876.62	600.00	18,771.74	0.00	120.0000	96.0000	80.0000
0.00	1,851.57	15,338.69	120,592.44	25,768.12	600.00	11,740.17	0.00	160.0000	96.0000	80.0000
0.00	0.00	4,760.90	127,524.61	29,524.52	600.00	31,268.66	0.00	120.0000	96.0000	80.0000
0.00	0.00	11,515.64	111,130.06	23,957.26	600.00	23,551.32	0.00	160.0000	96.0000	80.0000
0.00	0.00	6,000.01	86,831.17	19,439.91	600.00	14,034.62	0.00	120.0000	96.0000	80.0000
0.00	672.45	12,474.42	126,482.46	27,538.10	600.00	11,740.17	0.00	120.0000	96.0000	80.0000
0.00	750.66	13,907.49	91,247.79	18,520.51	500.00	0.00	0.00	160.0000	96.0000	46.1500
0.00	0.00	16,140.58	129,511.08	27,265.63	600.00	16,529.62	0.00	160.0000	96.0000	80.0000
0.00	0.00	32,268.50	145,639.05	27,265.63	600.00	17,622.28	0.00	160.0000	96.0000	80.0000
0.00	0.00	12,501.79	99,170.15	20,856.15	600.00	17,361.24	3,599.96	120.0000	96.0000	80.0000
0.00	0.00	12,501.79	99,170.13	20,856.12	600.00	18,453.98	3,599.96	120.0000	96.0000	80.0000
0.00	72.59	7,725.87	80,083.35	17,411.99	600.00	18,896.86	4,015.34	120.0000	96.0000	80.0000
0.00	0.00	3,599.96	114,468.46	24,941.29	600.00	31,268.66	0.00	120.0000	96.0000	80.0000
0.00	426.76	34,191.22	137,108.49	24,838.98	600.00	18,896.86	0.00	160.0000	96.0000	80.0000
0.00	0.00	8,666.52	95,327.65	20,841.81	600.00	11,740.17	0.00	120.0000	96.0000	80.0000
0.00	0.00	6,000.02	116,036.31	26,463.67	600.00	11,740.17	0.00	120.0000	96.0000	80.0000
0.00	0.00	15,758.71	132,214.83	28,007.69	600.00	17,622.28	0.00	120.0000	96.0000	80.0000
0.00	0.00	8,916.50	95,577.62	20,841.81	600.00	16,880.76	0.00	120.0000	96.0000	80.0000
0.00	0.00	12,389.87	112,441.14	22,118.02	600.00	11,740.17	0.00	120.0000	96.0000	80.0000
0.00	0.00	12,389.87	119,464.01	25,698.53	600.00	23,551.32	0.00	120.0000	96.0000	80.0000
0.00	-111.90	9,173.23	89,344.63	19,330.95	0.00	9,980.52	0.00	120.0000	96.0000	80.0000
0.00	0.00	9,599.98	112,802.04	24,795.84	600.00	18,896.86	0.00	160.0000	96.0000	80.0000
0.00	0.00	6,000.02	117,331.53	25,055.62	600.00	19,050.30	0.00	120.0000	96.0000	80.0000
0.00	0.00	8,351.00	118,767.74	24,886.91	600.00	14,152.59	0.00	120.0000	96.0000	80.0000
0.00	0.00	9,599.98	111,216.82	24,438.62	600.00	18,896.86	0.00	120.0000	96.0000	80.0000
0.00	0.00	13,200.37	110,472.60	23,354.12	600.00	13,054.01	0.00	160.0000	96.0000	80.0000
0.00	0.00	33,075.84	145,324.11	26,995.51	600.00	18,896.86	0.00	160.0000	96.0000	80.0000
0.00	0.00	14,724.80	113,352.81	23,719.92	600.00	19,050.30	0.00	120.0000	96.0000	80.0000
0.00	0.00	29,268.19	137,136.73	25,942.09	600.00	30,871.12	0.00	160.0000	96.0000	80.0000
0.00	0.00	12,361.51	111,976.02	23,957.33	600.00	31,007.62	0.00	120.0000	96.0000	80.0000
0.00	0.00	9,599.98	105,327.06	23,022.11	600.00	7,040.93	0.00	120.0000	96.0000	80.0000
0.00	0.00	3,105.66	47,200.93	10,798.04	250.00	4,025.60	1,523.06	80.0000	96.0000	33.8460
0.00	0.00	9,440.24	126,245.78	11,425.19	600.00	31,268.66	0.00	120.0000	96.0000	80.0000
0.00	0.00	11,690.09	116,162.12	25,106.64	600.00	11,740.17	0.00	160.0000	96.0000	80.0000
0.00	777.00	2,115.00	204,497.77	90,077.12	360.00	17,962.99	0.00	192.0000	96.0000	96.0000
0.00	600.00	16,093.49	206,252.80	84,698.61	360.00	17,962.99	0.00	192.0000	96.0000	96.0000
0.00	9,244.48	59,475.01	206,367.74	68,980.28	3,920.00	30,254.91	0.00	192.0000	96.0000	27.6900
0.00	1,544.00	13,946.19	182,958.95	75,315.85	360.00	30,254.91	0.00	192.0000	96.0000	96.0000
0.00	5,072.24	30,614.77	181,948.22	69,266.91	3,252.50	17,962.99	0.00	144.0000	96.0000	0.0000
0.00	1,367.00	34,201.07	201,791.57	74,685.39	360.00	13,457.64	0.00	192.0000	96.0000	96.0000
0.00	777.00	13,205.26	194,489.45	80,764.11	5,700.00	18,036.84	0.00	192.0000	96.0000	96.0000
0.00	6,140.30	24,895.59	172,989.15	68,257.02	3,475.00	17,962.99	0.00	192.0000	96.0000	40.6150
0.00	600.00	21,023.05	205,867.47	82,345.97	360.00	13,798.20	0.00	160.0000	96.0000	96.0000
0.00	14,158.06	88,886.56	188,640.01	50,036.07	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	5,668.05	49,374.66	147,034.98	45,698.06	3,840.00	58,581.66	0.00	144.0000	96.0000	
0.00	8,706.30	8,706.30	107,195.27	47,411.69	3,840.00	17,962.99	0.00	144.0000	96.0000	

Note: Employee salaries and benefits are matters of public record under California statutes and multiple court decisions. The city has never compiled staff costs in this manner to show the actual cost of each employee.

Nearly every Beverly Hills city employee is treated as a member of a union by the City, whether they belong to one or not. Every city employee, except City Manager Jeff Kolin and Assistant City Manager Mahdi Aluzri, police and fire, receive every other Monday or Friday off with pay. Police and fire have their own schedules.

A Beverly Hills city employee receives extra pay and benefits equal to from half to over double his/her salary as a result of overtime, leave, paid days off, retirement contributions and health benefits. The equivalent number in private industry is approximately 26 percent.

RETIREMENT: No city employee pays one penny for their retirement. Beverly Hills pays it all with half being tax free. After "retirement," employees are free to obtain other employment without reduction of retirement benefits. **Beverly Hills does not know how many former employees receive retirement pay from working for Beverly Hills.**

Bargain	Title	Salary	PERS Overtime	Pay for Performance	Total Persable Pays	Cafeteria Plan	Overtime	Leave Payoffs	Car Allowance	Merit/Bonus
PS	POLICE OFFICER	92,687.01	4,973.32	0.00	97,660.33	0.00	16,605.12	0.00	0.00	0.00
PS	POLICE OFFICER	94,789.67	2,251.36	0.00	97,041.03	0.00	20,052.77	1,252.14	0.00	0.00
PS	POLICE OFFICER	94,782.04	1,544.30	0.00	96,326.34	0.00	32,318.92	0.00	0.00	0.00
PS	POLICE OFFICER	95,872.88	1,015.52	0.00	96,888.40	0.00	3,427.39	0.00	0.00	0.00
PS	POLICE OFFICER	96,981.57	0.00	0.00	96,981.57	0.00	0.00	0.00	0.00	0.00
PS	POLICE OFFICER	93,719.97	6,913.62	0.00	100,633.59	0.00	8,693.13	0.00	0.00	0.00
PS	POLICE OFFICER	83,023.93	2,608.65	0.00	85,632.58	0.00	2,817.31	0.00	0.00	0.00
PS	POLICE OFFICER	94,782.64	2,470.90	0.00	97,253.54	0.00	0.00	0.00	0.00	0.00
PS	POLICE OFFICER	94,521.07	1,565.19	0.00	96,086.26	0.00	0.00	0.00	0.00	0.00
PS	POLICE OFFICER	95,078.12	3,812.53	0.00	98,890.65	0.00	24,442.48	0.00	0.00	0.00
PS	POLICE OFFICER	96,994.57	7,173.84	0.00	104,168.41	0.00	150,610.53	0.00	0.00	0.00
PS	POLICE OFFICER	94,782.04	5,868.33	0.00	100,650.37	0.00	7,857.36	0.00	0.00	0.00
PS	POLICE OFFICER	98,145.24	5,199.90	0.00	103,345.14	0.00	14,473.98	0.00	0.00	0.00
PS	POLICE OFFICER	102,545.56	7,737.33	0.00	110,282.89	0.00	25,735.47	0.00	0.00	0.00
PS	POLICE OFFICER	94,983.50	3,461.38	0.00	98,444.88	0.00	74,508.30	0.00	0.00	0.00
PS	POLICE OFFICER	93,692.25	2,091.43	0.00	95,783.68	0.00	13,843.79	0.00	0.00	0.00
PS	POLICE OFFICER	93,719.85	1,923.78	0.00	95,643.63	0.00	21,101.53	0.00	0.00	0.00
PS	POLICE OFFICER	6,259.44	554.19	0.00	6,813.63	0.00	0.00	0.00	0.00	0.00
PS	POLICE OFFICER	90,609.62	4,249.14	0.00	94,858.76	0.00	34,846.25	0.00	0.00	0.00
PS	POLICE OFFICER	95,872.88	3,554.32	0.00	99,427.20	0.00	609.32	0.00	0.00	0.00
PS	POLICE OFFICER	92,687.01	4,388.22	0.00	97,075.23	0.00	877.64	0.00	0.00	0.00
PS	POLICE OFFICER	92,160.25	2,315.34	0.00	94,475.59	0.00	34,492.09	0.00	0.00	26.57
PS	POLICE OFFICER	95,872.88	3,554.32	0.00	99,427.20	0.00	28,447.45	0.00	0.00	0.00
PS	POLICE OFFICER	79,958.28	5,058.88	0.00	85,017.16	0.00	8,734.99	0.00	0.00	0.00
PS	POLICE OFFICER	92,693.82	5,087.47	0.00	97,781.29	0.00	27,082.47	0.00	0.00	0.00
PS	POLICE OFFICER	94,782.04	2,669.41	0.00	97,451.45	0.00	30,769.22	12,814.13	0.00	0.00
PS	POLICE OFFICER	45,258.88	1,482.51	0.00	46,741.39	0.00	0.00	0.00	0.00	0.00
PS	POLICE OFFICER	93,719.97	6,685.18	0.00	100,405.15	0.00	17,819.09	0.00	0.00	0.00
PS	POLICE OFFICER	92,883.80	3,748.28	0.00	96,632.08	0.00	6,848.14	0.00	0.00	0.00
PS	POLICE OFFICER	13,807.64	0.00	0.00	13,807.64	0.00	0.00	0.00	0.00	0.00
PS	POLICE OFFICER	50,679.57	2,544.18	0.00	53,223.75	0.00	6,130.58	0.00	0.00	0.00
PS	POLICE OFFICER	93,719.85	1,923.78	0.00	95,643.63	0.00	22,796.85	0.00	0.00	0.00
PS	POLICE OFFICER	19,578.52	0.00	0.00	19,578.52	0.00	0.00	0.00	0.00	0.00
PS	POLICE OFFICER	64,436.29	3,123.61	0.00	67,559.90	0.00	4,194.34	0.00	0.00	0.00
PS	POLICE OFFICER	77,682.55	2,382.75	0.00	80,065.30	0.00	8,888.28	0.00	0.00	0.00
PS	POLICE OFFICER	85,939.58	5,886.77	0.00	91,826.35	0.00	36,769.33	0.00	0.00	0.00
PS	POLICE OFFICER	93,719.97	5,182.18	0.00	98,902.15	0.00	21,137.62	0.00	0.00	0.00
PS	POLICE OFFICER	88,170.25	6,631.20	0.00	94,801.45	0.00	20,093.84	0.00	0.00	62.66
PS	POLICE OFFICER	94,781.74	3,273.88	0.00	98,055.62	0.00	16,455.94	0.00	0.00	0.00
PS	POLICE OFFICER	93,719.97	3,306.50	0.00	97,026.47	0.00	6,973.73	0.00	0.00	0.00
PS	POLICE OFFICER	35,084.33	0.00	0.00	35,084.33	0.00	0.00	0.00	0.00	0.00
PS	POLICE OFFICER	96,994.57	1,565.21	0.00	98,559.78	0.00	32,438.64	17,000.00	0.00	0.00
PS	POLICE OFFICER	98,145.24	3,752.49	0.00	101,897.73	0.00	1,568.02	0.00	0.00	0.00
PS	POLICE OFFICER	94,979.23	5,010.64	0.00	99,989.87	0.00	37,644.41	0.00	0.00	0.00
PS	POLICE OFFICER	89,749.66	4,800.30	0.00	94,549.96	0.00	14,271.50	0.00	0.00	0.00
PS	POLICE OFFICER	35,031.80	0.00	0.00	35,031.80	0.00	0.00	0.00	0.00	0.00
PS	POLICE OFFICER	96,993.45	2,086.90	0.00	99,080.35	0.00	20,934.22	0.00	0.00	0.00
PS	POLICE OFFICER	21,362.85	0.00	0.00	21,362.85	0.00	0.00	0.00	0.00	0.00
PS	POLICE OFFICER	13,456.83	1,145.85	0.00	14,602.68	0.00	0.00	0.00	0.00	0.00
PS	POLICE OFFICER	92,619.18	2,004.26	0.00	94,623.44	0.00	1,630.78	0.00	0.00	0.00
PS	POLICE OFFICER	98,146.24	6,164.87	0.00	104,311.11	0.00	63,525.23	0.00	0.00	0.00
PS	POLICE OFFICER	89,956.90	5,592.16	0.00	95,549.06	0.00	42,744.65	1,186.01	0.00	0.00
PS	POLICE OFFICER	95,078.12	4,739.10	0.00	99,817.22	0.00	0.00	0.00	0.00	0.00
PS	POLICE OFFICER	96,994.57	5,021.66	0.00	102,016.23	0.00	39,247.30	0.00	0.00	0.00
PS	POLICE OFFICER	94,781.74	4,941.74	0.00	99,723.48	0.00	0.00	0.00	0.00	0.00
PS	POLICE OFFICER	94,781.74	4,324.04	0.00	99,105.78	0.00	81,241.92	0.00	0.00	0.00
PS	POLICE OFFICER	94,781.74	4,015.15	0.00	98,796.89	0.00	29,983.92	0.00	0.00	0.00
PS	POLICE OFFICER	94,789.37	4,585.34	0.00	99,374.71	0.00	33,042.70	0.00	0.00	0.00
PS	POLICE OFFICER	95,872.48	2,983.09	0.00	98,855.57	0.00	53,086.42	0.00	0.00	0.00
PS	POLICE OFFICER	96,993.57	7,173.73	0.00	104,167.30	0.00	39,129.40	0.00	0.00	0.00
PS	POLICE OFFICER	93,719.85	961.89	0.00	94,681.74	0.00	6,853.47	0.00	0.00	0.00
PS	POLICE OFFICER	98,145.24	2,144.28	0.00	100,289.52	0.00	44,949.68	1,286.58	0.00	0.00
PS	POLICE OFFICER	96,993.57	6,391.15	0.00	103,384.72	0.00	37,173.02	0.00	0.00	0.00
PS	POLICE OFFICER	95,872.60	5,077.60	0.00	100,950.20	0.00	23,458.65	0.00	0.00	0.00
PS	POLICE OFFICER	98,145.24	3,122.62	0.00	101,267.86	0.00	46,598.07	0.00	0.00	0.00
PS	POLICE OFFICER	94,782.04	6,300.74	0.00	101,082.78	0.00	35,765.87	0.00	0.00	0.00
PS	POLICE OFFICER	95,872.88	2,183.38	0.00	98,056.26	0.00	70,566.41	0.00	0.00	0.00
PS	POLICE OFFICER	35,031.80	392.88	0.00	35,424.68	0.00	0.00	0.00	0.00	0.00
PS	POLICE OFFICER	94,781.52	1,976.68	0.00	96,758.20	0.00	34,320.19	0.00	0.00	0.00
PS	POLICE OFFICER	91,681.03	5,694.31	0.00	97,375.34	0.00	20,328.81	0.00	0.00	0.00
PS	POLICE OFFICER	95,663.53	4,781.15	0.00	100,444.68	0.00	19,582.14	0.00	0.00	0.00
PS	POLICE OFFICER	95,872.48	5,268.01	0.00	101,140.49	0.00	61,578.77	1,218.63	0.00	0.00
PS	POLICE OFFICER	94,781.74	2,223.77	0.00	97,005.51	0.00	24,276.21	0.00	0.00	0.00
PS	POLICE OFFICER	92,712.99	5,417.82	0.00	98,130.81	0.00	29,237.38	0.00	0.00	0.00

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Even highly-paid executives and other staff members receive overtime. "Leave Cashout" includes Administrative Leave (the "overtime" allotted to non-hourly employees), unused vacation pay and sick time.

Eight hours leave translates to one paid day off for regular city staff. All vacation, sick time and administrative leave may be "cashed in" if not used. This is in addition to the "every other Friday/Monday off" and legal holidays. Fire/police have 24 hour days.

PERS: The amount used to calculate retirement benefits. Beverly Hills grants employees retirement benefits equal to 3 percent of their highest-ever compensation multiplied by each year of service to a maximum of 30 years. Some may retire as early as 50 and all by 55. An employee with 30 years service receives 90 percent of highest pay, plus health benefits, plus cost-of-living adjustments. "PERSABLE Pay" means the pay used to calculate annual retirement pay.

ARMP Payoff	Other Pays	Total Non PERS Pays	Total Pay	Retirement	Deferred Compensation	Health, Dental, Vision	New Employee HRS	Vacation Earned	Sick Earned	Admin Leave Earned
0.00	5,373.05	21,978.17	119,638.50	45,697.52	3,840.00	18,036.84	0.00	144.0000	96.0000	
0.00	11,443.83	32,748.74	129,789.77	47,819.48	3,840.00	16,608.52	0.00	144.0000	96.0000	
0.00	8,706.30	41,025.22	137,351.56	46,451.39	3,840.00	8,777.45	0.00	144.0000	96.0000	
0.00	10,541.92	13,969.31	110,857.71	47,417.01	3,840.00	16,608.52	0.00	144.0000	96.0000	
0.00	12,225.55	12,225.55	109,207.12	48,087.36	3,840.00	11,590.91	0.00	144.0000	96.0000	
0.00	7,017.01	15,710.14	116,343.73	47,690.79	3,840.00	11,590.91	0.00	144.0000	96.0000	
0.00	8,019.31	10,836.62	96,469.20	41,668.16	3,200.00	16,049.42	0.00	144.0000	96.0000	
0.00	8,706.30	8,706.30	105,959.84	46,861.73	3,840.00	11,590.91	0.00	192.0000	96.0000	
0.00	14,934.15	14,934.15	111,020.41	46,342.94	3,840.00	18,036.84	0.00	192.0000	96.0000	
0.00	12,006.59	36,449.07	135,339.72	48,719.49	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	12,225.55	162,836.08	267,004.49	51,281.19	3,840.00	17,962.99	0.00	192.0000	96.0000	
0.00	8,706.30	16,563.66	117,214.03	48,370.91	3,840.00	18,036.84	0.00	192.0000	96.0000	
0.00	14,058.06	28,532.04	131,877.18	51,587.99	3,840.00	17,962.99	0.00	192.0000	96.0000	
0.00	797.79	26,533.26	136,816.15	49,288.59	4,460.00	30,254.91	0.00	192.0000	96.0000	
0.00	12,816.85	87,325.15	185,770.03	48,942.68	3,840.00	13,798.20	0.00	192.0000	96.0000	
0.00	7,116.87	20,960.66	116,744.34	45,580.03	3,840.00	17,883.10	0.00	192.0000	96.0000	
0.00	7,234.87	28,336.40	123,980.03	45,518.07	3,840.00	16,608.52	0.00	192.0000	96.0000	
0.00	691.98	691.98	7,505.61	3,342.11	320.00	1,971.56	0.00	192.0000	96.0000	
0.00	4,786.60	39,632.85	134,491.61	44,202.20	3,840.00	18,036.84	0.00	192.0000	96.0000	
0.00	10,541.92	11,151.24	110,578.44	48,545.42	3,840.00	17,962.99	0.00	192.0000	96.0000	
0.00	5,373.05	6,250.69	103,325.92	45,437.28	3,840.00	17,962.99	0.00	192.0000	96.0000	
0.00	4,730.21	39,248.87	133,724.46	43,987.39	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	10,441.92	38,889.37	138,316.57	48,500.95	3,840.00	17,962.99	0.00	192.0000	96.0000	
0.00	1,030.04	9,765.03	94,782.19	38,202.20	3,840.00	6,342.38	0.00	80.0000	96.0000	
0.00	7,871.04	34,953.51	132,734.80	46,756.96	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	9,042.30	52,625.65	150,077.10	46,995.43	3,840.00	17,962.99	0.00	192.0000	96.0000	
0.00	2,003.45	2,003.45	48,744.84	21,655.17	2,240.00	14,903.94	0.00	144.0000	96.0000	
0.00	7,607.01	25,426.10	125,831.25	47,590.74	3,840.00	13,798.20	0.00	144.0000	96.0000	
0.00	7,957.40	14,805.54	111,437.62	42,342.45	3,840.00	8,146.39	0.00	144.0000	96.0000	
0.00	700.00	700.00	14,507.64	5,920.26	2,080.00	15,320.76	0.00	144.0000	96.0000	
0.00	0.00	6,130.58	59,354.33	23,606.72	2,400.00	3,399.99	0.00	80.0000	96.0000	
0.00	7,116.87	29,913.72	125,557.35	45,518.07	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	0.00	0.00	19,578.52	4,794.38	1,440.00	2,480.02	0.00	80.0000	96.0000	
0.00	25.50	4,219.84	71,779.74	29,998.60	3,200.00	11,088.03	0.00	80.0000	96.0000	
0.00	0.00	8,888.28	88,953.58	31,692.99	4,000.00	12,009.24	0.00	80.0000	96.0000	
0.00	2,490.02	39,259.35	131,085.70	48,232.88	3,840.00	7,428.05	0.00	80.0000	96.0000	
0.00	7,017.01	28,154.63	127,056.78	46,922.81	3,840.00	13,113.01	0.00	144.0000	96.0000	
0.00	6,485.11	26,641.61	121,443.06	44,711.97	3,840.00	11,480.76	0.00	80.0000	96.0000	
0.00	8,942.30	25,398.24	123,453.86	47,218.87	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	7,017.01	13,990.74	111,017.21	46,089.53	3,840.00	7,428.05	0.00	80.0000	96.0000	
0.00	5,202.06	5,202.06	40,286.39	8,629.78	2,080.00	4,169.85	0.00	80.0000	96.0000	
0.00	12,325.55	61,764.19	160,323.97	48,832.86	3,840.00	7,428.05	0.00	192.0000	96.0000	
0.00	14,158.06	15,726.08	117,623.81	50,988.93	3,840.00	15,820.96	0.00	144.0000	96.0000	
0.00	11,123.40	48,767.81	148,757.68	44,947.71	3,840.00	16,608.52	0.00	144.0000	96.0000	
0.00	995.00	15,266.50	109,816.46	38,799.17	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	0.00	0.00	35,031.80	8,531.36	2,240.00	3,114.38	0.00	80.0000	96.0000	
0.00	12,325.41	33,259.63	132,339.98	49,063.51	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	0.00	0.00	21,362.85	5,231.32	1,280.00	2,245.29	0.00	80.0000	96.0000	
0.00	0.00	0.00	14,602.68	6,469.23	800.00	1,719.24	0.00	80.0000	96.0000	
0.00	13,511.03	15,141.81	109,765.25	45,355.32	3,840.00	17,962.99	0.00	192.0000	96.0000	
0.00	14,058.06	77,583.29	181,894.40	52,016.47	3,840.00	17,962.99	0.00	192.0000	96.0000	
0.00	6,377.00	50,307.66	145,856.72	45,112.66	3,840.00	7,428.05	0.00	80.0000	96.0000	
0.00	11,711.59	11,711.59	111,528.81	49,131.64	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	12,225.55	51,472.85	153,489.08	50,322.73	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	8,706.30	8,706.30	108,429.78	47,958.63	3,840.00	7,428.05	0.00	144.0000	96.0000	
0.00	8,883.30	90,125.22	189,231.00	47,685.58	3,840.00	7,428.05	0.00	144.0000	96.0000	
0.00	8,706.30	38,690.22	137,487.11	47,549.20	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	12,005.12	45,047.82	144,422.53	49,065.04	3,840.00	13,798.20	0.00	144.0000	96.0000	
0.00	10,541.92	63,628.34	162,483.91	48,291.19	3,840.00	16,608.52	0.00	144.0000	96.0000	
0.00	12,225.55	51,354.95	155,522.25	51,278.95	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	7,116.87	13,970.34	108,652.08	45,091.08	3,840.00	16,608.52	0.00	144.0000	96.0000	
0.00	14,453.06	60,689.32	160,978.84	50,273.57	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	12,225.55	49,398.57	152,783.29	50,930.94	3,840.00	7,428.05	0.00	144.0000	96.0000	
0.00	10,442.06	33,900.71	134,850.91	49,176.83	3,840.00	16,608.52	0.00	144.0000	96.0000	
0.00	14,058.06	60,656.13	161,923.99	51,210.15	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	8,706.30	44,472.17	145,554.95	48,563.24	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	10,541.92	81,108.33	179,164.59	47,935.32	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	0.00	0.00	35,424.68	8,624.59	2,240.00	7,281.09	0.00	80.0000	96.0000	
0.00	8,806.16	43,126.35	139,884.55	46,686.21	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	4,362.85	24,691.66	122,067.00	44,897.60	3,840.00	7,989.89	0.00	144.0000	96.0000	
0.00	10,441.92	30,024.06	130,468.74	48,952.30	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	10,541.92	73,339.32	174,479.81	49,305.83	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	9,101.30	33,377.51	130,383.02	46,986.88	3,840.00	13,850.64	0.00	144.0000	96.0000	
0.00	9,878.94	39,116.32	137,247.13	47,585.09	3,840.00	6,342.38	0.00	144.0000	96.0000	

Note: Employee salaries and benefits are matters of public record under California statutes and multiple court decisions. The city has never compiled staff costs in this manner to show the actual cost of each employee.

Nearly every Beverly Hills city employee is treated as a member of a union by the City, whether they belong to one or not. Every city employee, except City Manager Jeff Kolin and Assistant City Manager Mahdi Aluzri, police and fire, receive every other Monday or Friday off with pay. Police and fire have their own schedules.

A Beverly Hills city employee receives extra pay and benefits equal to from half to over double his/her salary as a result of overtime, leave, paid days off, retirement contributions and health benefits. The equivalent number in private industry is approximately 26 percent.

RETIREMENT: No city employee pays one penny for their retirement. Beverly Hills pays it all with half being tax free. After "retirement," employees are free to obtain other employment without reduction of retirement benefits. **Beverly Hills does not know how many former employees receive retirement pay from working for Beverly Hills.**

Bargain	Title	Salary	PERS Overtime	Pay for Performance	Total Persable Pays	Cafeteria Plan	Overtime	Leave Payoffs	Car Allowance	Merit/Bonus
PS	POLICE OFFICER	95,872.48	3,554.32	0.00	99,426.80	0.00	15,689.80	0.00	0.00	0.00
PS	POLICE OFFICER	94,782.04	6,177.18	0.00	100,959.22	0.00	28,760.99	0.00	0.00	0.00
PS	POLICE OFFICER	96,993.57	5,008.57	0.00	102,002.14	0.00	14,008.35	0.00	0.00	0.00
PS	POLICE OFFICER	93,719.85	5,759.32	0.00	99,479.17	0.00	47,072.51	0.00	0.00	0.00
PS	POLICE OFFICER	95,872.48	2,031.05	0.00	97,903.53	0.00	41,204.88	1,218.62	0.00	0.00
PS	POLICE OFFICER	90,702.25	5,231.57	0.00	95,933.82	0.00	18,953.45	0.00	0.00	0.00
PS	POLICE OFFICER	95,872.48	3,046.56	0.00	98,919.04	0.00	40,024.27	1,218.62	0.00	0.00
PS	POLICE OFFICER	94,782.04	6,177.17	0.00	100,959.21	0.00	0.00	0.00	0.00	0.00
PS	POLICE SGT	121,008.76	3,207.69	0.00	124,216.45	0.00	51,191.92	0.00	0.00	0.00
PS	POLICE SGT	111,616.42	7,336.45	0.00	118,952.87	0.00	19,399.48	0.00	0.00	0.00
PS	POLICE SGT	123,897.22	5,040.94	0.00	128,938.16	0.00	45,833.79	0.00	0.00	0.00
PS	POLICE SGT	122,259.36	7,136.67	0.00	129,396.03	0.00	54,823.32	0.00	0.00	0.00
PS	POLICE SGT	109,655.87	6,760.35	0.00	116,416.22	0.00	36,494.94	0.00	0.00	0.00
PS	POLICE SGT	120,993.95	6,860.37	0.00	127,854.32	0.00	51,760.24	0.00	0.00	0.00
PS	POLICE SGT	105,367.21	6,499.70	0.00	111,866.91	0.00	19,786.35	0.00	0.00	0.00
PS	POLICE SGT	109,718.38	5,187.43	0.00	114,905.81	0.00	32,544.27	0.00	0.00	4.93
PS	POLICE SGT	122,387.16	4,537.33	0.00	126,924.49	0.00	40,236.32	0.00	0.00	0.00
PS	POLICE SGT	125,289.16	2,053.01	0.00	127,342.17	0.00	112,281.94	20,284.81	0.00	0.00
PS	POLICE SGT	109,654.77	6,402.89	0.00	116,057.66	0.00	81,077.37	0.00	0.00	0.00
PS	POLICE SGT	114,059.00	2,524.28	0.00	116,583.28	0.00	32,016.65	1,555.65	0.00	750.00
PS	POLICE SGT	109,654.77	7,173.20	0.00	116,827.97	0.00	34,744.03	0.00	0.00	0.00
PS	POLICE SGT	120,993.95	6,702.67	0.00	127,696.62	0.00	45,467.66	0.00	0.00	0.00
PS	POLICE SGT	121,682.47	5,835.26	0.00	127,517.73	0.00	34,112.57	0.00	0.00	0.00
PS	POLICE SGT	123,818.90	4,662.15	0.00	128,481.05	0.00	52,748.58	1,598.43	0.00	0.00
PS	POLICE SGT	95,872.88	4,189.06	0.00	100,061.94	0.00	16,451.59	0.00	0.00	0.00
PS	POLICE SGT	125,287.86	4,790.31	0.00	130,078.17	0.00	28,621.95	0.00	0.00	0.00
PS	POLICE SGT	120,958.50	2,486.04	0.00	123,444.54	0.00	32,391.31	0.00	0.00	0.00
SS	ADMIN CLERK II SAF SUPP	49,970.89	0.00	0.00	49,970.89	5,699.98	2,684.72	576.59	0.00	0.00
SS	ADMIN CLERK II SAF SUPP	49,970.96	1,681.68	0.00	51,652.64	989.03	20,504.85	528.54	0.00	0.00
SS	CIVILIAN RANGEMASTER	27,016.49	0.00	0.00	27,016.49	2,607.60	0.00	0.00	0.00	0.00
SS	COMMUNICATIONS DISPATCHER	71,692.06	8,290.28	0.00	79,982.34	827.06	5,078.56	0.00	0.00	0.00
SS	COMMUNICATIONS DISPATCHER	57,150.54	6,046.14	0.00	63,196.68	5,480.76	7,072.28	0.00	0.00	0.00
SS	COMMUNICATIONS DISPATCHER	71,685.81	7,692.43	0.00	79,378.24	5,671.34	5,378.88	0.00	0.00	0.00
SS	COMMUNICATIONS DISPATCHER	57,536.11	5,814.95	0.00	63,351.06	795.00	3,953.20	0.00	0.00	0.00
SS	COMMUNICATIONS DISPATCHER	68,951.14	8,236.92	0.00	77,188.06	5,699.98	4,191.02	0.00	0.00	0.00
SS	COMMUNICATIONS DISPATCHER	67,708.38	8,562.65	0.00	76,271.03	5,699.98	4,031.86	0.00	0.00	0.00
SS	COMMUNICATIONS DISPATCHER	69,954.21	6,996.60	0.00	76,950.81	6,780.02	2,685.36	0.00	0.00	0.00
SS	COMMUNICATIONS DISPATCHER	66,928.11	7,827.68	0.00	74,755.79	6,780.02	13,021.12	0.00	0.00	0.00
SS	COMMUNICATIONS DISPATCHER	66,762.43	7,951.92	0.00	74,714.35	827.05	12,996.30	0.00	0.00	0.00
SS	COMMUNICATIONS DISPATCHER	61,213.11	6,898.84	0.00	68,111.95	6,780.02	2,775.51	0.00	0.00	0.00
SS	COMMUNICATIONS DISPATCHER	68,115.10	7,941.94	0.00	76,057.04	5,481.51	8,689.51	0.00	0.00	0.00
SS	COMMUNICATIONS DISPATCHER	68,492.53	8,981.52	0.00	77,474.05	5,612.05	25,330.68	0.00	0.00	0.00
SS	COMMUNICATIONS SUPERVISOR	85,567.84	10,244.79	0.00	95,812.63	5,699.98	23,058.73	0.00	0.00	0.00
SS	COMMUNICATIONS SUPERVISOR	83,227.56	9,706.44	0.00	92,934.00	5,699.98	19,557.43	0.00	0.00	0.00
SS	COMMUNICATIONS SUPERVISOR	80,789.25	9,672.59	0.00	90,461.84	5,606.80	24,447.30	0.00	0.00	0.00
SS	COMMUNICATIONS SUPERVISOR	83,227.56	9,964.59	0.00	93,192.15	5,602.01	30,897.23	0.00	0.00	0.00
SS	DEPUTY FIRE MARSHAL	104,923.02	0.00	0.00	104,923.02	5,328.07	34,677.21	0.00	0.00	0.00
SS	DETECTIVE SPECIALIST	55,389.62	0.00	0.00	55,389.62	5,699.98	4,493.75	0.00	0.00	0.00
SS	FIRE INSPECTOR	80,654.24	0.00	0.00	80,654.24	5,699.98	16,376.55	0.00	0.00	0.00
SS	FORENSIC SPECIALIST	82,845.98	395.14	0.00	83,241.12	5,481.51	14,191.50	948.33	0.00	0.00
SS	FORENSIC SPECIALIST	75,795.47	3,070.07	0.00	78,865.54	827.05	15,632.76	874.56	0.00	0.00
SS	FORENSIC SPECIALIST	77,411.01	1,029.43	0.00	78,440.44	5,699.98	16,401.97	0.00	0.00	0.00
SS	JAIL SUPERVISOR	74,274.98	0.00	0.00	74,274.98	5,686.63	13.39	0.00	0.00	0.00
SS	PARKING CONTROL OFFICER	61,226.76	877.76	0.00	62,104.52	5,699.98	5,344.62	0.00	0.00	0.00
SS	PARKING CONTROL OFFICER	63,166.27	0.00	0.00	63,166.27	5,699.98	2,143.44	0.00	0.00	0.00
SS	PARKING ENFORCEMENT DISPA	51,242.26	763.42	0.00	52,005.68	1,550.12	981.47	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	58,632.23	0.00	0.00	58,632.23	5,699.98	1,723.42	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	60,398.63	0.00	0.00	60,398.63	5,699.98	2,824.01	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	57,966.63	0.00	0.00	57,966.63	5,671.34	272.13	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	6,845.94	0.00	0.00	6,845.94	438.46	0.00	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	6,189.99	239.92	0.00	6,429.91	417.02	0.00	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	54,931.74	328.02	0.00	55,259.76	5,699.98	4,396.59	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	56,541.74	0.00	0.00	56,541.74	5,699.98	1,506.79	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	58,094.58	250.44	0.00	58,345.02	5,671.34	2,798.68	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	57,517.45	0.00	0.00	57,517.45	5,699.98	1,957.95	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	60,807.51	0.00	0.00	60,807.51	5,699.98	7,267.12	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	59,341.25	855.93	0.00	60,197.18	5,481.51	2,572.28	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	59,500.40	0.00	0.00	59,500.40	5,699.98	1,751.28	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	53,863.16	0.00	0.00	53,863.16	5,699.98	2,543.06	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	60,422.72	0.00	0.00	60,422.72	5,633.04	961.96	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	52,491.80	0.00	0.00	52,491.80	5,671.34	921.07	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	60,489.97	0.00	0.00	60,489.97	5,671.34	1,328.81	2,300.90	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	62,249.10	0.00	0.00	62,249.10	6,780.02	2,889.91	0.00	0.00	0.00
SS	PARKING ENFORCEMENT OFFCR	58,443.33	0.00	0.00	58,443.33	5,699.98	1,568.01	0.00	0.00	0.00

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Even highly-paid executives and other staff members receive overtime. "Leave Cashout" includes Administrative Leave (the "overtime" allotted to non-hourly employees), unused vacation pay and sick time.

Eight hours leave translates to one paid day off for regular city staff. All vacation, sick time and administrative leave may be "cashed in" if not used. This is in addition to the "every other Friday/Monday off" and legal holidays. Fire/police have 24 hour days.

PERS: The amount used to calculate retirement benefits. Beverly Hills grants employees retirement benefits equal to 3 percent of their highest-ever compensation multiplied by each year of service to a maximum of 30 years. Some may retire as early as 50 and all by 55. An employee with 30 years service receives 90 percent of highest pay, plus health benefits, plus cost-of-living adjustments. "PERSABLE Pay" means the pay used to calculate annual retirement pay.

ARMP Payoff	Other Pays	Total Non PERS Pays	Total Pay	Retirement	Deferred Compensation	Health, Dental, Vision	New Employee HRS	Vacation Earned	Sick Earned	Admin Leave Earned
0.00	10,541.92	26,231.72	125,658.52	48,545.24	3,840.00	7,428.05	0.00	144.0000	96.0000	
0.00	8,706.30	37,467.29	138,426.51	48,508.30	3,840.00	17,442.35	0.00	192.0000	96.0000	
0.00	12,225.55	26,233.90	128,236.04	50,318.63	3,840.00	6,891.67	0.00	144.0000	96.0000	
0.00	7,016.87	54,089.38	153,568.55	47,178.10	3,840.00	17,962.99	0.00	144.0000	96.0000	
0.00	10,541.92	52,965.42	150,868.95	47,867.69	3,840.00	31,399.49	0.00	144.0000	96.0000	
0.00	2,215.59	21,169.04	117,102.86	43,583.84	3,840.00	30,123.65	0.00	144.0000	96.0000	
0.00	10,718.92	51,961.81	150,880.85	48,320.28	3,840.00	17,175.43	0.00	144.0000	96.0000	
0.00	8,706.30	8,706.30	109,665.51	48,508.26	3,840.00	17,962.99	0.00	192.0000	96.0000	
0.00	15,589.68	66,781.60	190,998.05	61,496.55	5,700.00	7,428.05	0.00	144.0000	96.0000	
0.00	11,010.78	30,410.26	149,363.13	57,432.34	5,700.00	17,962.99	0.00	144.0000	96.0000	
0.00	16,140.28	61,974.07	190,912.23	63,845.94	5,700.00	17,962.99	0.00	144.0000	96.0000	
0.00	16,140.28	70,963.60	200,359.63	64,050.63	5,700.00	17,962.99	0.00	144.0000	96.0000	
0.00	11,325.82	47,820.76	164,236.98	56,241.08	5,700.00	17,962.99	0.00	144.0000	96.0000	
0.00	10,920.25	62,680.49	190,534.81	61,380.98	5,700.00	17,962.99	0.00	192.0000	96.0000	
0.00	10,459.40	30,245.75	142,112.66	53,838.12	5,080.00	15,459.32	0.00	192.0000	96.0000	
0.00	14,127.85	46,677.05	161,582.86	56,787.35	5,700.00	8,777.45	0.00	144.0000	96.0000	
0.00	13,236.08	53,472.40	180,396.89	61,872.76	5,700.00	17,962.99	0.00	192.0000	96.0000	
0.00	17,851.00	150,418.75	277,760.92	63,776.17	5,700.00	18,036.84	0.00	192.0000	96.0000	
0.00	10,441.36	91,518.73	207,576.39	55,766.62	5,700.00	18,036.84	0.00	192.0000	96.0000	
0.00	16,674.42	50,996.72	167,580.00	58,449.63	5,235.00	31,399.49	0.00	144.0000	96.0000	
0.00	10,028.36	44,772.39	161,600.36	56,108.89	5,700.00	17,962.99	0.00	144.0000	96.0000	
0.00	11,097.25	56,564.91	184,261.53	61,312.99	5,700.00	16,105.99	0.00	192.0000	96.0000	
0.00	11,332.25	45,445.82	172,963.55	61,231.27	5,700.00	17,962.99	0.00	192.0000	96.0000	
0.00	16,161.74	70,508.75	198,989.80	63,423.06	5,700.00	17,962.99	0.00	192.0000	96.0000	
0.00	10,441.92	26,893.51	126,955.45	48,783.24	3,840.00	17,962.99	0.00	192.0000	96.0000	
0.00	17,911.00	46,532.95	176,611.12	64,991.80	5,700.00	17,962.99	0.00	192.0000	96.0000	
0.00	800.00	33,191.31	156,635.85	55,172.09	5,700.00	7,428.05	0.00	192.0000	96.0000	
0.00	0.00	8,961.29	58,932.18	12,018.05	360.00	6,071.33	0.00	80.0000	96.0000	
0.00	0.00	22,022.42	73,675.06	12,420.75	360.00	23,389.34	0.00	160.0000	96.0000	
0.00	0.00	2,607.60	29,624.09	6,599.52	180.00	0.00	1,499.94	80.0000	96.0000	
0.00	295.00	6,200.62	86,182.96	19,505.93	360.00	23,661.30	0.00	120.0000	96.0000	
0.00	0.00	12,553.04	75,749.72	15,211.02	360.00	11,341.50	2,999.88	80.0000	96.0000	
0.00	973.96	12,024.18	91,402.42	19,095.69	360.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	4,748.20	68,099.26	15,246.11	360.00	22,751.25	2,999.88	80.0000	96.0000	
0.00	0.00	9,891.00	87,079.06	18,563.34	360.00	11,740.17	0.00	120.0000	96.0000	
0.00	0.00	9,731.84	86,002.87	18,335.52	360.00	11,740.17	0.00	160.0000	96.0000	
0.00	1,755.14	11,220.52	88,171.33	18,922.57	360.00	0.00	0.00	120.0000	96.0000	
0.00	0.00	19,801.14	94,556.93	17,980.60	360.00	0.00	0.00	160.0000	96.0000	
0.00	47.06	13,870.41	88,584.76	17,967.60	360.00	23,551.32	0.00	160.0000	96.0000	
0.00	16.43	9,571.96	77,683.91	16,374.79	360.00	0.00	0.00	80.0000	96.0000	
0.00	0.00	14,171.02	90,228.06	18,289.41	360.00	18,896.86	0.00	160.0000	96.0000	
0.00	0.00	30,942.73	108,416.78	18,630.04	360.00	18,499.32	0.00	160.0000	96.0000	
0.00	0.00	28,758.71	124,571.34	23,041.27	360.00	11,740.17	0.00	160.0000	96.0000	
0.00	0.00	25,257.41	118,191.41	22,348.00	360.00	6,491.64	0.00	160.0000	96.0000	
0.00	0.00	30,054.10	120,515.94	21,756.31	360.00	18,635.82	0.00	160.0000	96.0000	
0.00	0.00	36,499.24	129,691.39	22,415.08	360.00	18,760.36	0.00	160.0000	96.0000	
0.00	512.48	40,517.76	145,440.78	25,360.96	360.00	19,050.30	0.00	120.0000	96.0000	
0.00	0.00	10,193.73	65,583.35	13,320.98	360.00	12,729.73	0.00	160.0000	96.0000	
0.00	0.00	22,076.53	102,730.77	19,395.09	360.00	13,054.01	0.00	120.0000	96.0000	
0.00	600.00	21,221.34	104,462.46	20,164.62	360.00	18,896.86	0.00	120.0000	96.0000	
0.00	600.00	17,934.37	96,799.91	19,109.13	360.00	23,551.32	0.00	120.0000	96.0000	
0.00	600.00	22,701.95	101,142.39	19,003.85	360.00	6,491.64	0.00	120.0000	96.0000	
0.00	0.00	5,700.02	79,975.00	17,863.06	360.00	17,224.74	0.00	120.0000	96.0000	
0.00	0.00	11,044.60	73,149.12	14,936.44	360.00	13,054.01	0.00	120.0000	96.0000	
0.00	0.00	7,843.42	71,009.69	15,189.86	360.00	13,054.01	0.00	120.0000	96.0000	
0.00	0.00	2,531.59	54,537.27	12,510.31	360.00	22,828.18	0.00	120.0000	96.0000	
0.00	0.00	7,423.40	66,055.63	14,099.17	360.00	13,054.01	0.00	120.0000	96.0000	
0.00	0.00	8,523.99	68,922.62	14,518.26	360.00	13,054.01	0.00	120.0000	96.0000	
0.00	-685.39	5,258.08	63,224.71	13,946.76	360.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	438.46	7,284.40	1,676.43	60.00	250.24	461.52	80.0000	96.0000	
0.00	11,525.43	11,942.45	18,372.36	1,574.54	60.00	733.34	461.52	80.0000	96.0000	
0.00	0.00	10,096.57	65,356.33	13,297.26	360.00	17,622.28	0.00	80.0000	96.0000	
0.00	0.00	7,206.77	63,748.51	13,599.30	360.00	11,740.17	0.00	80.0000	96.0000	
0.00	41.73	8,511.75	66,856.77	14,037.10	360.00	17,622.28	0.00	80.0000	96.0000	
0.00	9.77	7,667.70	65,185.15	13,841.25	360.00	11,659.05	0.00	120.0000	96.0000	
0.00	0.00	12,967.10	73,774.61	14,626.84	360.00	6,491.64	0.00	120.0000	96.0000	
0.00	31.64	8,085.43	68,282.61	10,289.26	360.00	18,896.86	0.00	160.0000	96.0000	
0.00	0.00	7,451.26	66,951.66	14,303.64	360.00	11,740.17	0.00	120.0000	96.0000	
0.00	0.00	8,243.04	62,106.20	12,956.18	360.00	7,115.80	0.00	80.0000	96.0000	
0.00	0.00	6,595.00	67,017.72	14,529.70	360.00	17,953.58	0.00	120.0000	96.0000	
0.00	6,140.47	12,732.88	65,224.68	14,099.19	360.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	9,301.05	69,791.02	14,385.22	360.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	9,669.93	71,919.03	14,968.93	360.00	0.00	0.00	120.0000	96.0000	
0.00	0.00	7,267.99	65,711.32	14,050.21	360.00	12,295.13	0.00	120.0000	96.0000	

Note: Employee salaries and benefits are matters of public record under California statutes and multiple court decisions. The city has never compiled staff costs in this manner to show the actual cost of each employee.

Nearly every Beverly Hills city employee is treated as a member of a union by the City, whether they belong to one or not. Every city employee, except City Manager Jeff Kolin and Assistant City Manager Mahdi Aluzri, police and fire, receive every other Monday or Friday off with pay. Police and fire have their own schedules.

A Beverly Hills city employee receives extra pay and benefits equal to from half to over double his/her salary as a result of overtime, leave, paid days off, retirement contributions and health benefits. The equivalent number in private industry is approximately 26 percent.

RETIREMENT: No city employee pays one penny for their retirement. Beverly Hills pays it all with half being tax free. After "retirement," employees are free to obtain other employment without reduction of retirement benefits. **Beverly Hills does not know how many former employees receive retirement pay from working for Beverly Hills.**

BEVERLY HILLS COURIER

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SINCE 1965

January 25, 2013

THIS ISSUE



El Rodeo students are having fun with their new edible garden. 4



The Peninsula Beverly Hills welcomes new Executive Chef David Codney. 4



Hawthorne School celebrated its "Reflections" art contest winners. 5



Supervisor Michael Antonovich welcomed a Holocaust survivor to L.A. 5



Children's Hospital Los Angeles honored for nursing excellence. 25

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Bachelors You May Want to Know. Royals, Globals, East Coasters and West Coasters. Teens, Twenties. And the Salt and Pepper Crowd. Keeping Up With Al Uzieli and His La Dolce Vita.

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• Announcements
• Real Estate
• Rentals
• Sales
• and More

Beverly Hills Election 2013

The Courier Endorses John Mirisch for City Council



Vice Mayor John Mirisch

It's vital for our future that we elect a staunch, unflappable advocate for the people of Beverly Hills, not insiders who simply pander to other insiders and the bureaucrats.

The Beverly Hills Courier strongly endorses the re-election of Vice Mayor John Mirisch to the Beverly Hills City Council. Mirisch's campaign is based on two easy-to-remember phrases: "Putting residents first" and "Government must stop treating the people like an ATM machine."

(see 'MIRISCH,' page 38)

FRANCO AT THE L.A. ART SHOW—The 2013 LA Art Show premiered Wednesday at the L.A. Convention Center. The five-day show runs through Sunday from 11 a.m. to 7 p.m. daily. Pictured right: James Franco with his grandmother Mitzi Verne.



Stanley Cup Champion L.A. Kings to Visit Horace Mann

By Matt Lopez

The 2012 Stanley Cup Champion L.A. Kings will skate into Beverly Hills on Thursday, Feb. 14 to turn Horace Mann school into Southern California's hockey headquarters for a day. Horace Mann Principal Steve

Kessler confirmed Wednesday to *The Courier* that representatives from the L.A. Kings will be on campus all day beginning at 8 a.m. on Feb. 14.

The visit is part of the L.A. Kings Chariot in the "Kings in the

(see 'KINGS,' page 9)

SCOUTS AT U.S.S. IOWA—Beverly Hills Cub Scout Pack 100 learned more about history during a tour this month aboard the U.S.S. Iowa. Pictured (left to right): Kyle Lim and Jack Klines.



Safety Stressed in Beverly Hills High Renovation Talks

By Laura Coleman

The Beverly Hills Board of Education directed Superintendent Gary Woods to price out costs to enhance the perimeter of the high school at Tuesday's formal Board meeting, just hours after it gave direction at its study session to BHUSD consultant Tim Buresh to

price out the cost for razing and rebuilding BHHS building 'A.'

"This is a new reality in terms of safety," Woods told the Board. "The goal of the plan is to really shut down the in-and-out traffic of the perimeter."

(see 'BHHS,' page 9)

Beverly Hills Pay and Benefits

Can You Figure This Stuff Out?

By Courier staff

In today's edition of *The Courier*, readers will find part II of the City of Beverly Hills' 2012 salary and benefit information. *The Courier* forced the release after a California

Public Records Act demand. This week's edition includes names for each City employee, which last week's City release did not. The full list of all of the City employees and

(see 'SALARIES,' page 22)

Jon, Lili Bosse Kickstart School Fundraising With \$100,000 Gift



Exclusive to *The Courier*

By Laura Coleman

On the heels of the City Council's vote yesterday to channel up to \$4.05 million to Beverly Hills schools, Councilmember Lili Bosse confirmed to *The Courier* that she and her husband Jon will donate \$100,000 to Beverly Hills schools as the first private gift to kick-start the City's \$600,000 "matching" fund.

As part of the City's plan to use its \$10 million budget surplus to help the school district close its \$3.5 million budget shortfall, the

(see '\$100,000,' page 9)

BOSSE FAMILY DONATION—Jon and Lili Bosse (pictured above at Beverly Gardens/BHEF event in December) donated \$100,000 to help inspire community support in a \$600,000 "matching" school fundraising effort.

Council, School Board In Unison On School Funding

By Laura Coleman and Marla Schevker

The Beverly Hills City Council appeared to be in unanimous agreement on a funding plan for Beverly Hills

Unified School District at its study session Thursday.

Although a vote was taken after *The Courier's* press time, all five councilmembers voiced support for the funding plan

(see 'SCHOOL FUNDING,' page 15)

Brien Leaves Mirisch Off Water Rate Ad Hoc

By Marla Schevker and Matt Lopez

Despite being the only councilmember to fight against raising residents' water rates,

Vice Mayor John Mirisch was left off a Water Rate Ad Hoc Committee by Mayor Willie Brien at Thursday's City Council. (see 'WATER RATES,' page 7)

NOTHIN' LIKE A DAME—Oscar-winning Helen Lydia Mirren was honored with her star on the Hollywood Walk of Fame.

Helen is wed to director Taylor Hackford (*The Devil's Advocate*, *Ray*), whose film *Parker* stars Jennifer Lopez and Jason Statham.

For more photos, see George Christy's column on Page 6.



Celebrity Photo/Scott Downie

Beverly Hills 2012 Staff Costs: Released After *Courier* Public Records Demand**SAVE THIS SECTION —PART I LAST WEEK**

Bargain	Employee	Title	Salary	PERS Overtime	Pay for Performance	Total Persable Pays	Cafeteria Plan	Overtime	Leave Payoffs	Car Allowance
SS	NUNEZ, E	SENIOR RECORDS SPECIALIST	56,920.08	4,230.55	0.00	61,150.63	5,699.98	839.12	0.00	0.00
SS	COURSEY, D	SENIOR RECORDS SPECIALIST	56,491.16	6,363.07	0.00	62,854.23	5,686.63	315.01	0.00	0.00
SS		TRAFFIC CONTROL OFFICER	62,139.87	3,883.88	0.00	66,023.75	5,686.63	49,638.30	0.00	0.00
SS		TRAFFIC CONTROL OFFICER	62,473.94	4,956.62	0.00	67,430.56	0.25	29,113.35	708.87	0.00
SS		TRAFFIC CONTROL OFFICER	64,345.58	2,773.35	0.00	67,118.93	5,699.98	8,906.35	0.00	0.00
SS		TRAFFIC CONTROL OFFICER	62,308.59	1,610.33	0.00	63,918.92	5,328.07	4,743.53	0.00	0.00
SS		TRAFFIC CONTROL OFFICER	62,293.23	1,209.90	0.00	63,503.13	5,699.98	1,461.32	0.00	0.00
SS		TRAFFIC CONTROL OFFICER	62,446.63	766.86	0.00	63,213.49	5,481.51	2,307.41	0.00	0.00
SS		TRAFFIC CONTROL OFFICER	61,741.12	3,791.85	0.00	65,532.97	5,686.63	12,906.51	0.00	0.00
SS		TRAFFIC CONTROL OFFICER	62,446.61	2,479.41	0.00	64,926.02	5,699.98	15,941.10	0.00	0.00
SS		TRAFFIC CONTROL SUPERVISO	72,010.63	3,497.41	0.00	75,508.04	5,699.98	7,595.83	0.00	0.00
SS		TRAFFIC SPECIALIST	56,589.76	685.74	0.00	57,275.50	5,699.98	34,649.62	0.00	0.00
SUP	AQUINO, O	CENTRAL STOREROOM SUPERVS	69,160.56	0.00	0.00	69,160.56	5,481.51	3,690.79	1,795.52	0.00
SUP	ALVAREZ, M	CUSTOMER SERVICES SUPV	70,551.32	0.00	0.00	70,551.32	5,328.07	5,825.58	0.00	0.00
SUP	RUIZ, E	CUSTOMER SERVICES SUPV	70,551.26	0.00	0.00	70,551.26	827.05	1,093.89	2,272.57	0.00
SUP	EDOLMO, T	CUSTOMER SERVICES SUPV	77,933.67	0.00	0.00	77,933.67	5,481.51	10,973.48	0.00	0.00
SUP	TERWILLIGER, J	CUSTOMER SERVICES SUPV	70,551.26	0.00	0.00	70,551.26	5,699.98	0.00	678.38	0.00
SUP	GETTLER, K	DRAINAGE SYSTEM SUPERVISO	81,697.96	0.00	0.00	81,697.96	5,671.34	41,933.08	1,052.71	0.00
SUP	TALAVEIRA, R	ELECTRICAL/COMM SYS SUPV	91,382.71	0.00	0.00	91,382.71	5,328.07	21,220.08	4,129.80	0.00
SUP	MILLER, B	EVENTS AND FILMING SUPERV	81,097.88	0.00	0.00	81,097.88	989.03	2,076.20	1,832.50	0.00
SUP	GARRARD, D	GENERAL PARK MAINT SUPERV	101,952.78	0.00	0.00	101,952.78	0.00	661.71	2,646.86	0.00
SUP	CROWDER, C	MAINTENANCE SUPERVISOR	82,527.11	0.00	0.00	82,527.11	6,770.12	3,966.48	1,042.29	0.00
SUP	DUNLAP, G	MARKET MANAGER	72,689.50	0.00	0.00	72,689.50	5,699.98	0.00	0.00	959.92
SUP	HERNANDEZ, D	PARK RANGER SUPERVISOR	76,398.13	0.00	0.00	76,398.13	5,699.98	14,655.21	1,726.31	0.00
SUP	CLARK, S	PARK RANGER SUPERVISOR	76,398.14	0.00	0.00	76,398.14	5,699.98	12,947.28	0.00	0.00
SUP	HOUGH, S	PARK SERVICES SUPERVISOR	38,518.07	0.00	0.00	38,518.07	2,575.44	0.00	0.00	0.00
SUP	VENEGAS, J	PARK SERVICES SUPERVISOR	86,948.42	0.00	0.00	86,948.42	5,671.34	0.00	0.00	0.00
SUP	ZARATE, R	PARKING SUPERVISOR	69,160.53	0.00	0.00	69,160.53	5,699.98	698.26	0.00	0.00
SUP	BARRIOS, A	PARKING SUPERVISOR	69,160.53	0.00	0.00	69,160.53	5,699.98	1,895.29	0.00	0.00
SUP	BIERKE, J	PARKING SUPERVISOR	69,876.92	0.00	0.00	69,876.92	827.05	12,593.55	1,562.77	0.00
SUP	BRISSON, J	PARKING TECH SUPERVISOR	73,419.26	0.00	0.00	73,419.26	5,699.98	10,437.24	0.00	0.00
SUP	ACUNA, P	RECREATION SUPERVISOR	72,689.50	0.00	0.00	72,689.50	5,699.98	6,631.16	0.00	959.92
SUP	CASTANEDA, L	RECREATION SUPERVISOR	72,689.49	0.00	0.00	72,689.49	5,589.11	812.51	943.57	959.92
SUP	MATSUURA, G	RECREATION SUPERVISOR	72,689.44	0.00	0.00	72,689.44	5,671.34	4,350.86	0.00	959.92
SUP	CASTANO, A	REPROGRAPHICS SUPERVISOR	70,551.32	0.00	0.00	70,551.32	5,699.98	3,065.43	915.81	0.00
SUP	BURNLEY, C	SLD WATE AND STRM WTR SUP	91,616.81	0.00	0.00	91,616.81	5,681.38	14,744.36	1,832.50	0.00
SUP	WINSTON-DOMAN, J	SR RECREATION SUPV	86,948.40	0.00	0.00	86,948.40	5,699.98	3,668.14	0.00	959.92
SUP	BRYNAN, C	SR RECREATION SUPV	86,948.37	0.00	0.00	86,948.37	0.00	0.00	836.04	959.92
SUP	BEST, C	SR RECREATION SUPV	86,948.39	0.00	0.00	86,948.39	5,699.98	4,420.58	0.00	959.92
SUP	VICTORIA, F	STREET MAINTENANCE SUPV	79,855.33	0.00	0.00	79,855.33	5,671.34	9,087.23	978.18	0.00
SUP	BARTIZAL, J	SUPERVISING PW INSPECTOR	27,272.24	0.00	0.00	27,272.24	858.48	696.90	0.00	1,476.96
SUP	HERRERA, G	WATER SYSTEM PROD/OPS SUP	35,475.08	0.00	0.00	35,475.08	1,753.84	16,097.80	0.00	0.00
SUP	MERLUZZO, J	WATER SYSTEM PROD/OPS SUP	94,119.91	0.00	0.00	94,119.91	5,699.98	3,663.82	2,106.40	0.00
TECH	KOSHIMOTO, M	ACCOUNT CLERK I	39,071.14	0.00	0.00	39,071.14	5,699.98	0.00	2,742.02	0.00
TECH	SKORKAITE, S	ACCOUNTANT I	64,646.38	0.00	0.00	64,646.38	5,671.34	1,989.33	0.00	0.00
TECH	PACHECO, M	ACCOUNTANT I	77,276.96	0.00	0.00	77,276.96	5,699.98	797.08	842.54	0.00
TECH	DAVID, A	ACCOUNTING TECHNICIAN	55,013.66	0.00	0.00	55,013.66	827.05	0.00	714.12	0.00
TECH	FUKUJI, E	ACCOUNTING TECHNICIAN	55,013.63	0.00	0.00	55,013.63	5,671.34	0.00	0.00	0.00
TECH	KRAYNER, M	ACCOUNTING TECHNICIAN	55,013.66	0.00	0.00	55,013.66	5,699.98	0.00	0.00	0.00
TECH	RAMOS-VERGARA, M	ACCOUNTING TECHNICIAN	55,013.64	0.00	0.00	55,013.64	0.00	0.00	0.00	0.00
TECH	TROMPETA III, A	ACCOUNTING TECHNICIAN	55,013.61	0.00	0.00	55,013.61	5,699.98	79.35	0.00	0.00
TECH	SZERWINSKI, T	ACCOUNTING TECHNICIAN	45,444.85	0.00	0.00	45,444.85	5,699.98	3,716.42	0.00	0.00
TECH	QUIRALTE, L	ACCOUNTING TECHNICIAN	52,469.05	0.00	0.00	52,469.05	5,699.98	0.00	0.00	0.00
TECH	VASQUEZ, V	ACCOUNTING TECHNICIAN	55,013.65	0.00	0.00	55,013.65	5,699.98	614.93	0.00	0.00
TECH	SCOTT, B	ADMINISTRATIVE CLERK II	47,860.25	0.00	0.00	47,860.25	5,699.98	34.51	0.00	0.00
TECH	ORR, N	ADMINISTRATIVE CLERK II	12,200.43	0.00	0.00	12,200.43	1,800.42	0.00	0.00	0.00
TECH	BOND, C	ADMINISTRATIVE CLERK II	27,147.09	0.00	0.00	27,147.09	4,603.83	0.00	0.00	0.00
TECH	HANKAWA, J	ADMINISTRATIVE CLERK II	47,860.27	0.00	0.00	47,860.27	989.03	0.00	0.00	0.00
TECH	GOMEZ-TIRELLA, H	ADMINISTRATIVE CLERK II	47,860.19	0.00	0.00	47,860.19	0.00	0.00	621.26	0.00
TECH	GORDON, C	ASSISTANT PLANNER	54,728.43	0.00	0.00	54,728.43	5,699.98	0.00	710.42	3,599.96
TECH	PEREDES, M	BLDG MAINT ATTENDANTS	38,834.75	0.00	0.00	38,834.75	5,671.34	3,934.78	504.10	0.00
TECH	REGESE, W	BLDING AND SAFETY INSP I	70,198.96	0.00	0.00	70,198.96	5,606.80	2,755.20	880.08	4,800.12
TECH	OTAMURA, R	BLDNG AND SAFETY INSP II	78,042.00	0.00	0.00	78,042.00	827.05	344.40	0.00	4,800.12
TECH	FORYS, M	CABLE TV PROG OPER SPEC	65,803.97	0.00	0.00	65,803.97	5,671.34	0.00	854.19	0.00
TECH	HERNDON, J	CABLE TV VIDEO PROD COORD	52,856.07	0.00	0.00	52,856.07	4,603.83	853.94	0.00	0.00
TECH	GALE, R	CABLE TV/VIDEO ASSOC II	62,885.40	0.00	0.00	62,885.40	5,699.98	0.00	0.00	0.00
TECH	BUBRICK, P	CENTRAL STORES SPECIALIST	50,300.11	0.00	0.00	50,300.11	0.00	798.03	0.00	0.00
TECH	RUIZ, F	CENTRAL STORES SPECIALIST	49,470.77	0.00	0.00	49,470.77	5,671.34	3,337.22	0.00	0.00
TECH	GAUTHIER, B	CIVIL ENG GIS SPECIALIST	65,547.66	0.00	0.00	65,547.66	5,699.98	0.00	0.00	0.00
TECH	MANAOAT, M	CODE ENFORCEMENT OFFICER	67,800.88	0.00	0.00	67,800.88	5,671.34	0.00	880.11	4,800.12
TECH	MASINI, M	CODE ENFORCEMENT OFFICER	27,882.36	0.00	0.00	27,882.36	5,328.07	0.00	0.00	3,323.16
TECH	WHITLOCK III, B	COMMUNICATIONS SPECIALIST	75,641.93	0.00	0.00	75,641.93	5,671.34	19,255.90	0.00	0.00
TECH	SALDUMBIDE, C	COMMUNICATIONS SPECIALIST	75,314.59	0.00	0.00	75,314.59	5,481.51	15,628.34	1,963.78	0.00
TECH	GUERRERO, J	CONTRACT ADMIN ASSISTANT	58,396.56	0.00	0.00	58,396.56	5,606.63	0.00	0.00	0.00
TECH	AGHA-MOHAMMADI, R	CUSTOMER SERVICE REPR	52,342.56	0.00	0.00	52,342.56	7,139.30	3,614.29	0.00	0.00
TECH	LA ROSE, L	CUSTOMER SERVICE REPR	47,028.23	0.00	0.00	47,028.23	5,699.98	0.00	610.46	0.00
TECH	SIMMONS, A	CUSTOMER SERVICE REPR	53,669.42	0.00	0.00	53,669.42	5,328.07	0.00	0.00	0.00
TECH	ARCHIE, C	CUSTOMER SERVICE REPR	52,080.10	0.00	0.00	52,080.10	5,652.70	132.09	0.00	0.00

Beverly Hills 2012 Staff Costs: Released After *Courier* Public Records Demand

Merit/Bonus	ARMP Payoff	Other Pays	Total Non PERS Pays	Total Pay	Retirement	Deferred Compensation	Health, Dental, Vision	New Employee HRS	Vacation Earned	Sick Earned	Admin Leave Earned
0.00	0.00	0.00	6,539.10	67,689.73	14,708.95	360.00	2,390.96	0.00	160.0000	96.0000	
0.00	0.00	0.00	6,001.64	68,855.87	15,115.53	360.00	17,224.74	0.00	160.0000	96.0000	
0.00	0.00	79.13	55,404.06	121,427.81	15,892.75	360.00	17,224.74	0.00	160.0000	96.0000	
0.00	0.00	116.70	29,939.17	97,369.73	16,234.55	360.00	24,378.12	0.00	160.0000	96.0000	
0.00	0.00	62.76	14,669.09	81,788.02	16,150.37	360.00	14,278.35	0.00	120.0000	96.0000	
0.00	0.00	38.39	10,109.99	74,028.91	15,378.93	360.00	19,050.30	0.00	120.0000	96.0000	
0.00	0.00	39.83	7,201.13	70,704.26	15,281.81	360.00	14,152.59	0.00	120.0000	96.0000	
0.00	0.00	8.53	7,797.45	71,010.94	15,207.97	360.00	18,896.86	0.00	160.0000	96.0000	
0.00	0.00	103.03	18,696.17	84,229.14	15,780.83	360.00	17,224.74	0.00	160.0000	96.0000	
0.00	0.00	71.16	21,712.24	86,638.26	15,626.86	360.00	11,740.17	0.00	120.0000	96.0000	
0.00	0.00	75.95	13,371.76	88,879.80	18,180.06	360.00	6,491.64	0.00	160.0000	96.0000	
0.00	0.00	0.00	40,349.60	97,625.10	13,778.99	360.00	11,740.17	0.00	120.0000	96.0000	
0.00	0.00	0.00	10,967.82	80,128.38	16,632.88	840.00	18,896.86	0.00	120.0000	96.0000	
0.00	0.00	0.00	11,153.65	81,704.97	16,967.51	840.00	19,050.30	0.00	120.0000	96.0000	
0.00	0.00	73.27	4,266.78	74,818.04	16,967.48	840.00	23,551.32	0.00	120.0000	96.0000	
0.00	0.00	0.00	16,454.99	94,388.66	18,742.95	840.00	18,896.86	0.00	160.0000	96.0000	
0.00	0.00	0.00	6,378.36	76,929.62	16,967.48	840.00	11,740.17	0.00	120.0000	96.0000	
0.00	0.00	0.00	48,657.13	130,355.09	19,648.32	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	30,677.95	122,060.66	22,044.62	840.00	19,050.30	0.00	160.0000	96.0000	
0.00	0.00	20.54	4,918.27	86,016.15	19,503.86	840.00	23,389.34	0.00	160.0000	96.0000	
0.00	0.00	0.00	3,308.57	105,261.35	24,519.69	840.00	31,132.16	0.00	120.0000	96.0000	
0.00	0.00	500.00	12,278.89	94,806.00	20,032.78	840.00	0.00	0.00	160.0000	96.0000	
0.00	0.00	0.00	6,659.90	79,349.40	17,481.67	840.00	11,740.17	0.00	120.0000	96.0000	
0.00	0.00	0.00	22,081.50	98,479.63	18,373.65	840.00	12,892.03	0.00	120.0000	96.0000	
0.00	0.00	0.00	18,647.26	95,045.40	18,440.83	840.00	6,981.82	0.00	120.0000	96.0000	
0.00	0.00	0.00	2,575.44	41,093.51	9,364.20	490.00	8,726.88	1,038.45	80.0000	96.0000	
0.00	0.00	0.00	5,671.34	92,619.76	20,978.14	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	6,398.24	75,558.77	16,632.88	840.00	13,054.01	0.00	120.0000	96.0000	
0.00	0.00	0.00	7,595.27	76,755.80	16,632.88	840.00	6,491.64	0.00	120.0000	96.0000	
0.00	0.00	0.00	14,983.37	84,860.29	16,805.37	840.00	23,551.32	0.00	120.0000	96.0000	
0.00	0.00	0.00	16,137.22	89,556.48	17,659.39	840.00	11,740.17	1,869.21	80.0000	96.0000	
0.00	0.00	0.00	13,291.06	85,980.56	17,481.67	840.00	6,491.64	0.00	160.0000	96.0000	
0.00	0.00	0.00	8,305.11	80,994.60	17,481.67	840.00	18,789.26	0.00	160.0000	96.0000	
0.00	0.00	0.00	10,982.12	83,671.56	17,481.67	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	0.00	9,681.22	80,232.54	16,967.51	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	0.00	22,258.24	113,875.05	22,101.94	840.00	17,361.24	0.00	160.0000	96.0000	
0.00	0.00	0.00	10,328.04	97,276.44	20,910.81	840.00	11,740.17	0.00	120.0000	96.0000	
0.00	0.00	0.00	1,795.96	88,744.33	20,910.82	840.00	30,871.12	0.00	120.0000	96.0000	
0.00	0.00	0.00	11,080.48	98,028.87	20,910.82	840.00	2,734.94	0.00	160.0000	96.0000	
0.00	0.00	0.00	15,736.75	95,592.08	19,259.76	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	0.00	3,032.34	30,304.58	6,678.45	280.00	2,908.96	553.84	80.0000	96.0000	
0.00	0.00	0.00	17,851.64	53,326.72	8,671.83	385.00	2,001.92	830.76	80.0000	96.0000	
0.00	0.00	0.00	11,470.20	105,590.11	22,703.05	840.00	13,054.01	0.00	160.0000	96.0000	
0.00	0.00	3,273.08	11,715.08	50,786.22	10,843.35	840.00	11,740.17	0.00	120.0000	96.0000	
0.00	0.00	0.00	7,660.67	72,307.05	15,548.21	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	0.00	7,339.60	84,616.56	18,574.86	840.00	11,740.17	0.00	160.0000	96.0000	
0.00	0.00	0.00	1,541.17	56,554.83	13,230.59	840.00	23,551.32	0.00	160.0000	96.0000	
0.00	0.00	0.00	5,671.34	60,684.97	13,230.59	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	5,699.98	60,713.64	13,230.59	840.00	13,054.01	0.00	120.0000	96.0000	
0.00	0.00	0.00	0.00	55,013.64	13,230.59	840.00	31,007.62	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,779.33	60,792.94	13,230.59	840.00	6,491.64	0.00	120.0000	96.0000	
0.00	0.00	0.00	9,416.40	54,861.25	10,933.78	840.00	11,740.17	1,799.98	80.0000	96.0000	
0.00	0.00	0.00	5,699.98	58,169.03	12,622.66	840.00	799.96	2,838.43	80.0000	96.0000	
0.00	0.00	0.00	6,314.91	61,328.56	13,230.59	840.00	6,981.82	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,734.49	53,594.74	11,510.29	840.00	13,054.01	0.00	120.0000	96.0000	
0.00	0.00	16,097.00	17,897.42	30,097.85	5,210.09	280.00	6,115.72	553.84	0.0000	96.0000	
0.00	0.00	107.66	4,711.49	31,858.58	7,038.66	70.00	11,286.51	0.00	120.0000	96.0000	
0.00	0.00	0.00	989.03	48,849.30	11,510.31	840.00	23,389.34	0.00	120.0000	96.0000	
0.00	0.00	0.00	621.26	48,481.45	11,510.23	840.00	31,268.66	0.00	160.0000	96.0000	
0.00	0.00	0.00	10,010.36	64,738.79	13,162.25	840.00	6,371.26	1,799.98	80.0000	96.0000	
0.00	0.00	0.00	10,110.22	48,944.97	9,406.95	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	0.00	14,042.20	84,241.16	16,882.92	840.00	18,635.82	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,971.57	84,013.57	18,881.25	840.00	23,551.32	0.00	120.0000	96.0000	
0.00	0.00	0.00	6,525.53	72,329.50	15,825.75	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	3,053.83	8,511.60	61,367.67	12,740.44	770.00	5,157.81	1,661.52	80.0000	96.0000	
0.00	0.00	0.00	5,699.98	68,585.38	15,127.13	840.00	6,491.64	0.00	120.0000	96.0000	
0.00	0.00	0.00	798.03	51,098.14	12,097.13	840.00	31,268.66	0.00	120.0000	96.0000	
0.00	0.00	0.00	9,008.56	58,479.33	11,900.39	840.00	17,622.28	0.00	80.0000	96.0000	
0.00	0.00	0.00	5,699.98	71,247.64	15,776.31	840.00	14,034.62	0.00	80.0000	96.0000	
0.00	0.00	0.00	11,351.57	79,152.45	16,306.17	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	759.58	9,410.81	37,293.17	6,828.55	595.00	15,394.06	0.00	160.0000	96.0000	
0.00	0.00	0.00	24,927.24	100,569.17	18,191.72	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	327.30	23,400.93	98,715.52	18,191.72	840.00	18,896.86	0.00	160.0000	96.0000	
0.00	0.00	0.00	5,606.63	64,003.19	14,044.10	840.00	18,769.24	0.00	120.0000	96.0000	
0.00	0.00	0.00	10,753.59	63,096.15	12,588.02	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	6,310.44	53,338.67	11,310.23	840.00	6,920.55	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,328.07	58,997.49	12,908.09	0.00	19,050.30	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,784.79	57,864.89	12,535.97	840.00	17,442.42	0.00	120.0000	96.0000	

Note: Employee salaries and benefits are matters of public record under California statutes and multiple court decisions. The city has never compiled staff costs in this manner to show the actual cost of each employee.

Nearly every Beverly Hills city employee is treated as a member of a union by the City, whether they belong to one or not. Every city employee, except City Manager Jeff Kolin and Assistant City Manager Mahdi Aluzri, police and fire, receive every other Monday or Friday off with pay. Police and fire have their own schedules.

A Beverly Hills city employee receives extra pay and benefits equal to from half to over double his/her salary as a result of overtime, leave, paid days off, retirement contributions and health benefits. The equivalent number in private industry is approximately 26 percent.

RETIREMENT: No city employee pays one penny for their retirement. Beverly Hills pays it all with half being tax free. After "retirement," employees are free to obtain other employment without reduction of retirement benefits. **Beverly Hills does not know how many former employees receive retirement pay from working for Beverly Hills.**

Bargain	Employee	Title	Salary	PERS Overtime	Pay for Performance	Total Persable Pays	Cafeteria Plan	Overtime	Leave Payoffs	Car Allowance
TECH	JACKSON, T	CUSTOMER SERVICE REPR	41,414.77	0.00	0.00	41,414.77	0.00	1,056.93	0.00	0.00
TECH	PEREZ, R	CUSTOMER SERVICE REPR	52,497.70	0.00	0.00	52,497.70	5,699.98	0.00	0.00	0.00
TECH	LOMBARDI, R	CUSTOMER SERVICE REPR	52,342.56	0.00	0.00	52,342.56	5,699.98	18.87	0.00	0.00
TECH	MAGANA, V	CUSTOMER SERVICE REPR	52,342.63	0.00	0.00	52,342.63	7,139.30	1,009.75	0.00	0.00
TECH	DOYLE, A	CUSTOMER SERVICE REPR	52,342.60	0.00	0.00	52,342.60	5,699.98	0.00	0.00	0.00
TECH	GONZALEZ, F	CUSTOMER SERVICE REPR	44,744.05	0.00	0.00	44,744.05	5,699.95	747.39	578.62	0.00
TECH	VELUZ, N	CUSTOMER SERVICES SPEC	60,768.75	0.00	0.00	60,768.75	5,671.34	953.16	1,577.66	0.00
TECH	BENTO, N	CUSTOMER SERVICES SPEC	60,768.75	0.00	0.00	60,768.75	5,699.98	131.47	0.00	959.92
TECH	BYRD, S	DEVLMT SVCS TECHNICIAN I	55,013.62	0.00	0.00	55,013.62	5,699.98	0.00	714.12	0.00
TECH	VELASCO, I	DEVLMT SVCS TECHNICIAN II	59,571.20	0.00	0.00	59,571.20	5,481.51	0.00	0.00	0.00
TECH	CURTIS, A	DEVLMT SVCS TECHNICIAN II	59,571.20	0.00	0.00	59,571.20	6,902.84	0.00	0.00	0.00
TECH	BOYLE, D	DRAINAGE MAINT WORKER I	41,389.76	0.00	0.00	41,389.76	5,699.98	3,195.77	0.00	0.00
TECH	ALVAREZ, J	DRAINAGE MAINT WORKER I	44,019.99	0.00	0.00	44,019.99	5,681.38	3,769.23	0.00	0.00
TECH	GOMEZ, S	DRAINAGE MAINT WORKER II	48,338.67	0.00	0.00	48,338.67	5,699.98	3,207.09	627.47	0.00
TECH	DIAZ, A	DRAINAGE MAINT WORKER II	48,638.72	0.00	0.00	48,638.72	5,699.98	5,490.39	0.00	0.00
TECH	MARQUEZ, P	DRAINAGE MAINT WORKER II	48,638.71	0.00	0.00	48,638.71	5,699.98	0.00	1,254.94	0.00
TECH	MCKAY, G	DRAINAGE MAINT WORKER II	48,638.69	0.00	0.00	48,638.69	5,671.34	6,205.02	627.47	0.00
TECH	WILLIAMS, D	DRAINAGE MAINT WORKER II	48,338.68	0.00	0.00	48,338.68	5,699.98	6,152.74	627.47	0.00
TECH	WEI, J	ELECTRICIAN	67,798.64	0.00	0.00	67,798.64	5,686.63	4,547.08	880.08	0.00
TECH	KOKATAY, V	ELECTRICIAN	66,876.01	0.00	0.00	66,876.01	5,611.11	6,597.24	0.00	0.00
TECH	CIRINO, O	ENVIRONMENTAL MAINT WKR	43,327.13	0.00	0.00	43,327.13	5,671.34	296.83	0.00	0.00
TECH	JOHNSON III, F	ENVIRONMENTAL MAINT WKR	43,285.49	0.00	0.00	43,285.49	5,686.63	656.16	41.66	0.00
TECH	REBOLLO JR., R	ENVIRONMENTAL MAINT WKR	45,989.54	0.00	0.00	45,989.54	5,671.34	596.97	596.98	0.00
TECH	BOESHAAR, C	ENVIRONMENTAL MAINT WKR	45,989.50	0.00	0.00	45,989.50	5,699.98	596.97	0.00	0.00
TECH	JONES, M	ENVIRONMENTAL PROG INSP	74,149.46	0.00	0.00	74,149.46	5,671.34	0.00	962.52	4,800.12
TECH	MURRAY, S	EQUIPMENT MECHANIC II	27,050.42	0.00	0.00	27,050.42	2,630.76	919.76	0.00	0.00
TECH	GOMEZ, G	EQUIPMENT MECHANIC II	63,169.06	0.00	0.00	63,169.06	0.00	2,717.05	788.83	0.00
TECH	JONES, E	EQUIPMENT MECHANIC II	63,994.63	0.00	0.00	63,994.63	827.05	2,336.34	0.00	0.00
TECH	PASKAUSKAS, A	EQUIPMENT MECHANIC II	61,968.92	0.00	0.00	61,968.92	5,699.98	2,629.41	788.83	0.00
TECH	SIMMONS, G	EQUIPMENT MECHANIC II	60,768.75	0.00	0.00	60,768.75	5,699.98	2,870.44	788.83	0.00
TECH	LAPHAM, C	EQUIPMENT MECHANIC II	26,838.17	0.00	0.00	26,838.17	2,575.44	1,167.39	0.00	0.00
TECH	AQUILINA, K	EQUIPMENT MECHANIC II	61,562.33	0.00	0.00	61,562.33	5,328.07	2,521.20	0.00	0.00
TECH	KALINDJIAN, H	EQUIPMENT MECHANIC II	62,619.94	0.00	0.00	62,619.94	827.05	4,786.83	0.00	0.00
TECH	JONES, K	EQUIPMENT MECHANIC II	57,965.76	0.00	0.00	57,965.76	5,328.07	4,515.88	0.00	0.00
TECH	ESQUEDA, R	FACILITIES MAINT. MECH.	21,777.09	0.00	0.00	21,777.09	2,630.76	2,970.91	0.00	0.00
TECH	PATEL, C	FACILITIES MAINT. MECH.	46,451.97	0.00	0.00	46,451.97	5,699.98	0.00	0.00	0.00
TECH	VASQUEZ, S	FACILITIES MAINT. MECH.	49,309.91	0.00	0.00	49,309.91	5,481.51	3,947.16	0.00	0.00
TECH	MARTINEZ, M	FACILITIES MAINT. MECH.	49,309.94	0.00	0.00	49,309.94	5,679.04	8,774.43	640.08	0.00
TECH	ELLISON, D	FACILITIES MAINT. MECH.	49,309.93	0.00	0.00	49,309.93	5,643.85	142.24	0.00	0.00
TECH	CLEMENT, R	FACILITIES MAINT. MECH.	32,148.93	0.00	0.00	32,148.93	4,373.65	0.00	0.00	0.00
TECH	CHOBANIAN, A	FACILITIES MAINT. MECH.	49,309.89	0.00	0.00	49,309.89	5,671.34	10,339.07	640.08	0.00
TECH	RUSSELL, J	FACILITIES MAINT. MECH.	49,309.88	0.00	0.00	49,309.88	5,699.98	2,827.02	640.08	0.00
TECH	ATRIAN, M	FACILITIES MAINT. MECH.	49,309.86	0.00	0.00	49,309.86	5,681.38	977.90	0.00	0.00
TECH	GARDELLO, T	FACILITIES MAINT. MECH.	49,309.86	0.00	0.00	49,309.86	5,328.08	5,298.44	0.00	0.00
TECH	BERNAL, R	FIELD SERVICE REP	1,765.03	0.00	0.00	1,765.03	0.00	0.00	0.00	0.00
TECH	HAMILTON, C	GENERAL REPAIRWORKER	46,452.05	0.00	0.00	46,452.05	5,699.98	1,540.95	602.98	0.00
TECH	LANE, J	GRAPHIC ARTIST	57,818.80	0.00	0.00	57,818.80	5,699.98	0.00	0.00	0.00
TECH	RUSSELL, R	IRRIGATION SPECIALIST	57,246.28	0.00	0.00	57,246.28	5,328.07	619.25	0.00	0.00
TECH	YI, C	LEAD PARK RANGER	57,825.56	0.00	0.00	57,825.56	827.05	9,716.35	750.62	0.00
TECH	GUANANJA, L	LEAD PARK RANGER	54,423.94	0.00	0.00	54,423.94	5,699.98	2,756.23	732.08	0.00
TECH	JARA, G	LEAD PARK RANGER	59,510.39	0.00	0.00	59,510.39	5,699.98	5,750.71	0.00	0.00
TECH	SOADY, A	LIBRARIAN II	63,868.01	0.00	0.00	63,868.01	5,699.98	184.23	829.06	0.00
TECH	HENDERSON, D	LIBRARIAN II	63,942.43	0.00	0.00	63,942.43	0.00	598.76	829.06	0.00
TECH	OMENS, T	LIBRARIAN II	65,507.55	0.00	0.00	65,507.55	5,699.98	529.68	829.06	0.00
TECH	ZEPEDA, M	LIBRARIAN II	22,165.53	0.00	0.00	22,165.53	279.84	0.00	0.00	0.00
TECH	ESPINOSA, E	LIBRARIAN II	62,885.45	0.00	0.00	62,885.45	5,699.98	0.00	0.00	0.00
TECH	STARK, M	LIBRARIAN II	48,781.01	0.00	0.00	48,781.01	5,699.98	0.00	0.00	0.00
TECH	CONY, E	LIBRARY CLERK II	44,197.81	0.00	0.00	44,197.81	5,686.63	0.00	0.00	0.00
TECH	FLORES, R	LIBRARY CLERK II	44,426.11	0.00	0.00	44,426.11	5,671.34	0.00	1,147.44	0.00
TECH	FLORES, E	LIBRARY CLERK II	44,757.93	0.00	0.00	44,757.93	5,699.98	0.00	0.00	0.00
TECH	MEYEROWITZ, R	LIBRARY CLERK II	4,079.81	0.00	0.00	4,079.81	1,753.84	0.00	0.00	0.00
TECH	BAUTISTA, E	LIBRARY CLERK II	47,368.97	0.00	0.00	47,368.97	5,699.98	0.00	0.00	0.00
TECH	FILES, K	LIBRARY TECHNICIAN	41,376.67	0.00	0.00	41,376.67	5,699.98	0.00	0.00	0.00
TECH	HARRELL, J	LIBRARY TECHNICIAN	50,300.09	0.00	0.00	50,300.09	5,699.98	0.00	0.00	0.00
TECH	JENKINS, O	LIBRARY TECHNICIAN	50,300.10	0.00	0.00	50,300.10	5,699.98	0.00	652.93	0.00
TECH	TANDY, J	PARK SERVICES WORKER	49,309.91	0.00	0.00	49,309.91	5,699.98	1,066.80	0.00	0.00
TECH	CORNEJO, V	PARK SERVICES WORKER	49,309.85	0.00	0.00	49,309.85	5,699.98	1,066.80	0.00	0.00
TECH	PECTCO, T	PARK SERVICES WORKER	49,309.86	0.00	0.00	49,309.86	5,699.98	0.00	640.08	0.00
TECH	RODRIGUEZ, J	PARK SERVICES WORKER	49,309.89	0.00	0.00	49,309.89	5,699.98	320.04	0.00	0.00
TECH	RICHTER, M	PARK SERVICES WORKER	39,605.64	0.00	0.00	39,605.64	4,493.99	0.00	0.00	0.00
TECH	MORALES, O	PARK SERVICES WORKER	50,212.79	0.00	0.00	50,212.79	5,699.98	320.04	0.00	0.00
TECH	RAMIREZ, J	PARK SERVICES WORKER	49,309.86	0.00	0.00	49,309.86	5,699.98	746.76	0.00	0.00
TECH	AMBROSE, J	PARK SERVICES WORKER	49,949.37	0.00	0.00	49,949.37	5,679.04	746.76	640.08	0.00
TECH	JARAMILLO, S	PARK SERVICES WORKER	50,228.57	0.00	0.00	50,228.57	5,481.51	1,066.80	0.00	0.00
TECH	DOMINGUEZ, E	PARK SERVICES WORKER	49,309.88	0.00	0.00	49,309.88	5,671.34	0.00	0.00	0.00
TECH	ARDINO, R	PARK SERVICES WORKER	49,309.85	0.00	0.00	49,309.85	5,328.07	1,742.44	0.00	0.00
TECH	DE ANDA, A	PARK SERVICES WORKER	49,309.88	0.00	0.00	49,309.88	5,699.98	0.00	640.08	0.00
TECH	LUNA, R	PARK SERVICES WORKER	49,309.85	0.00	0.00	49,309.85	5,699.98	2,560.32	640.08	0.00

Note: Employee salaries and benefits are matters of public record under California statutes and multiple court decisions. The city has never compiled staff costs in this manner to show the actual cost of each employee.

Nearly every Beverly Hills city employee is treated as a member of a union by the City, whether they belong to one or not. Every city employee, except City Manager Jeff Kolin and Assistant City Manager Mahdi Aluzri, police and fire, receive every other Monday or Friday off with pay. Police and fire have their own schedules.

Even highly-paid executives and other staff members receive overtime. "Leave Cashout" includes Administrative Leave (the "overtime" allotted to non-hourly employees), unused vacation pay and sick time.

Eight hours leave translates to one paid day off for regular city staff. All vacation, sick time and administrative leave may be "cashed in" if not used. This is in addition to the "every other Friday/Monday off" and legal holidays. Fire/police have 24 hour days.

PERS: The amount used to calculate retirement benefits. Beverly Hills grants employees retirement benefits equal to 3 percent of their highest-ever compensation multiplied by each year of service to a maximum of 30 years. Some may retire as early as 50 and all by 55. An employee with 30 years service receives 90 percent of highest pay, plus health benefits, plus cost-of-living adjustments. "PERSABLE Pay" means the pay used to calculate annual retirement pay.

Merit/Bonus	ARMP Payoff	Other Pays	Total Non PERS Pays	Total Pay	Retirement	Deferred Compensation	Health, Dental, Vision	New Employee HRS	Vacation Earned	Sick Earned	Admin Leave Earned
0.00	0.00	3.56	1,060.49	42,475.26	9,998.04	630.00	27,691.22	0.00	160.0000	96.0000	
0.00	0.00	0.00	5,699.98	58,197.68	12,626.03	840.00	7,250.52	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,718.85	58,061.41	12,588.02	840.00	6,491.64	0.00	160.0000	96.0000	
0.00	0.00	0.00	8,149.05	60,491.68	12,588.02	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	5,699.98	58,042.58	12,588.02	840.00	14,152.59	0.00	120.0000	96.0000	
0.00	0.00	0.00	7,025.96	51,770.01	10,760.44	840.00	15,880.28	1,869.21	80.0000	96.0000	
0.00	0.00	0.00	8,202.16	68,970.91	14,614.85	840.00	17,622.28	9,730.00	120.0000	96.0000	
0.00	0.00	0.00	6,791.37	67,560.12	14,614.85	840.00	7,040.93	0.00	120.0000	96.0000	
0.00	0.00	0.00	6,414.10	61,427.72	13,230.59	840.00	11,740.17	0.00	160.0000	96.0000	
0.00	0.00	0.00	5,481.51	65,052.71	14,326.82	840.00	18,896.86	0.00	120.0000	96.0000	
0.00	0.00	0.00	6,902.84	66,474.04	14,326.82	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	0.00	8,895.75	50,285.51	10,015.08	840.00	13,054.01	0.00	80.0000	96.0000	
0.00	0.00	0.00	9,450.61	53,470.60	10,646.14	840.00	17,361.24	0.00	120.0000	96.0000	
0.00	0.00	0.00	9,534.54	57,873.21	11,692.55	840.00	13,054.01	0.00	160.0000	96.0000	
0.00	0.00	0.00	11,190.37	59,829.09	11,764.64	840.00	6,491.64	0.00	120.0000	96.0000	
0.00	0.00	0.00	6,954.92	55,593.63	11,764.63	840.00	13,054.01	0.00	160.0000	96.0000	
0.00	0.00	0.00	12,503.83	61,142.52	11,764.63	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	0.00	12,480.19	60,818.87	11,692.55	840.00	8,993.79	0.00	120.0000	96.0000	
0.00	0.00	0.00	11,113.79	78,912.43	16,372.89	840.00	17,224.74	0.00	160.0000	96.0000	
0.00	0.00	0.00	12,208.35	79,084.36	16,086.65	840.00	18,652.76	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,968.17	49,295.30	10,487.10	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	6,384.45	49,669.94	10,419.81	840.00	17,224.74	0.00	120.0000	96.0000	
0.00	0.00	0.00	6,865.29	52,854.83	11,127.89	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	0.00	6,296.95	52,286.45	11,127.89	840.00	6,491.64	0.00	120.0000	96.0000	
0.00	0.00	0.00	11,433.98	85,583.44	17,832.72	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	3,550.52	30,600.94	6,576.42	490.00	5,443.92	1,038.45	80.0000	96.0000	
0.00	0.00	500.00	4,005.88	67,174.94	15,378.29	840.00	30,390.64	0.00	160.0000	96.0000	
0.00	0.00	500.00	3,663.39	67,658.02	15,576.11	840.00	23,551.32	0.00	160.0000	96.0000	
0.00	0.00	500.00	9,618.22	71,587.14	15,089.23	840.00	6,491.64	0.00	160.0000	96.0000	
0.00	0.00	500.00	9,859.25	70,628.00	14,800.68	840.00	13,054.01	0.00	160.0000	96.0000	
0.00	0.00	0.00	3,742.83	30,581.00	6,524.45	0.00	8,606.40	1,038.45	80.0000	96.0000	
0.00	0.00	500.00	8,349.27	69,911.60	14,992.75	840.00	19,050.30	0.00	80.0000	96.0000	
0.00	0.00	500.00	6,113.88	68,733.82	15,246.01	840.00	23,551.32	0.00	120.0000	96.0000	
0.00	0.00	500.00	10,343.95	68,309.71	14,145.49	840.00	19,050.30	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,601.67	27,378.76	5,295.22	490.00	423.96	1,038.45	80.0000	96.0000	
0.00	0.00	0.00	5,699.98	52,151.95	11,238.89	840.00	14,152.59	0.00	120.0000	96.0000	
0.00	0.00	0.00	9,428.67	58,738.58	11,926.36	840.00	18,896.86	0.00	120.0000	96.0000	
0.00	0.00	0.00	15,093.55	64,403.49	11,926.36	840.00	16,823.08	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,786.09	55,096.02	11,859.01	840.00	17,672.52	0.00	120.0000	96.0000	
0.00	0.00	0.00	4,373.65	36,522.58	34,397.89	665.00	13,003.86	1,453.83	80.0000	96.0000	
0.00	0.00	0.00	16,650.49	65,960.38	11,926.36	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	9,167.08	58,476.96	11,926.36	840.00	11,740.17	0.00	160.0000	96.0000	
0.00	0.00	0.00	6,659.28	55,969.14	11,858.98	840.00	17,361.24	0.00	120.0000	96.0000	
0.00	0.00	0.00	10,626.52	59,936.38	11,926.36	840.00	19,050.30	0.00	160.0000	96.0000	
0.00	0.00	0.00	0.00	1,765.03	434.85	35.00	0.00	69.23	80.0000	96.0000	
0.00	0.00	0.00	7,843.91	54,295.96	11,238.89	840.00	11,740.17	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,699.98	63,518.78	13,905.21	840.00	6,410.52	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,947.32	63,193.60	13,834.80	840.00	19,050.30	0.00	160.0000	96.0000	
0.00	0.00	0.00	11,294.02	69,119.58	13,906.77	840.00	23,551.32	0.00	120.0000	96.0000	
0.00	0.00	0.00	9,188.29	63,612.23	12,185.47	840.00	14,152.59	1,799.98	80.0000	96.0000	
0.00	0.00	0.00	11,450.69	70,961.08	14,312.30	840.00	14,152.59	0.00	120.0000	96.0000	
0.00	0.00	0.00	6,713.27	70,581.28	15,360.29	840.00	12,971.33	0.00	120.0000	96.0000	
0.00	0.00	0.00	1,427.82	65,370.25	15,378.51	840.00	28,136.18	0.00	120.0000	96.0000	
0.00	0.00	0.00	7,058.72	72,566.27	15,754.49	840.00	11,619.79	0.00	160.0000	96.0000	
0.00	0.00	7,332.71	7,612.55	29,778.08	5,849.91	385.00	7,254.96	830.76	80.0000	96.0000	
0.00	0.00	0.00	5,699.98	68,585.43	15,127.13	840.00	6,410.52	0.00	120.0000	96.0000	
0.00	0.00	1,621.57	7,321.55	56,102.56	12,062.87	805.00	13,789.96	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,686.63	49,884.44	10,629.51	840.00	14,970.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	6,818.78	51,244.89	10,684.20	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	5,699.98	50,457.91	10,763.72	840.00	6,491.64	0.00	160.0000	96.0000	
0.00	0.00	21.25	1,775.09	5,854.90	973.14	245.00	1,987.32	0.00	160.0000	96.0000	
0.00	0.00	0.00	5,699.98	53,068.95	11,390.94	840.00	14,034.62	0.00	160.0000	96.0000	
0.00	0.00	-51.65	5,648.33	47,025.00	9,979.71	840.00	11,619.79	0.00	160.0000	96.0000	
0.00	0.00	0.00	5,699.98	56,000.07	12,097.12	840.00	6,491.64	0.00	160.0000	96.0000	
0.00	0.00	0.00	6,352.91	56,653.01	12,097.13	840.00	13,054.01	0.00	160.0000	96.0000	
0.00	0.00	0.00	6,766.78	56,076.69	11,926.33	840.00	6,491.64	0.00	160.0000	96.0000	
0.00	0.00	0.00	6,766.78	56,076.63	11,926.36	840.00	6,491.64	0.00	160.0000	96.0000	
0.00	0.00	0.00	6,340.06	55,649.92	11,926.36	840.00	6,371.26	0.00	160.0000	96.0000	
0.00	0.00	0.00	6,020.02	55,329.91	11,858.99	840.00	11,740.17	0.00	120.0000	96.0000	
0.00	0.00	17.47	4,511.46	44,117.10	9,561.89	700.00	16,116.94	0.00	120.0000	96.0000	
0.00	0.00	0.00	6,020.02	56,232.81	12,140.57	840.00	13,907.93	0.00	120.0000	96.0000	
0.00	0.00	0.00	6,446.74	55,756.60	11,926.36	840.00	16,153.28	0.00	120.0000	96.0000	
0.00	0.00	0.00	7,065.88	57,015.25	12,078.08	840.00	16,823.08	0.00	120.0000	96.0000	
0.00	0.00	0.00	6,548.31	56,776.88	12,144.33	840.00	18,896.86	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,671.34	54,981.22	11,926.36	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	0.00	7,070.51	56,380.36	11,926.36	840.00	19,050.30	0.00	120.0000	96.0000	
0.00	0.00	0.00	6,340.06	55,649.94	11,926.36	840.00	15,702.07	0.00	160.0000	96.0000	
0.00	0.00	0.00	8,900.38	58,210.23	11,926.36	840.00	6,491.64	0.00	120.0000	96.0000	

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A Beverly Hills city employee receives extra pay and benefits equal to from half to over double his/her salary as a result of overtime, leave, paid days off, retirement contributions and health benefits. The equivalent number in private industry is approximately 26 percent.

RETIREMENT: No city employee pays one penny for their retirement. Beverly Hills pays it all with half being tax free. After "retirement," employees are free to obtain other employment without reduction of retirement benefits. **Beverly Hills does not know how many former employees receive retirement pay from working for Beverly Hills.**

Bargain	Employee	Title	Salary	PERS Overtime	Pay for Performance	Total Persable Pays	Cafeteria Plan	Overtime	Leave Payoffs	Car Allowance
TECH	LOPEZ, M	PARKING SERVICES TECH	41,419.78	0.00	0.00	41,419.78	1,096.15	183.94	0.00	0.00
TECH	SEPULVEDA, J	PARKING SERVICES TECH	53,453.97	0.00	0.00	53,453.97	5,699.98	1,988.35	0.00	0.00
TECH	MCKAY, G	PARKING SERVICES TECH	36,431.54	0.00	0.00	36,431.54	3,726.91	2,934.00	0.00	0.00
TECH	WILLIAMS, C	PARKING SERVICES TECH	44,759.67	0.00	0.00	44,759.67	5,699.98	0.00	8,032.94	0.00
TECH	MURO, A	PARKING SERVICES TECH	30,731.35	0.00	0.00	30,731.35	3,288.45	3,285.86	0.00	0.00
TECH	LIPKE, J	PROJECTS STAFF ASSISTANT	60,040.35	0.00	0.00	60,040.35	5,699.98	91.52	1,506.26	0.00
TECH	PACHECO JR, R	PUBLIC WORKS INSPECTOR I	67,126.83	0.00	0.00	67,126.83	5,671.34	11,685.35	0.00	4,800.12
TECH	GETTLER, C	PUBLIC WORKS INSPECTOR II	74,449.53	0.00	0.00	74,449.53	827.05	3,021.24	0.00	4,800.12
TECH	KELLER, E	PUBLIC WORKS INSPECTOR II	74,149.51	0.00	0.00	74,149.51	5,671.34	9,357.81	0.00	4,800.12
TECH	BAYLON, A	PURCHASING SPECIALIST	69,160.60	0.00	0.00	69,160.60	5,699.98	822.94	0.00	0.00
TECH	DUERR, T	RECREATION COORDINATOR	44,028.94	0.00	0.00	44,028.94	5,480.84	1,116.07	584.42	0.00
TECH	BRICENO, L	RECREATION COORDINATOR	53,385.00	0.00	0.00	53,385.00	5,699.98	3,657.39	0.00	0.00
TECH	NELSON, K	REPROGRAPHICS ASSISTANT	45,937.00	0.00	0.00	45,937.00	5,699.98	66.34	0.00	0.00
TECH	GOMEZ JR, R	REPROGRAPHICS ASSISTANT	45,992.29	0.00	0.00	45,992.29	5,686.63	331.68	1,194.04	0.00
TECH	RIEDEL, M	SECRETARY	52,342.60	0.00	0.00	52,342.60	5,699.98	0.00	0.00	0.00
TECH	SANTOS, V	SECRETARY	51,199.97	0.00	0.00	51,199.97	5,699.98	0.00	0.00	0.00
TECH	KYRIAZI, L	SECRETARY	43,528.86	0.00	0.00	43,528.86	6,779.95	0.00	0.00	0.00
TECH	RANDALL, V	SECRETARY	52,342.60	0.00	0.00	52,342.60	5,699.98	0.00	0.00	0.00
TECH	MILLER, R	SENIOR BUILDING INSPECTOR	87,390.68	0.00	0.00	87,390.68	0.00	11,709.60	0.00	4,800.12
TECH	TABOR, S	SENIOR BUILDING INSPECTOR	86,790.87	0.00	0.00	86,790.87	0.00	3,616.20	0.00	4,800.12
TECH	LELEA, G	SENIOR BUILDING INSPECTOR	87,390.69	0.00	0.00	87,390.69	5,328.07	30,844.55	0.00	4,800.12
TECH	MIDSTOKKE, M	SENIOR BUILDING INSPECTOR	87,990.80	0.00	0.00	87,990.80	5,699.98	18,683.70	1,095.46	4,800.12
TECH	BAKER, T	SENIOR BUILDING INSPECTOR	87,990.77	0.00	0.00	87,990.77	0.00	6,199.20	0.00	4,800.12
TECH	CASSELLS, C	SENIOR GRAPHIC ARTIST	71,970.35	0.00	0.00	71,970.35	5,699.98	0.00	1,868.46	0.00
TECH	NOGALES, D	SENIOR LIBRARY CLERK	47,860.25	0.00	0.00	47,860.25	5,699.86	138.06	0.00	0.00
TECH	KADIUM, V	SENIOR LIBRARY CLERK	41,843.17	0.00	0.00	41,843.17	5,699.98	0.00	0.00	0.00
TECH	SALVATORE, A	SENIOR LIBRARY TECHNICIAN	28,158.90	0.00	0.00	28,158.90	2,849.99	0.00	0.00	0.00
TECH	NALBANDIAN, I	SENIOR LIBRARY TECHNICIAN	57,818.83	0.00	0.00	57,818.83	5,671.25	0.00	0.00	0.00
TECH	GOV, J	SENIOR LIBRARY TECHNICIAN	39,185.34	0.00	0.00	39,185.34	4,384.60	40.64	0.00	0.00
TECH	REIS, J	SENIOR SUPPORT SPECIALIST	75,641.95	0.00	0.00	75,641.95	5,671.34	16,337.59	0.00	0.00
TECH	VILLAFUERTE, R	SENIOR SUPPORT SPECIALIST	2,477.59	0.00	0.00	2,477.59	0.00	209.05	0.00	0.00
TECH	GULLINS JR, W	SOLID WASTE EQUIPMNT OPER	53,395.65	0.00	0.00	53,395.65	5,671.34	6,392.07	0.00	0.00
TECH	VLADOIANU, N	SOLID WASTE EQUIPMNT OPER	47,474.15	0.00	0.00	47,474.15	5,328.07	4,447.37	0.00	0.00
TECH	MORALES, D	SOLID WASTE EQUIPMNT OPER	53,395.65	0.00	0.00	53,395.65	5,328.07	5,102.10	0.00	0.00
TECH	RAMOS, L	SOLID WASTE EQUIPMNT OPER	49,811.81	0.00	0.00	49,811.81	5,699.98	4,436.06	0.00	0.00
TECH	CLAUDIO, G	SOLID WASTE EQUIPMNT OPER	53,395.68	0.00	0.00	53,395.68	5,328.07	5,525.67	0.00	0.00
TECH	MUNDY JR, J	SOLID WASTE EQUIPMNT OPER	53,695.71	0.00	0.00	53,695.71	5,699.98	3,465.56	0.00	0.00
TECH	ROCHA, E	SOLID WASTE EQUIPMNT OPER	53,395.67	0.00	0.00	53,395.67	5,328.07	4,158.68	693.12	0.00
TECH	GRANADOS, C	SOLID WASTE EQUIPMNT OPER	53,395.68	0.00	0.00	53,395.68	5,699.98	7,258.45	693.12	0.00
TECH	BAILEY, G	SOLID WASTE EQUIPMNT OPER	53,695.72	0.00	0.00	53,695.72	5,671.34	2,137.10	0.00	0.00
TECH	REZA, L	SOLID WASTE EQUIPMNT OPER	53,395.66	0.00	0.00	53,395.66	5,403.59	5,429.40	0.00	0.00
TECH	HOLMES, G	SOLID WASTE EQUIPMNT OPER	53,695.70	0.00	0.00	53,695.70	5,671.34	3,696.60	693.12	0.00
TECH	ACOSTA, O	SOLID WASTE EQUIPMNT OPER	53,395.66	0.00	0.00	53,395.66	5,699.98	3,041.99	0.00	0.00
TECH	LARA, R	SOLID WASTE EQUIPMNT OPER	53,395.68	0.00	0.00	53,395.68	5,699.98	9,260.81	0.00	0.00
TECH	MITCHELL, A	SOLID WASTE EQUIPMNT OPER	53,181.39	0.00	0.00	53,181.39	5,671.34	4,100.29	0.00	0.00
TECH	CRESPIN JR, R	SOLID WASTE INSPECTOR	60,768.75	0.00	0.00	60,768.75	5,328.07	5,017.79	0.00	0.00
TECH	SAENZ, A	SOLID WASTE INSPECTOR	67,333.39	0.00	0.00	67,333.39	5,481.51	10,643.33	788.83	0.00
TECH	MAY, T	SR CODE ENFORCEMENT OFF	81,005.68	0.00	0.00	81,005.68	5,699.98	0.00	1,021.68	4,800.12
TECH	BRICENO, H	SR CUSTOMER SERVICE REP	56,679.59	0.00	0.00	56,679.59	5,699.98	0.00	0.00	0.00
TECH	BARTON, C	SR CUSTOMER SERVICE REP	56,679.58	0.00	0.00	56,679.58	5,699.98	5,293.28	735.74	0.00
TECH	ZAGAL, F	SR DRAINAGE SYSTEM WORKER	63,536.05	0.00	0.00	63,536.05	5,671.34	11,446.32	820.85	0.00
TECH	NAJARRO, C	SR LIBRARY PAGE	26,898.62	0.00	0.00	26,898.62	5,699.98	0.00	0.00	0.00
TECH	FLORES, S	SR LIBRARY PAGE	26,983.94	0.00	0.00	26,983.94	5,671.34	0.00	350.27	0.00
TECH	VALENZUELA, F	SR PARKING SVCS TECH	62,835.29	0.00	0.00	62,835.29	5,328.07	270.91	0.00	0.00
TECH	GUZMAN, J	SR STREET SWEEPER OPER	65,139.89	0.00	0.00	65,139.89	5,328.07	6,928.95	845.57	0.00
TECH	HUTCHISON, A	SR WATER SYSTEM WORKER	69,283.51	0.00	0.00	69,283.51	5,699.98	7,329.56	0.00	0.00
TECH	RIOS, A	SR WATER SYSTEM WORKER	70,197.94	0.00	0.00	70,197.94	5,671.34	18,480.82	0.00	0.00
TECH	ZABRISKIE, K	SR WATER SYSTEM WORKER	72,019.23	0.00	0.00	72,019.23	5,699.98	4,273.08	0.00	0.00
TECH	KRAYNER, F	SR. FACILITIES MAINT MECH	61,788.80	0.00	0.00	61,788.80	6,770.12	431.15	0.00	0.00
TECH	GONZALEZ, B	SR. FACILITIES MAINT MECH	63,226.30	0.00	0.00	63,226.30	5,328.07	7,546.13	820.73	0.00
TECH	MARTELL, R	STREET MAINT WORKER II	47,194.48	0.00	0.00	47,194.48	5,328.07	5,296.55	586.53	0.00
TECH	CARNEY, T	STREET MAINT WORKER II	49,890.67	0.00	0.00	49,890.67	5,328.07	3,429.71	0.00	0.00
TECH	MORALES, J	STREET MAINT WORKER II	50,300.09	0.00	0.00	50,300.09	5,699.98	5,259.74	0.00	0.00
TECH	NERIA, P	STREET MAINT WORKER II	50,293.86	0.00	0.00	50,293.86	5,679.04	6,347.17	0.00	0.00
TECH	YSAGUIRRE, E	STREET MAINT WORKER II	50,593.90	0.00	0.00	50,593.90	5,671.34	5,132.14	652.85	0.00
TECH	BARTON, T	STREET MAINT WORKER II	33,162.30	0.00	0.00	33,162.30	5,671.34	2,375.65	0.00	0.00
TECH	PADILLA JR, T	STREET MAINT WORKER III	57,960.30	0.00	0.00	57,960.30	5,671.34	5,890.40	686.26	0.00
TECH	MIDIRI, B	STREET SWEEPER OPERATOR	55,547.71	0.00	0.00	55,547.71	5,699.98	1,471.72	0.00	0.00
TECH	BELETE, E	STREET SWEEPER OPERATOR	58,974.77	0.00	0.00	58,974.77	5,699.98	7,825.52	765.54	0.00
TECH	GARCIA, M	STREET SWEEPER OPERATOR	56,532.82	0.00	0.00	56,532.82	5,681.38	9,100.49	721.26	0.00
TECH	RODRIGUEZ, M	TRAFFIC SIGNAL TECHNICIAN	67,372.29	0.00	0.00	67,372.29	5,699.98	8,457.24	773.28	0.00
TECH	HILTON, M	TRAFFIC SIGNAL TECHNICIAN	58,931.59	0.00	0.00	58,931.59	5,671.34	7,440.30	773.28	0.00
TECH	GOMEZ, R	TRAFFIC SIGNAL TECHNICIAN	64,866.70	0.00	0.00	64,866.70	5,464.57	7,947.60	773.28	0.00
TECH	BURT, D	TRAFFIC SIGNAL TECHNICIAN	60,471.32	0.00	0.00	60,471.32	5,699.98	4,725.60	0.00	0.00
TECH	FRANCO, L	TRAFFIC SIGNAL TECHNICIAN	58,946.53	0.00	0.00	58,946.53	5,328.07	7,399.82	773.28	0.00
TECH	VINALON, JR., R	TRAFFIC TECHNICIAN	58,396.56	0.00	0.00	58,396.56	5,699.98	863.31	758.03	2,178.28
TECH	RODRIGUEZ, E	URBAN FOREST INSPECTOR	56,250.35	0.00	0.00	56,250.35	5,480.75	5,888.19	742.07	0.00
TECH	STEELE, R	URBAN FOREST INSPECTOR	67,126.82	0.00	0.00	67,126.82	5,699.98	3,485.44	0.00	0.00

Note: Employee salaries and benefits are matters of public record under California statutes and multiple court decisions. The city has never compiled staff costs in this manner to show the actual cost of each employee.

Nearly every Beverly Hills city employee is treated as a member of a union by the City, whether they belong to one or not. Every city employee, except City Manager Jeff Kolin and Assistant City Manager Mahdi Aluzri, police and fire, receive every other Monday or Friday off with pay. Police and fire have their own schedules.

Even highly-paid executives and other staff members receive overtime. "Leave Cashout" includes Administrative Leave (the "overtime" allotted to non-hourly employees), unused vacation pay and sick time.

Eight hours leave translates to one paid day off for regular city staff. All vacation, sick time and administrative leave may be "cashed in" if not used. This is in addition to the "every other Friday/Monday off" and legal holidays. Fire/police have 24 hour days.

PERS: The amount used to calculate retirement benefits. Beverly Hills grants employees retirement benefits equal to 3 percent of their highest-ever compensation multiplied by each year of service to a maximum of 30 years. Some may retire as early as 50 and all by 55. An employee with 30 years service receives 90 percent of highest pay, plus health benefits, plus cost-of-living adjustments. "PERSABLE Pay" means the pay used to calculate annual retirement pay.

Merit/Bonus	ARMP Payoff	Other Pays	Total Non PERS Pays	Total Pay	Retirement	Deferred Compensation	Health, Dental, Vision	New Employee HRS	Vacation Earned	Sick Earned	Admin Leave Earned
0.00	0.00	-2,457.34	-1,177.25	40,242.53	10,010.45	0.00	5,008.63	0.00	120.0000	96.0000	
0.00	0.00	0.00	7,688.33	61,142.30	12,924.45	840.00	13,054.01	0.00	160.0000	96.0000	
0.00	0.00	3,448.44	10,109.35	46,540.89	8,699.97	630.00	4,507.04	1,384.60	80.0000	96.0000	
0.00	0.00	-17.12	13,715.80	58,475.47	12,788.17	840.00	6,371.26	0.00	120.0000	96.0000	
0.00	0.00	0.00	6,574.31	37,305.66	7,439.22	595.00	4,065.75	1,246.14	80.0000	96.0000	
0.00	0.00	0.00	7,297.76	67,338.11	14,428.60	840.00	11,700.91	0.00	120.0000	96.0000	
0.00	0.00	0.00	22,156.81	89,283.64	16,211.05	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	8,648.41	83,097.94	17,904.84	840.00	23,551.32	0.00	160.0000	96.0000	
0.00	0.00	0.00	19,829.27	93,978.78	17,832.72	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	6,522.92	75,683.52	16,632.88	840.00	6,491.64	0.00	160.0000	96.0000	
0.00	0.00	0.00	7,181.33	51,210.27	10,592.17	840.00	11,341.50	1,799.98	80.0000	96.0000	
0.00	0.00	78.03	9,435.40	62,820.40	12,838.95	840.00	6,410.52	0.00	120.0000	96.0000	
0.00	0.00	55.28	5,821.60	51,758.60	11,061.07	840.00	6,491.64	0.00	120.0000	96.0000	
0.00	0.00	0.00	7,212.35	53,204.64	11,061.07	840.00	15,551.38	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,699.98	58,042.58	12,588.02	840.00	11,740.17	0.00	160.0000	96.0000	
0.00	0.00	0.00	5,699.98	56,899.95	12,317.01	840.00	7,040.93	0.00	120.0000	96.0000	
0.00	0.00	0.00	6,779.95	50,308.81	10,472.06	840.00	0.00	1,799.98	80.0000	96.0000	
0.00	0.00	0.00	5,699.98	58,042.58	12,588.02	840.00	6,491.64	0.00	160.0000	96.0000	
0.00	0.00	0.00	16,509.72	103,900.40	21,129.99	840.00	31,007.62	0.00	160.0000	96.0000	
0.00	0.00	0.00	8,416.32	95,207.19	20,985.49	840.00	30,871.12	0.00	160.0000	96.0000	
0.00	0.00	0.00	40,972.74	128,363.43	21,129.99	840.00	19,050.30	0.00	160.0000	96.0000	
0.00	0.00	0.00	30,279.26	118,270.06	21,274.19	840.00	13,872.64	0.00	120.0000	96.0000	
0.00	0.00	0.00	10,999.32	98,990.09	21,274.19	840.00	31,007.62	0.00	120.0000	96.0000	
0.00	0.00	0.00	7,568.44	79,538.79	17,309.06	840.00	11,700.91	0.00	160.0000	96.0000	
0.00	0.00	0.00	5,837.92	53,698.17	11,510.29	840.00	16,880.76	0.00	160.0000	96.0000	
0.00	0.00	0.00	5,699.98	47,543.15	10,067.26	840.00	11,740.17	0.00	160.0000	96.0000	
0.00	0.00	83.39	2,933.38	31,092.28	6,738.03	420.00	3,757.42	0.00	160.0000	96.0000	
0.00	0.00	-29.30	5,641.95	63,460.78	13,905.21	0.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	4,425.24	43,610.58	9,454.24	0.00	4,754.56	1,315.37	80.0000	96.0000	
0.00	0.00	0.00	22,008.93	97,650.88	18,191.72	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	0.00	209.05	2,686.64	606.72	35.00	0.00	69.23	80.0000	96.0000	
0.00	0.00	0.00	12,063.41	65,459.06	12,908.56	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	0.00	9,775.44	57,249.59	11,427.37	840.00	19,050.30	0.00	120.0000	96.0000	
0.00	0.00	0.00	10,430.17	63,825.82	12,908.58	840.00	19,050.30	0.00	120.0000	96.0000	
0.00	0.00	0.00	10,136.04	59,947.85	12,054.98	840.00	17,622.28	0.00	80.0000	96.0000	
0.00	0.00	0.00	10,853.74	64,249.42	12,841.40	840.00	19,050.30	0.00	120.0000	96.0000	
0.00	0.00	0.00	9,165.54	62,861.25	12,980.95	840.00	6,491.64	0.00	120.0000	96.0000	
0.00	0.00	0.00	10,179.87	63,575.54	12,908.57	840.00	19,050.30	0.00	120.0000	96.0000	
0.00	0.00	0.00	13,651.55	67,047.23	12,908.58	840.00	16,744.26	0.00	120.0000	96.0000	
0.00	0.00	0.00	7,808.44	61,504.16	12,980.96	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	10,832.99	64,228.65	12,908.57	840.00	19,050.30	0.00	120.0000	96.0000	
0.00	0.00	0.00	10,061.06	63,756.76	12,980.96	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	8,741.97	62,137.63	12,908.59	840.00	7,040.93	0.00	160.0000	96.0000	
0.00	0.00	0.00	14,960.79	68,356.47	12,908.58	840.00	6,491.64	0.00	120.0000	96.0000	
0.00	0.00	0.00	9,771.63	62,953.02	12,858.03	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	0.00	10,345.86	71,114.61	14,682.03	840.00	19,050.30	0.00	160.0000	96.0000	
0.00	0.00	0.00	16,913.67	84,247.06	16,262.70	840.00	18,896.86	0.00	160.0000	96.0000	
0.00	0.00	0.00	11,521.78	92,527.46	19,461.75	840.00	3,132.48	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,699.98	62,379.57	13,631.48	840.00	11,740.17	0.00	120.0000	96.0000	
0.00	0.00	0.00	11,729.00	68,408.58	13,631.48	840.00	11,740.17	0.00	120.0000	96.0000	
0.00	0.00	0.00	17,938.51	81,474.56	15,347.44	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,699.98	32,598.60	6,469.07	840.00	6,491.64	0.00	120.0000	96.0000	
0.00	0.00	0.00	6,021.61	33,005.55	6,489.59	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	0.00	5,598.98	68,434.27	15,178.13	840.00	19,050.30	0.00	160.0000	96.0000	
0.00	0.00	0.00	13,102.59	78,242.48	15,665.96	840.00	19,050.30	0.00	160.0000	96.0000	
0.00	0.00	856.38	13,885.92	83,169.43	16,934.83	840.00	6,491.64	0.00	160.0000	96.0000	
0.00	0.00	596.10	24,748.26	94,946.20	17,093.71	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	352.62	10,325.68	82,344.91	17,478.37	840.00	13,054.01	0.00	160.0000	96.0000	
0.00	0.00	0.00	7,201.27	68,990.07	14,931.96	840.00	0.00	0.00	80.0000	96.0000	
0.00	0.00	0.00	13,694.93	76,921.23	15,273.02	840.00	19,050.30	0.00	160.0000	96.0000	
0.00	0.00	0.00	11,211.15	58,405.63	11,418.94	840.00	19,050.30	0.00	80.0000	96.0000	
0.00	0.00	0.00	8,757.78	58,648.45	12,067.19	840.00	19,050.30	0.00	120.0000	96.0000	
0.00	0.00	0.00	10,959.72	61,259.81	12,097.12	0.00	14,152.59	0.00	120.0000	96.0000	
0.00	0.00	0.00	12,026.21	62,320.07	12,162.91	840.00	16,823.08	0.00	120.0000	96.0000	
0.00	0.00	0.00	11,456.33	62,050.23	12,234.89	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	8,046.99	41,209.29	8,013.77	630.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	12,248.00	70,208.30	14,007.00	840.00	17,622.28	0.00	160.0000	96.0000	
0.00	0.00	0.00	7,171.70	62,719.41	13,370.46	840.00	11,740.17	0.00	120.0000	96.0000	
0.00	0.00	0.00	14,291.04	73,265.81	14,183.40	840.00	10,271.45	0.00	120.0000	96.0000	
0.00	0.00	0.00	15,503.13	72,035.95	13,663.68	840.00	17,361.24	0.00	160.0000	96.0000	
0.00	0.00	300.04	15,230.54	82,602.83	16,343.77	840.00	13,054.01	0.00	160.0000	96.0000	
0.00	0.00	300.04	14,184.96	73,116.55	14,318.35	840.00	17,622.28	0.00	120.0000	96.0000	
0.00	0.00	300.04	14,485.49	79,352.19	15,740.17	840.00	18,913.80	0.00	120.0000	96.0000	
0.00	0.00	300.04	10,725.62	71,196.94	14,682.81	840.00	6,491.64	0.00	120.0000	96.0000	
0.00	0.00	300.04	13,801.21	72,747.74	14,254.62	840.00	19,050.30	0.00	120.0000	96.0000	
0.00	0.00	0.00	9,499.60	67,896.16	14,044.10	840.00	7,040.93	0.00	120.0000	96.0000	
0.00	0.00	0.00	12,111.01	68,361.36	13,533.72	840.00	16,637.15	1,799.98	80.0000	96.0000	
0.00	0.00	0.00	9,185.42	76,312.24	16,143.72	840.00	6,491.64	0.00	160.0000	96.0000	

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Bargain	Employee	Title	Salary	PERS Overtime	Pay for Performance	Total PERSable Pays	Cafeteria Plan	Overtime	Leave Payoffs	Car Allowance
TECH	SZASZ, G	WATER SYSTEM TECHNICIAN	71,157.06	0.00	0.00	71,157.06	5,699.98	4,172.75	0.00	0.00
TECH	LIND, W	WATER SYSTEM WORKER I	52,967.25	0.00	0.00	52,967.25	5,699.98	19,218.56	0.00	0.00
TECH	MAYORGA, R	WATER SYSTEM WORKER I	41,732.36	0.00	0.00	41,732.36	5,699.98	2,379.22	0.00	0.00
TECH	CUEVAS, E	WATER SYSTEM WORKER I	53,712.02	0.00	0.00	53,712.02	5,699.98	6,734.67	0.00	0.00
TECH	LEYVA, H	WATER SYSTEM WORKER II	69,003.26	0.00	0.00	69,003.26	5,699.98	29,121.85	0.00	0.00
TECH	CHEATHAM, H	WATER SYSTEM WORKER II	59,339.36	0.00	0.00	59,339.36	5,699.98	18,709.08	0.00	0.00
TECH	STAINES, H	WATER SYSTEM WORKER II	57,523.44	0.00	0.00	57,523.44	5,328.07	18,172.08	0.00	0.00
TECH	RENZACCI, J	WATER SYSTEM WORKER II	61,178.55	0.00	0.00	61,178.55	5,481.51	15,347.52	773.28	0.00
TECH	PEREZ, L	WATER SYSTEM WORKER II	60,258.32	0.00	0.00	60,258.32	5,671.34	14,650.65	773.28	0.00
TECH	CARRILLO, J	WATER SYSTEM WORKER II	61,379.57	0.00	0.00	61,379.57	5,606.80	6,876.95	0.00	0.00
TECH	LOPEZ, C	WATER SYSTEM WORKER II	63,080.18	0.00	0.00	63,080.18	5,699.98	11,703.41	0.00	0.00
TECH	VILLANUEVA, J	WATER SYSTEM WORKER II	63,735.29	0.00	0.00	63,735.29	5,328.07	26,259.04	0.00	0.00
TECH	BOYLE, D	WATER SYSTEM WORKER III	68,480.63	0.00	0.00	68,480.63	5,699.98	14,939.01	0.00	0.00
TECH	MUTH, G	WATER SYSTEM WORKER III	73,099.20	0.00	0.00	73,099.20	5,671.34	18,008.87	0.00	0.00
TECH	WILCOXON, R	WATER SYSTEM WORKER III	67,937.43	0.00	0.00	67,937.43	5,671.34	22,867.41	0.00	0.00
TECH	VIELMA II, S	WATER SYSTEM WORKER III	67,668.43	0.00	0.00	67,668.43	5,699.98	12,947.81	912.39	0.00
TECH	WANG, J	WEB DEVELOPER	77,933.55	0.00	0.00	77,933.55	5,699.98	0.00	0.00	0.00
TEMP	HILLIER, D	WATER SYSTEM WORKER III	17,699.11	0.00	0.00	17,699.11	1,251.06	24,136.04	0.00	0.00

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Even highly-paid executives and other staff members receive overtime. "Leave Cashout" includes Administrative Leave (the "overtime" allotted to non-hourly employees), unused vacation pay and sick time.

Eight hours leave translates to one paid day off for regular city staff. All vacation, sick time and administrative leave may be "cashed in" if not used. This is in addition to the "every other Friday/Monday off" and legal holidays. Fire/police have 24 hour days.

PERS: The amount used to calculate retirement benefits. Beverly Hills grants employees retirement benefits equal to 3 percent of their highest-ever compensation multiplied by each year of service to a maximum of 30 years. Some may retire as early as 50 and all by 55. An employee with 30 years service receives 90 percent of highest pay, plus health benefits, plus cost-of-living adjustments. "PERSABLE Pay" means the pay used to calculate annual retirement pay.

Residents Per City Employee: Beverly Hills vs. Other Southern California Cities

City	Beverly Hills	Culver City	Pasadena	Newport Beach	Manhattan Beach	Cerritos	Irvine	Claremont	West Covina
Residents per Employee	32	47	62	68	71	72	143	160	173
Population	34,210	38,973	138,915	85,376	35,248	49,181	219,156	35,053	106,400
Employees	1,057	821	2,227	1,243	495	683	1,523	219	614

Note: These statistics are for 2011 with numbers compiled by the California State Controller's Office.

SALARIES

(continued from page 1)

their salaries and all benefits can be found online today at www.bhccourier.com.

Despite dozens of pages of information, *The Courier* still had questions about what the City pays for its employees. Therefore, we asked the following questions to acting Administrative Director of Finance Noel Marquis, who responded through City spokesperson Therese Kosterman. If you can figure out what these responses mean, contact *The Courier* at myopinion@bhccourier.com.

Beverly Hills Courier: Are health-care benefit costs shared between City and employee? Or does the City cover the full cost?

Noel Marquis: Shared. The City utilizes a cafeteria plan to provide a level of funding for employees to use in selecting medical, dental and vision coverage for themselves and their families. If an employee chooses a plan that exceeds their cafeteria plan amount they must pay the difference.

BHC: There are differences in the amount of Administrative Leave per employee. How is the maximum for each employee determined, and do they carry over year to year, or must they be used within that payable year? Also, in working the hours off, do they work them hour for hour, or is it time and a half?

NM: Administrative leave is based on the exempt (no overtime) bargaining group and the amount of time an employee is anticipated to work beyond a normal work period. For example, employees in the bargaining group "Confidential", an exempt employment category, are often required to work hours for committees and commission meetings that go late into the evening. This group, through the bargaining process and their Memorandum of Understanding (MOU, the contract with the City), are given 67 hours of Administrative Leave annually.

Administrative Leave is given annually, lapses at the end of the calendar year and the employee may have a portion bought out at year end as an incentive to not using the time off (in the above example 27 hours) which the City must cover.

BHC: What's the difference between Administrative Leave and PERS Overtime?

NM: Administrative Leave is a bank of hours that is granted to an exempt group of employees as discussed above. PERS overtime is FLSA (Fair Labor Standards Act) overtime that is considered PERSable pay because it falls within the employees normal work schedule. A Firefighter's normal 28 day FLSA work period includes 3 hours of time that FLSA has determined is overtime and must be paid at overtime rates. Because it is part of their normal schedule PERS includes it within their PERSable compensation.

BHC: Why do some employees receive both?

NM: Normally an employee would not get Administrative Leave and any type of overtime since Administrative Leave is only given to exempt groups. There may be cases where an employee promotes during the course of a year from a non-exempt group to an exempt group and as such received both types

of pay during the year.

BHC: How is that determination made, and is there ever a time where Administrative Leave translates into PERS Hours earned?

NM: This one is a two part answer because how the leave is used is the determining factor. If an employee takes a day off and uses Administrative Leave to cover their normal work hours then the hours would be PERSable. If an employee receives an incentive pay-off at the end of the calendar year than those hours are not PERSable. This is true for all leaves including vacation, sick, and Administrative Leave.

BHC: If a councilmember has their own previous health plan, does the City pay cash toward it? If so, does the cash cover the full amount of the plan?

NM: The City provides the same health coverage for elected officials as it does for employees. A councilmember is free to accept or reject the City's plan. The City does not pay for private or other health plan options.

BHC: Is dependent coverage included in the councilmember's benefits?

NM: Elected Officials are provided the same health care programs as City employees including dependent coverage. The City covers the full cost of whatever plan the elected official chooses, there is no cafeteria plan for Elected Officials.

BHC: Are all employees afforded dependent coverage?

NM: Employees may choose whatever coverage they wish, including dependent coverage. The City pays up to the negotiated Cafeteria Plan amount and the employee pays any amount

over.

BHC: Is the full "cafeteria plan" offered to all employees regardless of pay grade and rank?

NM: Yes, to all full time employees.

BHC: What is the average cost for health benefits per employee?

NM: \$1,563.84 per month for calendar year 2012. ***(Editors note: We can figure out this answer on our own).***

BHC: What is the average number of plan members per employee?

NM: We do not have the information as the City provides 3 plan levels: single, two party and family.

BHC: Is the HMO Plan contracted out? (For example, to HCP, Regal, Cedars, etc.)?

NM: The City contracts with PERS for our health care program. Because of its member size PERS receives economies of scale in obtaining pricing from health providers that are not available to individual organizations. The plan includes a full range of providers including HMO's such as Kaiser and Blue Shield and PPO plans such as PERS care. An employee is free to choose the plan that best fits their needs and circumstances.

BHC: President Obama's health-care plan is taxing "cadillac plans", are these plans taxable to City employees?

NM: PERS has not indicated to us that any of the plans are considered Cadillac Plans.

Editor's Note: If you can figure this out, please contact *The Courier* and let us know. We do know that \$1,563.84 per month for healthcare is really a nice perk.

Merit/Bonus	ARMP Payoff	Other Pays	Total Non PERS Pays	Total Pay	Retirement	Deferred Compensation	Health, Dental, Vision	New Employee HRS	Vacation Earned	Sick Earned	Admin Leave Earned
0.00	0.00	0.00	0.00	9,872.73	81,029.79	17,114.22	840.00	11,740.17	0.00	120.0000	96.0000
0.00	0.00	0.00	23.38	24,941.92	77,909.17	12,817.34	840.00	7,040.93	0.00	80.0000	96.0000
0.00	0.00	0.00	0.00	8,079.20	49,811.56	10,087.60	840.00	14,432.72	0.00	80.0000	96.0000
0.00	0.00	0.00	0.00	12,434.65	66,146.67	12,982.95	840.00	13,054.01	0.00	80.0000	96.0000
0.00	0.00	0.00	1,031.04	35,852.87	104,856.13	16,909.07	840.00	16,397.94	0.00	120.0000	96.0000
0.00	0.00	0.00	1,432.00	25,841.06	85,180.42	14,682.81	840.00	15,376.93	0.00	160.0000	96.0000
0.00	0.00	0.00	2,047.76	25,547.91	83,071.35	14,394.15	840.00	19,050.30	0.00	160.0000	96.0000
0.00	0.00	0.00	758.52	22,360.83	83,539.38	14,962.75	840.00	18,896.86	0.00	120.0000	96.0000
0.00	0.00	0.00	0.00	21,095.27	81,353.59	14,565.45	840.00	17,622.28	0.00	120.0000	96.0000
0.00	0.00	0.00	1,088.32	13,572.07	74,951.64	15,095.66	840.00	18,635.82	0.00	120.0000	96.0000
0.00	0.00	0.00	0.00	17,403.39	80,483.57	15,243.62	840.00	11,740.17	0.00	120.0000	96.0000
0.00	0.00	0.00	0.00	31,587.11	95,322.40	15,393.47	840.00	19,050.30	0.00	120.0000	96.0000
0.00	0.00	0.00	0.00	20,638.99	89,119.62	16,536.92	840.00	6,491.64	0.00	160.0000	96.0000
0.00	0.00	0.00	0.00	23,680.21	96,779.41	17,659.11	840.00	17,622.28	0.00	160.0000	96.0000
0.00	0.00	0.00	0.00	28,538.75	96,476.18	16,336.62	840.00	17,622.28	0.00	160.0000	96.0000
0.00	0.00	0.00	0.00	19,560.18	87,228.61	15,075.53	840.00	16,081.56	1,799.98	80.0000	96.0000
0.00	0.00	0.00	0.00	5,699.98	83,633.53	18,742.93	840.00	18,627.18	0.00	120.0000	96.0000
0.00	0.00	0.00	17,513.76	42,900.86	60,599.97	4,716.57	280.00	1,707.64	553.84	80.0000	96.0000

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MORE ON THE BAFTA TEA—The Four Seasons was the scene of the British Academy of Film & Television Arts Los Angeles Tea Party. Dozens of celebrities were on hand for the occasion. Pictured (from left): Amanda Seyfried (*Les Misérables*); Daniel Day-Lewis (*Lincoln*); Marion Cotillard (*Rust And Bone*); and Benedict Cumberbatch (*Sherlock*).

Another Roger Lefkon Phobia



THE FEAR OF SLEEPING

My abnormal fear of sleep includes difficulty in falling asleep, remaining asleep and the premonition that I might not wake up at all, sometimes referred to as the Rip Van Winkle syndrome—though his nap lasted a mere 20 years. Sleep historians contend it was the smell of bacon frying that awakened ol' Rip. Others insist it was his ex-wife who tracked him down and woke him up to demand back alimony payments.

Preparing to hit the sack has become a carefully orchestrated ritual which begins with the selection of a sleep window that in my case is 11-11:30 p.m. Before retiring to the bedroom I always have a glass of warm milk accompanied by an Oreo cookie or two. While skeptics may frown upon the value of warm milk's slumber producing properties, I have always benefited from a shot of moo juice, a practice starting 7,500 years ago in Europe when pictures of missing gladiators first began appearing on ceramic vessels. While taking sleep medication is another option, great care must be exercised not to use these aids if you plan to be at the controls of a Formula 1 race car, operate a wood chipper, pilot a low-flying crop-duster or engage in any activity that requires mental alertness such as performing delicate brain surgery or proposing marriage.

After turning off all the lights in the West Wing, I head to the bathroom where I methodically brush, floss, pop a handful of pills and place fresh water in my dog's bowl. Gabby prefers Fiji but has been known to switch allegiance to Evian whenever she is vacationing in the south of France. Next I configure my two king size pillows based on how much I have had to eat and drink. Since an attack of acid reflux can be a game changer, I tend to favor propped up over lying flat. I try to avoid watching the news and its non-stop coverage of the most violent crimes of the day and instead prefer to seek out re-runs of *Seinfeld*, *I Love Lucy* and *The Flintstones*. I have found laughter is a better sleep-inducer than homicide.

Once settled in bed I turn the clock towards the wall to keep the room dark, activate the alarm system to keep out intruders, switch on my half of the electric blanket and say goodnight to my two bedmates—Phyllis, my significant other, who wears colorful PJ's adorned with large and small dogs and Gabby whose custom fitted jammies sport images of large and small people. They both snore and they each take up more than their allotted one third of the bed making it difficult for me to get comfortable and fall asleep. Have you ever noticed that those who snore the loudest are always the first to fall asleep?

If I cannot nod-off in 30 minutes I follow the advice of the National Sleep Foundation and get out of bed to do something mundane and stress-free like running the dishwasher or converting all of my usernames into Hebrew. No sooner



am I back in bed when I begin to think about what horrible experiences await me in the darkened room. Will it be something lurking out there ready to pounce on me as soon as I fall asleep; a horrific nightmare in which I volunteer to serve with Gen. George Custer at Little Big Horn when I should have passed on the signing bonus and thrown my lot in with Chief Crazy Horse or sleepwalking and finding myself in the window of Carroll & Co. the next morning adorned in an Italian black Marino wool robe and receiving admiring glances from passerbys. Another bedtime activity with potentially dire consequences is teeth grinding which can lead to being outfitted with a budget busting hand crafted night guard and, like Dick Tracy's nemesis "Mumbles," being unable to speak coherently when talking in my sleep. I have also been diagnosed with having Restless Leg Syndrome in which you experience sensations best described as ants or insects crawling on your legs. In my case it turned out that there really was a bug snacking on my leg, enjoying it and telling his friends and relatives where I live and sleep.

Unable to overcome my many sleep related paranoia's I made the decision to check into a sleep disorder center where it conducted an overnight sleep study. Complete strangers with backgrounds as auto-body mechanics proceeded to hook me up to sensors, clamps, cables, electrodes and elastic belts. This is essentially the same protocol used to prepare doomed prisoners for execution but without the perk of a last meal. While it's possible to use the bathroom if nature calls it's best to keep in mind that in doing so you will have to be unplugged and then plugged up again. The downside to forgoing a visit to the loo is that I will be adding bedwetting to my growing list of sleep disorders. Since the whole affair is recorded employing multiple remote cameras there is a high probability that I will be featured on YouTube's most watched videos and as a result become a folk hero making appearances on TV, scoring with women half my age, lining up book deals and because of all the notoriety, I would be an odds on favorite to become *Time Magazine's* "Man of the Year," which would inevitably lead to an invite to the White House and a chance to get a good night's sleep in the Lincoln Bedroom and thus be able to leisurely slide out of bed in the morning.

Keep in mind however, that if people were meant to pop rather than slide out of bed we'd all be sleeping in toasters!

Longtime Beverly Hills resident Roger Lefkon is a veteran television writer/producer/director and former senior executive with Merv Griffin Entertainment