



CITY OF
ROLLING HILLS ESTATES

CITY MANAGER'S CORNER

August 17, 2010

COMPENSATION DISCLOSURE

With the increased focus on compensation paid to City officials in the aftermath of the outrageous excesses discovered in the City of Bell, I believe it is necessary to disclose in a complete and candid way the salary and benefits that I receive as City Manager of Rolling Hills Estates. This is public information, and has been readily available for anyone to review for the past 20 years that I have served the community in this capacity.

As I have explained previously in this forum, I am the full-time professional chief executive officer of this municipal corporation, while the elected City Council serves in a capacity equivalent to a corporate board of directors. As such, they set my salary, which is currently \$179,388 per year. In addition to my salary, the City provides benefits such as health coverage and pension contributions. These are known as General Benefits and are available to all City employees. The sum of these General Benefits increases my total compensation by \$66,783 per year. In addition to General Benefits, I (along with selected other employees who must be available 24/7) receive the use of a City-owned automobile (taxable value of \$2,000) for the conduct of City business. To review the employment agreement (and amendments) that establishes my duties, responsibilities and compensation go to the [City Manager Compensation page](#).

I know that for many hard-working families, this sounds like a significant salary and benefit package, particularly in the current economic climate. I want to assure you that I appreciate and value this compensation package, especially as I am among the fortunate few who have a career they can truly enjoy and get to pursue it in an atmosphere that is unequalled in local government service. I have said many times in many places that I am not just a City Manager, but I am the *City Manager of Rolling Hills Estates*. That is my career. The fact that I have spent over twenty-five years serving this community (I spent five years as Assistant City Manager before assuming the City Manager position) is a testament to the love I have for this City and the people I both serve and serve with.

When the City Council sets my compensation, it reviews not only my performance and the City's financial health, but where my salary position is in comparison to other similar cities both in the South Bay and throughout Southern California. While no city is exactly like ours, this kind of survey allows for some general comparisons on such factors as population, budget, services provided, complexity of issues, and experience and education of other top administrators. The City Council's goal is to consistently keep my salary in a position just slightly above the median salary paid to City Managers in our

survey group. Even with that goal in mind, the City Council and I have for the past two years agreed to forego any salary increases, not just for me, but for all City employees. Additionally, benefits have been reduced each of the past two years for all City employees, including me, due to the continuing economic downturn.

All City employees are paid within a specified salary range established by the City Council for each position. Ranges are established based on factors such as education and experience, complexity of issues facing the position, supervision requirements and independent judgment exercised. For a complete list of positions and salary ranges, go to the [Salary Information page](#).

As for the compensation of other City officials, such as Council Members and Commissioners, that is a much simpler question. All elected and appointed officials in Rolling Hills Estates serve on a volunteer basis, with no financial remuneration save reimbursement for actual expenses incurred while in the performance of official City business.

I consider my employment here to be a public trust. Without personal honesty, and the trust it brings with it, I cannot do my job. All I have in my position as City Manager is dependent on the public, City Council and staff trusting that I will do my job in a highly ethical way. By doing so, I can help to ensure that we here in your service do our utmost to preserve the high quality of life enjoyed in Rolling Hills Estates and the outstanding reputation this City has in the community at large.