

**State Controller's Office - Local Government Programs and Services Division**

**Cities - Government Compensation Report - Calendar Year 2019**

**Preparer Contact Information**

[Refer to the 2019 GCC Reporting Instructions for more details](#)

Entity Name	Capitola		
Human Resources Web Page	<a href="http://www.cityofcapitola.org/cityadministration/page/human-resources-personnel">www.cityofcapitola.org/cityadministration/page/human-resources-personnel</a>		
Employees Hold more than One Position?	Yes	(Enter 'Yes' or 'No')	'Save As' Filename 2019-11984413600.xlsx
Do the amounts in the Defined Benefit Plan column include payment toward the pension unfunded liability?	No	(Enter 'Yes' or 'No')	

Preparer Name	Maura Herlihy
Phone Number	831-475-7300 x229
E-mail Address	mherlihy@ci.capitola.ca.us

Please identify the employees holding more than one position by using the 'Multiple Positions Footnote' column.

"----- Employer Contribution: -----"

Line #	Elected Position Enter 'Y'	Department	Classification	Multiple Positions Footnote	Annual Salary Minimum	Annual Salary Maximum	-- Total Wages Subject to Medicare (Box 5 of W-2) --				Applicable Defined Benefit Pension Formula	Retirement Plan: Employees' Share			Health, Dental, Vision
							Regular Pay	Overtime Pay	Lump Sum Pay	Other Pay		Defined Benefit Plan: Employer's Share	Deferred Compensation /Defined Contribution Plan		
1.	Y	City Council	Council Person		2600	13000	5255	0	0	-745	2.5% @ 55	480	427	0	745
2.	Y	City Council	Council Person		2600	13000	6000	0	0	0	N/A	0	0	78	0
3.	Y	City Council	Council Person		2600	13000	6000	0	0	0	N/A	0	0	78	0
4.	Y	City Council	Council Person		2600	13000	6000	0	0	0	N/A	0	0	78	0
5.	Y	City Council	Council Person		2600	13000	6000	0	0	0	2.5% @ 55	388	350	15	0
6.		City Manager	City Clerk		80957	98406	75035	0	0	-1652	2.5% @ 55	7227	6442	0	18807
7.		City Manager	City Manager		202161	202161	197713	0	13559	2285	2.5% @ 55	15967	14213	16500	18710
8.		City Manager	Receptionist		42702	51938	31511	0	0	-6419	2% @ 62	0	3104	0	17300
9.		City Manager	Info Systems Specialist		62539	76005	39749	0	0	-7963	2.5% @ 55	4380	3976	0	15555
10.		City Manager	Asst to City Manager		87669	106565	99855	0	6990	7723	2.5% @ 55	8838	7867	0	6496
11.		City Manager	Executive Assistant to the CM		63358	77028	69901	0	2663	2510	2.5% @ 55	6155	5483	0	7241
12.		City Manager	Museum Curator		24721	30056	24430	0	0	-4193	2% @ 62	0	2164	0	4860
13.		City Manager	Records Coordinator		49899	60674	49841	0	0	1408	2% @ 62	0	3870	0	7241
14.		Finance	Accountant I		65853	80038	75104	0	0	7444	2% @ 62	0	5440	0	0
15.		Finance	Finance Director		151607	151607	136814	0	2665	-39	2.5% @ 55	11975	10658	0	14476
16.		Finance	Account Clerk		37081	45068	44493	0	0	9528	2.5% @ 55	3765	3353	0	0
17.		Finance	Senior Accountant		85241	103618	96293	0	0	2568	2.5% @ 55	8184	7285	0	6581
18.		PD-Law Enforcement	Police Officer		76398	97510	96274	11014	0	16897	3% @ 50	9523	18976	0	0
19.		PD-Law Enforcement	Police Sergeant		93558	119434	109995	7113	7000	10269	3% @ 50	11824	23567	0	9725
20.		PD-Law Enforcement	Police Officer		76398	97510	73991	1788	0	-400	2.7% @ 57	0	10514	0	9725
21.		PD-Law Enforcement	Captain		112063	143060	116926	0	8917	3439	3% @ 50	13868	27660	0	15870
22.		PD-Law Enforcement	Police Officer		38199	48755	7533	0	0	0	N/A	0	0	0	0
23.		PD-Law Enforcement	Police Officer Trainee		72758	72758	18381	0	814	-342	2.7% @ 57	0	2492	0	2400
24.		PD-Law Enforcement	Police Officer Trainee		72758	72758	15227	0	0	452	2% @ 62	0	1173	0	1793
25.		PD-Law Enforcement	Police Sergeant		93558	119434	78883	5610	6322	-8264	3% @ 50	9962	19865	0	17800
26.		PD-Law Enforcement	Police Officer Trainee		72758	72758	60531	43	0	1296	2% @ 62	0	4798	0	7236
27.		PD-Law Enforcement	Records Technician		36067	43836	43715	0	0	7140	2.5% @ 55	3581	3185	0	0
28.		PD-Law Enforcement	Police Officer		76398	97510	73920	6582	0	3000	2.7% @ 57	0	9276	0	0
29.		PD-Law Enforcement	Records Technician		48090	58448	57704	0	0	12161	2.5% @ 55	4897	4359	0	0
30.		PD-Law Enforcement	Captain		112063	143060	0	0	38511	0	3% @ 50	0	0	0	0
31.		PD-Law Enforcement	Records Manager		69680	88962	65926	0	4978	-12442	2.5% @ 55	7428	6612	0	17800
32.		PD-Law Enforcement	Community Service Officer		60486	77230	74758	394	0	10152	2.5% @ 55	6455	5745	0	0
33.		PD-Law Enforcement	Police Officer		76398	97510	63713	5996	0	-891	2.7% @ 57	0	9869	0	15000
34.		PD-Law Enforcement	Chief of Police		167017	167017	162271	0	0	1358	2.7% @ 57	0	18694	13632	16547
35.		PD-Law Enforcement	Police Officer		76398	97510	31742	389	0	-9117	3% @ 50	9463	18857	0	9725
36.		PD-Law Enforcement	Police Officer		76398	97510	82008	892	0	11015	3% @ 50	9912	19755	0	5725
37.		PD-Law Enforcement	Community Service Officer		60486	77230	55440	404	0	-11143	2.5% @ 55	6455	5745	0	17800
38.		PD-Law Enforcement	Police Sergeant		93558	119434	93901	5199	0	9905	3% @ 50	11059	22055	0	9725
39.		PD-Law Enforcement	Police Officer		76398	97510	75195	3494	0	4477	2.7% @ 57	0	11486	0	9725
40.		PD-Law Enforcement	Admin Records Analyst		58885	71573	69955	159	0	9183	2.5% @ 55	5703	5076	0	0
41.		PD-Law Enforcement	Police Officer		76398	97510	67704	6510	0	-5461	2.7% @ 57	0	11245	0	14550
42.		PD-Law Enforcement	Police Sergeant		93558	119434	107365	6124	0	22250	3% @ 50	11003	21935	0	0
43.		PD-Law Enforcement	Police Officer		76398	97510	93846	14057	6765	19719	3% @ 50	9606	19165	0	0
44.		PD-Law Enforcement	Police Sergeant		93558	119434	95730	9374	0	3464	3% @ 50	13116	26144	0	17800
45.		PD-Law Enforcement	Police Officer		76398	97510	72824	12899	3702	-9851	3% @ 50	10476	20882	0	17800

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Do the amounts in the Defined Benefit Plan column include payment toward the pension unfunded liability?	No	(Enter 'Yes' or 'No')	

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Please identify the employees holding more than one position by using the 'Multiple Positions Footnote' column.

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Line #	Elected Position Enter 'Y'	Department	Classification	Multiple Positions Footnote	Annual Salary Minimum	Annual Salary Maximum	Annual Regular Pay	Annual Overtime Pay	Lump Sum Pay	Lump Sum Other Pay	Applicable Defined Benefit Pension Formula	Retirement Plan: Employees' Share Paid by Employer	Deferred Defined Benefit Plan: Employer's Share	Deferred Compensation /Defined Contribution Plan	Health, Dental, Vision
46.		PD-Law Enforcement	Police Officer		76398	97510	61926	2537	4649	-7342	3% @ 50	9359	18651	0	11220
47.		PD-Law Enforcement	Administrative Assistant		39281	47767	47347	0	3986	11692	2.5% @ 55	4216	3754	0	0
48.		PD-Law Enforcement	Police Officer		76398	97510	87597	32049	0	16767	2.7% @ 57	0	12132	0	0
49.		PD-Law Enforcement	Police Officer		76398	97510	79350	23279	7184	4096	3% @ 50	10624	21180	0	17800
50.		PD-Parking Enforcement	Parking Enforcement Officer		45032	54725	38850	613	0	-6727	2.5% @ 55	4782	4256	0	14300
51.		PD-Parking Enforcement	Parking Enforcement Officer		17320	21048	19903	0	0	0	N/A	0	0	259	0
52.		PD-Parking Enforcement	Parking Enforcement Officer		45032	54725	43942	1623	5146	2789	2.5% @ 55	4624	4132	0	9720
53.		PW-Streets	Maintenance Worker II		49712	60445	57394	311	0	9549	2% @ 62	0	3985	0	0
54.		PW-Streets	Maintenance Worker I		37107	45136	39049	3626	0	1391	2.5% @ 55	3581	3188	0	7241
55.		PW-Streets	Maintenance Worker I		37107	45136	36414	523	0	-14635	2% @ 62	0	3869	0	17300
56.		PW-Streets	Maintenance Worker II		49712	60445	38852	1937	0	1250	2% @ 62	0	3080	0	7241
57.		PW-Streets	Public Works Director		153305	153305	144556	0	13944	8274	2.5% @ 55	12714	11317	0	8237
58.		PW-Streets	Field Supervisor		67954	82555	60435	1553	0	-7956	2.5% @ 55	6881	6125	0	20655
59.		PW-Streets	Maintenance Worker II		49712	60445	30906	0	1647	-11270	2% @ 62	0	3335	0	15800
60.		PW-Streets	Maint Superintendent		36462	44335	36209	0	0	0	N/A	0	0	0	0
61.		PW-Streets	Public Works Project Manager		85241	103618	78893	0	0	-11914	2% @ 62	0	7068	0	20655
62.		PW-Streets	Maintenance Worker II		49712	60445	50270	449	0	-2340	2% @ 62	0	4174	0	9720
63.		PW-Streets	Maintenance Worker II		49712	60445	32204	33	2658	1536	2% @ 62	0	2517	0	5108
64.		PW-Streets	Manager	Environmental Projects	74136	90125	69222	0	0	-9978	2.5% @ 55	7118	6336	0	15795
65.		PW-Fleet	Senior Mechanic		63128	76731	60562	0	0	-1090	2.5% @ 55	6699	5962	0	15795
66.		PW-Parks	Maintenance Worker I		37107	45136	38929	213	0	1602	2% @ 62	0	3079	0	6890
67.		PW-Parks	Maintenance Worker III		52187	63461	62016	0	0	9342	2.5% @ 55	5102	4540	0	0
68.		PW-Parks	Maintenance Worker I		37107	45136	38655	108	0	3164	2% @ 62	0	3007	0	6023
69.		Community Development	Planning Commission Member	Community Development	13000	65000	1500	0	0	0	N/A	0	0	20	0
70.		Community Development	Director		141614	141614	121237	0	0	-123	2% @ 62	0	9503	0	18807
71.		Community Development	Assistant Planner		63586	77272	8541	0	897	-1496	2% @ 62	0	757	0	2300
72.		Community Development	Planning Commission Member		13000	65000	1625	0	0	0	N/A	0	0	21	0
73.		Community Development	Associate Planner		74136	90125	81218	0	0	3775	2% @ 62	0	5678	0	0
74.		Community Development	Arch & Site Committee Member		13000	65000	450	0	0	0	N/A	0	0	6	0
75.		Community Development	Planning Commission Member		13000	65000	1625	0	0	0	N/A	0	0	21	0
76.		Community Development	Assistant Planner	Arch & Site Committee	63586	77272	46568	0	0	-2252	2% @ 62	0	3587	42	8920
77.		Community Development	Member		13000	65000	100	0	0	0	N/A	0	0	1	0
78.		Community Development	Planning Commission Member		13000	65000	1625	0	0	0	N/A	0	0	21	0

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							Annual Regular Pay	Annual Overtime Pay	Lump Sum Pay						Other Pay
79.		Community Development	Planning Commission Member		13000	65000	1615	0	0	0	N/A	0	0	21	0
80.		Building	Development Services Tech		52374	63690	64364	193	2312	12779	2.5% @ 55	5412	4833	0	0
81.		Building	Building Inspector II		64979	78998	37733	0	4702	6525	2% @ 62	0	2711	0	0
82.		Building	Building Inspector 1		55702	67725	13814	0	0	-506	2% @ 62	0	1155	0	3260
83.		Building	Building Official		98027	119161	100779	0	0	-2320	2.5% @ 55	8882	7910	0	9720
84.		Recreation	Camp Capitola Leader Beach Lieutenant/Jr. LG		11112	12864	965	0	0	0	N/A	0	0	13	0
85.		Recreation	Coordntr		15848	18352	8262	1426	0	244	N/A	0	0	129	0
86.		Recreation	Beach LG/Jr. LG Instructor		12168	14088	5769	611	0	0	N/A	0	0	83	0
87.		Recreation	Beach LG/Jr. LG Instructor		12168	14088	5637	473	0	0	N/A	0	0	79	0
88.		Recreation	Beach LG/Jr. LG Instructor		12168	14088	5833	285	0	0	N/A	0	0	80	0
89.		Recreation	Beach LG/Jr. LG Instructor		12168	14088	5409	390	0	0	N/A	0	0	75	0
90.		Recreation	Beach LG/Jr. LG Instructor		12168	14088	5397	306	0	0	N/A	0	0	74	0
91.		Recreation	Recreation Assistant Camp Capitola Jr Leader		36525	44387	24211	27	0	1597	2% @ 62	0	1245	131	3492
92.		Recreation	Coord.		13512	15640	5933	37	0	0	N/A	0	0	78	0
93.		Recreation	Camp Capitola Leader		11112	12864	4636	0	0	0	N/A	0	0	60	0
94.		Recreation	Beach LG/Jr. LG Instructor		12168	14088	5741	354	0	0	N/A	0	0	79	0
95.		Recreation	Beach LG/Jr. LG Instructor		12168	14088	6102	627	0	0	N/A	0	0	87	0
96.		Recreation	Camp Capitola Leader		11112	12864	2334	0	0	0	N/A	0	0	30	0
97.		Recreation	Recreation Supervisor		65728	79914	73264	625	0	2816	2% @ 62	0	5392	0	0
98.		Recreation	Recreation Coordinator		35428	43056	34214	0	0	5753	2.5% @ 55	3418	3043	0	7290
99.		Recreation	Afterschool Leader		15174	17566	3325	0	0	0	N/A	0	0	43	0
100.		Recreation	Recreation Coordinator		35428	43056	37334	0	0	6957	2% @ 62	0	2581	0	0
101.		Recreation	Scorekeeper		11000	12736	1550	0	0	0	N/A	0	0	20	0
102.		Recreation	Beach LG/Jr. LG Instructor Beach Lieutenant/Jr. LG		12168	14088	6072	384	0	0	N/A	0	0	84	0
103.		Recreation	Coordntr		15848	18352	10576	2245	0	293	2% @ 62	0	731	0	0
104.		Recreation	Beach LG/Jr. LG Instructor		12168	14088	5900	429	0	0	N/A	0	0	82	0
105.		Recreation	Beach LG/Jr. LG Instructor		12168	14088	5641	545	0	0	N/A	0	0	80	0
106.		Recreation	Beach LG/Jr. LG Instructor		12168	14088	5625	587	0	0	N/A	0	0	81	0
107.		Recreation	Camp Capitola Leader		11112	12864	5697	0	0	0	N/A	0	0	74	0
108.		Recreation	Rec Facilities Custodian		17649	21455	21271	0	0	4638	2.5% @ 55	1702	1515	0	0
109.		Recreation	Beach LG/Jr. LG Instructor		12168	14088	5555	445	0	0	N/A	0	0	78	0
110.		Recreation	Afterschool Leader		15757	18241	3926	0	0	0	N/A	0	0	51	0
111.		Recreation	Camp Capitola Leader		11112	12864	5906	36	0	0	N/A	0	0	77	0
112.		Recreation	Beach LG/Jr. LG Instructor		12168	14088	5673	635	0	0	N/A	0	0	82	0
113.		Recreation	Afterschool Leader		11672	13512	10133	0	0	0	N/A	0	0	132	0
114.		Recreation	Beach LG/Jr. LG Instructor		12168	14088	2685	0	0	84	N/A	0	0	36	0
115.		Recreation	Beach LG/Jr. LG Instructor		12168	14088	5985	499	0	0	N/A	0	0	84	0
116.		Recreation	Beach LG/Jr. LG Instructor		12168	14088	6104	396	0	0	N/A	0	0	85	0
117.		Recreation	Camp Capitola Leader		11112	12864	5258	0	0	0	N/A	0	0	68	0
118.		Recreation	Camp Capitola Leader		11112	12864	5708	22	0	0	N/A	0	0	74	0
119.		Recreation	Camp Capitola Leader		11112	12864	3103	0	0	0	N/A	0	0	40	0

