

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

Cities - Government Compensation Report - Calendar Year 2023

Preparer Contact Information

[Refer to the 2023 GCC Reporting Instructions for more details](#)

Entity Name	Capitola		
Human Resources Web Page	https://www.cityofcapitola.org/cityadministration/page/human-resources-personnel		
Employees Hold more than One Position?	No	(Enter 'Yes' or 'No')	'Save As' Filename 2023-11984413600.xlsx
Do the amounts in the Defined Benefit Plan column include payment toward the pension unfunded liability?	No	(Enter 'Yes' or 'No')	

Preparer Name	Leda Laidlaw-Hunter
Phone Number	(831) 475-7300
E-mail Address	llaidlaw-hunter@ci.capitola.ca.us

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

Line #	Elected Position Enter 'Y'	Department	Classification	Multiple Positions Footnote	Annual Salary Minimum	Annual Salary Maximum	Annual		Lump Sum Pay	Other Pay	Applicable Defined Benefit Pension Formula	Employer Contribution			Health, Dental, Vision
							Regular Pay	Overtime Pay				Retirement Plan: Employees' Share Paid by Employer	Deferred Benefit Plan: Employer's Share	Deferred Compensation /Defined Contribution Plan	
							-- Total Wages Subject to Medicare (Box 5 of W-2): --								
1.		Arts and Culture	Admin Assistant		59,134	71,885	22,612	0	0	0	N/A	0	0	294	0
2.	Y	City Council	Council Person		7,920	7,920	7,920	0	0	0	N/A	0	0	103	0
3.	Y	City Council	Council Person		7,920	7,920	7,920	0	0	0	N/A	0	0	103	0
4.	Y	City Council	Council Person		7,920	7,920	7,920	0	0	0	N/A	0	0	103	0
5.	Y	City Council	Council Person		7,920	7,920	7,920	0	0	0	N/A	0	0	103	0
6.	Y	City Council	Council Person		7,920	7,920	7,920	0	0	0	N/A	0	0	103	0
7.		City Manager	Asst to City Manager		100,893	122,638	116,988	0	4,219	-933	2% @ 62	0	8,857	0	9,888
8.		City Manager	City Clerk		93,168	113,249	99,872	0	0	-614	2% @ 62	0	7,561	0	9,888
9.		City Manager	City Manager		235,105	235,105	222,835	0	15,006	13,102	2.5% @ 55	17,827	20,903	18,422	22,050
10.		City Manager	Customer Service / Office Coor		48,776	59,342	3,089	79	225	-407	2% @ 62	0	242	0	1,350
11.		City Manager	Customer Service / Office Coor		48,776	59,342	13,610	0	0	0	N/A	0	0	177	0
12.		City Manager	Customer Service / Office Coor		48,776	59,342	30,611	39	0	-406	2% @ 62	0	2,337	0	6,256
13.		City Manager	Deputy City Clerk		60,445	73,486	40,107	0	0	289	2% @ 62	0	3,059	0	5,382
14.		City Manager	Human Resources Analyst		72,925	88,670	87,282	903	0	-1,356	2% @ 62	0	6,606	0	9,064
15.		City Manager	Info Systems Specialist		71,989	87,464	49,924	0	0	-20,275	2.5% @ 55	3,994	4,681	0	10,506
16.		City Manager	Museum Curator		55,099	66,997	37,878	337	0	-5,545	2% @ 62	0	2,866	0	5,244
17.		Community Development	Associate Planner		82,431	100,209	93,575	64	0	-4,299	2% @ 62	0	7,083	0	10,051
18.		Community Development	Building Inspector II		74,984	91,146	78,539	358	0	-2,408	2% @ 62	0	5,945	0	10,626
19.		Community Development	Building Official		113,360	137,800	83,844	0	15,141	-1,717	N/A	5,588	5,892	0	4,957
20.		Community Development	Community Development Direc		141,602	172,679	170,191	0	6,642	-5,393	2% @ 62	0	12,784	0	22,050
21.		Community Development	Development Services Tech		60,445	73,486	58,812	0	0	5,566	2% @ 62	0	4,684	0	0
22.		Community Development	Planning Commission Member		0	1,750	1,625	0	0	0	N/A	0	0	21	0
23.		Community Development	Planning Commission Member		0	1,750	1,750	0	0	0	N/A	0	0	23	0
24.		Community Development	Planning Commission Member		0	1,750	1,750	0	0	0	N/A	0	0	23	0
25.		Community Development	Planning Commission Member		0	1,750	1,500	0	0	0	N/A	0	0	20	0
26.		Community Development	Planning Commission Member		0	1,750	1,500	0	0	0	N/A	0	0	20	0
27.		Community Development	Senior Planner		94,778	115,212	111,536	0	0	3,000	2% @ 62	0	8,443	0	0
28.		Finance	Account Clerk		55,786	67,808	22,444	0	0	-3,581	2% @ 62	0	1,724	0	6,700
29.		Finance	Accountant I		74,298	90,314	76,401	39	0	-8,291	2% @ 62	0	5,783	0	19,775
30.		Finance	Accountant I		74,298	90,314	75,561	109	0	2,885	2% @ 62	0	6,006	0	10,626
31.		Finance	Finance Director		141,602	172,679	170,191	0	6,642	-4,475	2.5% @ 55	13,615	15,947	0	17,106
32.		PD-Law Enforcement	Admin Records Analyst		65,645	79,789	74,775	1,937	0	17,377	2.5% @ 55	6,630	7,766	0	0
33.		PD-Law Enforcement	Captain		125,835	160,642	135,034	4,103	0	-4,256	2.7% @ 57	0	18,253	350	21,656
34.		PD-Law Enforcement	Captain		125,835	160,642	158,122	0	0	28,102	3% @ 50	16,490	41,117	0	0
35.		PD-Law Enforcement	Chief of Police		157,046	200,273	197,386	0	19,088	-9,841	3% @ 50	17,765	44,291	0	17,106
36.		PD-Law Enforcement	Community Service Officer		65,104	83,138	70,502	0	0	7,842	2.5% @ 55	5,972	7,107	0	0
37.		PD-Law Enforcement	Community Service Officer		65,104	83,138	70,083	1,619	0	-3,880	2% @ 62	0	5,305	650	10,475
38.		PD-Law Enforcement	Police Officer		88,317	112,694	92,322	12,143	0	7,428	2.7% @ 57	0	13,202	650	10,475
39.		PD-Law Enforcement	Police Officer		88,317	112,694	110,925	19,600	0	10,989	2.7% @ 57	0	15,721	0	0
40.		PD-Law Enforcement	Police Officer		88,317	112,694	87,946	11,682	0	-3,565	2.7% @ 57	0	11,621	75	17,675
41.		PD-Law Enforcement	Police Officer		88,317	112,694	99,490	6,020	0	5,710	2.7% @ 57	0	13,867	0	10,475
42.		PD-Law Enforcement	Police Officer		88,317	112,694	103,524	27,728	0	11,085	2.7% @ 57	0	14,699	100	0
43.		PD-Law Enforcement	Police Officer		88,317	112,694	88,455	6,188	0	3,760	2.7% @ 57	0	11,726	0	0
44.		PD-Law Enforcement	Police Officer		88,317	112,694	110,925	7,445	6,260	14,931	3% @ 50	11,445	28,540	0	10,475
45.		PD-Law Enforcement	Police Officer		88,317	112,694	91,275	13,005	0	1,148	2.7% @ 57	0	13,037	650	22,475
46.		PD-Law Enforcement	Police Officer		88,317	112,694	110,925	22,270	7,890	5,331	2.7% @ 57	0	16,254	650	22,475

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47.		PD-Law Enforcement	Police Officer		88,317	112,694	23,778	2,038	0	-1,304	2.7% @ 57	0	3,220	0	5,700
48.		PD-Law Enforcement	Police Officer		88,317	112,694	92,322	32,479	0	6,629	2.7% @ 57	0	13,086	650	6,225
49.		PD-Law Enforcement	Police Officer		88,317	112,694	94,566	3,228	0	8,248	2.7% @ 57	0	13,468	650	10,475
50.		PD-Law Enforcement	Police Officer		88,317	112,694	112,437	6,464	10,394	22,116	3% @ 50	12,091	30,183	0	0
51.		PD-Law Enforcement	Police Officer		88,317	112,694	111,177	28,190	8,605	-5,075	2.7% @ 57	0	17,541	650	22,475
52.		PD-Law Enforcement	Police Records Technician		54,267	65,957	56,386	436	0	3,000	2% @ 62	0	4,268	0	0
53.		PD-Law Enforcement	Police Records Technician		54,267	65,957	56,275	430	0	3,000	2% @ 62	0	4,259	0	0
54.		PD-Law Enforcement	Police Sergeant		108,118	138,029	121,287	11,012	11,151	5,291	3% @ 50	13,871	34,585	0	22,475
55.		PD-Law Enforcement	Police Sergeant		108,118	138,029	135,867	11,245	0	21,375	3% @ 50	14,476	36,033	0	10,475
56.		PD-Law Enforcement	Police Sergeant		108,118	138,029	111,177	14,620	7,470	10,084	2.7% @ 57	0	16,006	650	10,475
57.		PD-Law Enforcement	Police Sergeant		108,118	138,029	134,398	8,856	11,151	14,700	3% @ 50	13,760	34,343	0	0
58.		PD-Law Enforcement	Police Sergeant		108,118	138,029	129,416	21,347	11,143	12,550	3% @ 50	13,831	34,485	0	22,475
59.		PD-Law Enforcement	Records Manager		77,605	99,091	97,915	0	9,364	496	2.5% @ 55	8,686	10,171	0	17,675
60.		PD-Law Enforcement	Retired Annuitant		88,317	112,694	13,116	0	0	0	N/A	0	0	0	0
61.		PD-Law Enforcement	Retired Annuitant		88,317	112,694	20,031	0	0	0	3% @ 50	0	0	0	0
62.		PD-Parking Enforcement	Parking Enforcement Officer		51,979	63,128	55,726	2,985	0	2,328	2% @ 62	0	4,218	0	0
63.		PD-Parking Enforcement	Parking Enforcement Officer		51,979	63,128	31,071	1,062	0	1,750	2% @ 62	0	2,372	0	0
64.		PD-Parking Enforcement	Parking Enforcement Officer		51,979	63,128	55,107	2,766	0	2,834	2% @ 62	0	4,172	0	0
65.		PW-Fleet	Senior Mechanic		71,594	87,027	85,954	1,163	3,250	-5,253	2% @ 62	0	6,505	0	16,328
66.		PW-Parks	Maintenance Worker I		42,390	51,563	48,791	0	0	-165	2% @ 62	0	3,692	0	10,626
67.		PW-Parks	Maintenance Worker III		62,608	76,170	74,972	0	0	8,976	2.5% @ 55	6,054	7,091	0	0
68.		PW-Parks	Maintenance Worker III		62,608	76,170	73,890	4,162	174	1,526	2% @ 62	0	5,664	0	10,626
69.		PW-Streets	Civil Engineer/Project Manager		94,778	115,212	113,792	0	0	-8,811	2% @ 62	0	8,612	0	21,357
70.		PW-Streets	Development Services Tech		60,445	73,486	60,378	38	893	2,832	2% @ 62	0	4,800	0	10,626
71.		PW-Streets	Environmental Projects Manage		87,376	106,222	82,067	0	0	-172	2% @ 62	0	6,227	0	8,403
72.		PW-Streets	Environmental Projects Manage		87,376	106,222	0	0	14,159	0	2.5% @ 55	0	0	0	0
73.		PW-Streets	Maintenance Worker I		42,390	51,563	47,775	137	0	-5,106	2% @ 62	0	3,615	0	16,475
74.		PW-Streets	Maintenance Worker I		42,390	51,563	14,208	0	0	1,585	2% @ 62	0	1,146	0	0
75.		PW-Streets	Maintenance Worker I		42,390	51,563	48,697	16,059	0	3,878	2% @ 62	0	3,992	0	10,626
76.		PW-Streets	Maintenance Worker II		56,805	69,077	66,819	617	0	9,276	2% @ 62	0	5,146	0	0
77.		PW-Streets	Maintenance Worker II		56,805	69,077	59,591	17,639	0	-164	2.5% @ 55	4,784	5,614	0	10,626
78.		PW-Streets	Maintenance Worker II		56,805	69,077	39,646	209	1,808	-170	2% @ 62	0	2,977	0	7,030
79.		PW-Streets	Maintenance Worker II		56,805	69,077	64,472	138	0	-164	2% @ 62	0	4,880	0	10,626
80.		PW-Streets	Maintenance Worker II		56,805	69,077	65,379	48	0	242	2% @ 62	0	4,990	0	10,626
81.		PW-Streets	Operations Maint Supervisor		81,099	98,592	95,336	9,614	0	3,437	2.5% @ 55	8,449	9,912	0	21,357
82.		PW-Streets	Public Works Director		141,602	172,679	168,021	0	0	3,563	2.5 @ 55	13,442	15,764	0	0
83.		PW-Streets	Retired Annuitant		40,550	49,296	43,282	0	0	0	N/A	0	0	0	0
84.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	7,562	415	0	0	N/A	0	0	104	0
85.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	7,023	958	0	0	N/A	0	0	104	0
86.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	8,048	558	0	0	N/A	0	0	112	0
87.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	9,780	960	0	0	N/A	0	0	140	0
88.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	12,131	1,702	0	0	N/A	0	0	180	0
89.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	7,339	1,379	0	0	N/A	0	0	113	0
90.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	3,581	158	0	0	N/A	0	0	49	0
91.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	5,780	182	0	0	N/A	0	0	78	0
92.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	6,557	400	0	0	N/A	0	0	90	0

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							Regular Pay	Overtime Pay				Plan: Employees' Share Paid by Employer	Defined Benefit Plan: Employer's Share	Deferred Compensation /Defined Contribution Plan	
93.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	6,318	420	0	0	N/A	0	0	88	0
94.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	6,133	330	0	0	N/A	0	0	84	0
95.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	7,743	1,873	0	0	N/A	0	0	125	0
96.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	6,594	172	0	0	N/A	0	0	88	0
97.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	5,294	543	0	0	N/A	0	0	76	0
98.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	10,765	248	0	0	N/A	0	0	143	0
99.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	10,765	877	0	0	N/A	0	0	151	0
100.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	8,740	943	0	0	N/A	0	0	126	0
101.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	7,686	1,744	0	0	N/A	0	0	123	0
102.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	6,080	515	0	0	N/A	0	0	86	0
103.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	11,928	816	0	0	N/A	0	0	166	0
104.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	7,214	279	0	0	N/A	0	0	97	0
105.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	8,285	750	0	0	N/A	0	0	117	0
106.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	8,454	435	0	0	N/A	0	0	116	0
107.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	6,151	765	0	0	N/A	0	0	90	0
108.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	8,463	772	0	0	N/A	0	0	120	0
109.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	12,666	548	0	0	N/A	0	0	172	0
110.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	9,077	572	0	0	N/A	0	0	125	0
111.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	5,401	193	0	0	N/A	0	0	73	0
112.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	6,786	786	0	0	N/A	0	0	98	0
113.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	7,534	480	0	0	N/A	0	0	104	0
114.		Recreation	Beach LG/Jr. LG Instructor		39,645	45,885	5,470	86	0	0	N/A	0	0	72	0
115.		Recreation	Beach Lieutenant/Jr LG Asst Coor		45,885	53,123	9,983	1,605	0	0	N/A	0	0	151	0
116.		Recreation	Beach Lieutenant/Jr LG Asst Coor		45,885	53,123	8,252	255	0	0	N/A	0	0	111	0
117.		Recreation	Customer Svc / Office Coor		48,776	59,342	53,796	0	0	2,207	2% @ 62	0	4,073	0	0
118.		Recreation	Rec Ast. Coord.		45,365	52,520	33,312	1,799	0	0	2% @ 62	0	2,523	0	0
119.		Recreation	Rec Facilities Assistant		32,240	37,315	8,548	0	0	0	N/A	0	0	111	0
120.		Recreation	Rec Facilities Custodian		39,520	48,048	24,641	0	0	4,638	2.5% @ 55	1,971	2,312	0	0
121.		Recreation	Rec. Leader I		33,862	39,187	2,117	0	0	0	N/A	0	0	28	0
122.		Recreation	Rec. Leader I		33,862	39,187	188	0	0	0	N/A	0	0	2	0
123.		Recreation	Rec. Leader I		33,862	39,187	5,165	0	0	0	N/A	0	0	67	0
124.		Recreation	Rec. Leader I		33,862	39,187	5,007	0	0	0	N/A	0	0	65	0
125.		Recreation	Rec. Leader I		33,862	39,187	5,520	0	0	0	N/A	0	0	72	0
126.		Recreation	Rec. Leader I		33,862	39,187	3,362	0	0	0	N/A	0	0	44	0
127.		Recreation	Rec. Leader I		33,862	39,187	2,294	0	0	0	N/A	0	0	30	0
128.		Recreation	Rec. Leader I		33,862	39,187	4,211	0	0	0	N/A	0	0	55	0
129.		Recreation	Rec. Leader I		33,862	39,187	5,002	0	0	0	N/A	0	0	65	0
130.		Recreation	Rec. Leader II		41,142	47,632	284	0	0	0	N/A	0	0	4	0
131.		Recreation	Rec. Leader II		41,142	47,632	6,356	0	0	0	N/A	0	0	82	0
132.		Recreation	Rec. Leader II		41,142	47,632	3,467	0	0	0	N/A	0	0	45	0
133.		Recreation	Rec. Leader II		41,142	47,632	346	0	0	0	N/A	0	0	5	0
134.		Recreation	Rec. Leader II		41,142	47,632	5,479	0	0	0	N/A	0	0	71	0
135.		Recreation	Rec. Leader II		41,142	47,632	10	0	0	0	N/A	0	0	0	0
136.		Recreation	Rec. Leader II		41,142	47,632	9,787	148	0	0	N/A	0	0	129	0
137.		Recreation	Rec. Leader II		41,142	47,632	6,077	0	0	0	N/A	0	0	79	0
138.		Recreation	Rec. Leader II		41,142	47,632	11,366	323	0	0	N/A	0	0	152	0

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Entity Name	Capitola		
Human Resources Web Page	https://www.cityofcapitola.org/cityadministration/page/human-resources-personnel		
Employees Hold more than One Position?	No	(Enter 'Yes' or 'No')	'Save As' Filename 2023-11984413600.xlsx
Do the amounts in the Defined Benefit Plan column include payment toward the pension unfunded liability?	No	(Enter 'Yes' or 'No')	

Preparer Name	Leda Laidlaw-Hunter
Phone Number	(831) 475-7300
E-mail Address	llaidlaw-hunter@ci.capitola.ca.us

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

-- Total Wages Subject to Medicare (Box 5 of W-2): --

Line #	Elected Position Enter 'Y'	Department	Classification	Multiple Positions Footnote	Annual Salary Minimum	Annual Salary Maximum	Annual			Lump Sum Pay	Other Pay	Applicable Defined Benefit Pension Formula	Retirement Plan: Employees' Share Paid by Employer	Deferred Compensation /Defined Contribution Plan	Health, Dental, Vision
							Regular Pay	Overtime Pay							
139.		Recreation	Rec. Leader II		41,142	47,632	7,519	0	0	0	N/A	0	0	98	0
140.		Recreation	Rec. Leader II		41,142	47,632	10,147	0	0	0	N/A	0	0	132	0
141.		Recreation	Rec. Leader II		41,142	47,632	2,926	0	0	0	N/A	0	0	38	0
142.		Recreation	Rec. Leader II		41,142	47,632	10,299	0	0	0	N/A	0	0	134	0
143.		Recreation	Rec. Leader II		41,142	47,632	12,948	0	0	0	N/A	0	0	168	0
144.		Recreation	Rec. Leader II		41,142	47,632	9,933	0	0	0	2% @ 62	0	755	0	0
145.		Recreation	Recreation Coordinator		54,475	66,227	57,343	2,565	0	2,906	2% @ 62	0	4,342	0	0
146.		Recreation	Recreation Coordinator		54,475	66,227	63,486	1,453	1,236	-1,568	2.5% @ 55	5,079	5,965	0	10,298
147.		Recreation	Recreation Coordinator		54,475	66,227	60,288	5,282	0	-1,221	2% @ 62	0	4,565	0	10,298
148.		Recreation	Recreation Division Manager		93,168	113,249	108,851	0	4,356	-2,503	2% @ 62	0	8,241	0	824
149.		Recreation	Recreation Leader II		41,142	47,632	5,198	0	0	0	N/A	0	0	67	0
150.		Recreation	Recreation Leader II - Comm. Ct		41,142	47,632	2,032	0	0	0	N/A	0	0	26	0
151.		Recreation	Recreation Leader II - Comm. Ct		41,142	47,632	414	0	0	0	N/A	0	0	5	0
152.		Recreation	Recreation Leader II - Events		41,142	47,632	8,206	38	0	0	2% @ 62	0	621	0	0
153.		Recreation	Scorekeeper		33,862	39,187	1,693	0	0	0	N/A	0	0	22	0
154.		Recreation	Seasonal Recreation Assistant		42,140	51,230	18,154	0	0	0	N/A	0	0	236	0