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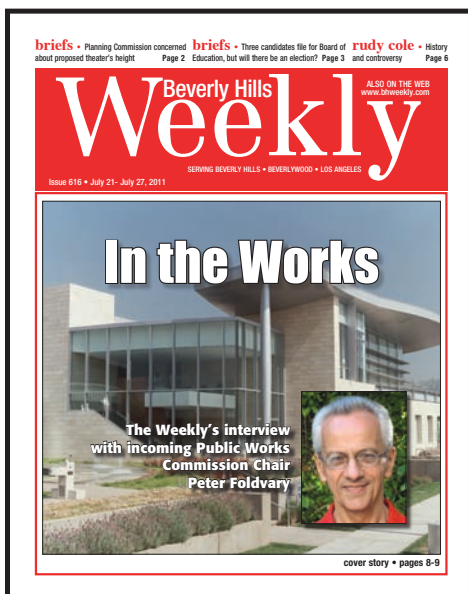
Issue 617 • July 28- August 3, 2011



CITY HALL SALARY SCANDAL CONTINUES

Community reacts to high salaries that are grossly out of sync with the private sector

A Weekly Investigation Pages 6-9



letters & email

Reflecting on a City career

It was a little over a year ago that I retired from service with the City of Beverly Hills. I thought I would take a fond look back at a community that so enriched my life during my nearly 29 years of service there. In so many ways, Beverly Hills epitomizes small-town America, where everyone seems to know each other. Its reputation for excellence grew out of a time when its businesses and residents forged relationships, personal relationships in which they could count on one another. In my day, City Hall also followed that Beverly Hills shop model to some degree, where role of the store owner was as much about a personal commitment to the customers' needs as it was about managing the store's bottom line. I thought of my role with the Planning Department as akin to that shopkeeper, and I felt I belonged to the community and that shepherding its well-being was my duty. Part of that perspective came from working with public servants who weren't employees, but citizens of the community, from Donna Ellman Garber and Max Salter, to Meralee Goldman and Kathy Reims, among many

other exceptional public citizens. What made working for Beverly Hills rewarding to me and many colleagues was just making a difference to something meaningful to us. I think Mark Scott served the community on a much smaller salary than is more commonly seen for city managers today, as exemplified by the likes of the Cities of Bell and Vernon, because I think his motivation wasn't so much a lure of extravagance as it was caring about what he did and about accomplishing what things the community needed. But the Beverly Hills shop model doesn't have the efficiencies of today's corporate model. Today, customer service means talking to a machine or to someone halfway around the globe. The value of work has been eclipsed by the marketplace of "talent" and the relentless drive for profit, and there are days when I ask myself if our society is all that much better served through efficiencies. I suppose the realities of today make me romanticize over a bygone era. But I hope Beverly Hills never loses those qualities that made it special.

Larry Sakurai
Los Angeles

"Planning Commission concerned about proposed movie theater's height" [#616]

In this week's edition of your paper I was shocked to read a news brief about a proposed new theater on Canon Drive:

"It's 68 feet to the top of the roof and 78

feet to the top of rooftop restroom facilities" ... "the landlord was out of town and did not attend the meeting" ... (he probably had to go to a bathroom and doesn't care how far he has to go to find one).

I don't normally have that luxury.

Herb Wallerstein
Beverly Hills

Public Parking Fees

As a former resident of Beverly Hills in the early 1970s I wish to comment on the matter of parking fees at public structures. My wife and I recently parked at a public structure on Bedford Drive at 4:50 p.m. for a doctor's appointment. We then purchased various items, enjoyed Rodeo Drive, and had dinner at one of the many fine restaurants in your lovely city. During dinner we commented on how empty the restaurant was, how quiet the streets were, and how many "for rent" signs we saw on retail stores. When we returned to our car at 7:10 p.m. we paid \$18 for the approximately 3.5 hours we parked. We are fortunate to live quite comfortably, but we are not fools. It will be a cold day in hell before we decide to "spotshire" again in your city. Now we know why things are not going well for business owners, professionals, and others in the City of Beverly Hills.

Ted Goldman
Santa Monica

WHAT'S ON YOUR MIND?

You can write us at:
140 South Beverly Drive #201
Beverly Hills, CA 90212

You can fax us at:
310.887.0789

email us at:
editor@bhweekly.com



SNAPSHOT



Photo: City of Beverly Hills

A SPOONFUL OF SUGAR LOMA VISTA DRIVE

Dick Van Dyke (left), who played Bert in the original *Mary Poppins* movie, visited Catskills West Theatre Arts Camp at Greystone Mansion on July 21. Brittney Moalemzadeh (right) played the title character in the camp's production of *Mary Poppins*.



Issue 617 • July 28 - August 3, 2011
Beverly Hills Weekly Inc.

Founded: October 7, 1999
Published Thursdays

Delivered in Beverly Hills, Beverlywood, Los Angeles

ISSN#1528-851X

www.bhweekly.com

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Unsolicited materials will not be returned.
©2011 Beverly Hills Weekly Inc.

1 year subscriptions are available.
Sent via US Mail
\$75 payable in advance

Adjudicated as a newspaper of general circulation for the County of Los Angeles. Case # BS065841 of the Los Angeles Superior Court, on November 30, 2000.



OUR DATA SPEAKS VOLUMES



briefs

Clark pulls papers, but will there be a Board of Education election?



Woodrow W. Clark II

In order for the BHUSD Board of Education election to take place on Nov. 8, one more candidate needs to file for the election of three open seats.

Woodrow W. Clark II pulled papers from the Los Angeles County Registrar-Recorder/County Clerk's office Tuesday, but he has not filed.

"I'm thinking about it," Clark said.

Incumbent Board of Education Vice President Brian Goldberg, systems developer Damien Bean and motion picture producer and Traffic & Parking Commissioner Andy Licht filed on July 18, the first day of the



Damien Bean



Andy Licht

filing period.

An election is scheduled for Nov. 8, but it could be cancelled if no additional candidates file. If only three candidates have filed by Aug. 12, the final day of filing, community members will have until Aug. 17 to file a petition signed by 10 percent of or 50 voters (whichever is smaller in number) requesting that an election be held.

Clark, who lives on Oakhurst Drive, is the new Chair of the BHUSD Citizen's Oversight Committee and founder of Clark Strategic Partners, a consulting firm devoted to sustainable environments and renewable energy infrastructures. He was on the United Nations Intergovernmental Panel on Climate Change that shared the 2007 Nobel Peace Prize with Al Gore.

Goldberg, first elected by 20 votes in 2007, lives on La Peer Drive and has three children at Horace Mann.

Bean, a systems developer and CPA, lives on Daniels Drive, has served on the BHUSD Finance and Facilities Advisory committees, and has two daughters attending Beverly High and El Rodeo.

Licht, a 1971 graduate of Hawthorne and 1975 graduate of Beverly High, is a USC Graduate School of Cinema instructor that has producing credits for films that include The Cable Guy, License to Drive, and Waterworld. Licht lives on Walden Drive and is a member of the Traffic & Parking Commission. His three children attend Beverly High and El Rodeo, and his daughter Lucy Licht is the incoming student Board member.

The filing period for BHUSD Board of Education candidates to file declarations of candidacy and candidate statements with the Los Angeles County Registrar-Recorder/County Clerk is open until Aug. 12. For filing information, call (562) 462-2748 or visit www.lavote.net.

As of press time, no other candidates had filed.

Brucker discusses subway tunnel with State Architect in Sacramento

Mayor Barry Brucker, Vice Mayor Willie Brien and City Manager Jeff Kolin met with Acting State Architect Howard Smith Wednesday in the Division of the State Architect in Sacramento to discuss the City's concerns about the possibility of the construction of a subway tunnel under Beverly High. They also met with Esteban Almanza, chief deputy director in the Department of General Services, the state's department of business management.

The Division of the State Architect provides design and construction oversight for K-12 schools, community colleges, and other state-owned and leased facilities. The DSA also develops accessibility, structural safety, fire and life safety, and historical building

codes and standards utilized in various public and private buildings throughout the State of California.

Brucker said the state architect identified three main construction challenges posed by a potential tunnel under Beverly High.

"One would be tunneling under an old historic building, No. 2 is tunneling under a newly constructed building and No. 3 is building on top of a tunnel," Brucker said.

"All pose unique and different challenges, which would need to be addressed separately and there could be some long-term restrictions that the school district would certainly need to project way in advance."

Brucker said Smith did not say that modernization at the high school couldn't be done if there was a tunnel underneath, but Brucker said Smith was "very clear to say that this

briefs cont. on page 4

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NOTICE OF PUBLIC HEARING

NOTICE IS HEREBY GIVEN that the Council of the City of Beverly Hills, at its meeting to be held on **Tuesday, August 2, 2011, at 7:00 p.m.**, in the Council Chambers of the City Hall, 455 N. Rexford Drive, Beverly Hills, CA 90210, will hold a public hearing to consider:

RESOLUTION OF THE COUNCIL OF THE CITY OF BEVERLY HILLS ADOPTING THE CITY OF BEVERLY HILLS 2010 URBAN WATER MANAGEMENT PLAN

The California Urban Water Management Plan Act of 1983 requires urban water suppliers develop a water management plan that addresses water demands, supplies, conservation and efficient use of water supplies. The Act also requires Urban Water Management Plans to be updated every 5 years. A draft copy of the proposed 2010 Urban Water Management Plan is available for public inspection at the following locations:

Reference Desk City of Beverly Hills Main Library 444 N. Rexford Drive Beverly Hills, CA 90210	Reference Desk City of West Hollywood West Hollywood Library 715 N. San Vicente Blvd West Hollywood, CA 90069	Dept. of Public Works & Transp. City of Beverly Hills 345 Foothill Drive Beverly Hills, California 90210
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At the public hearing, the City Council will hear and consider all comments. All interested persons are invited to attend and speak on this matter. Written comments may also be submitted and should be addressed to the City Council, c/o City Clerk, 455 N. Rexford Drive, Beverly Hills, CA 90210. The comments should be received prior to the hearing date.

Copies of the proposed 2010 Urban Water Management Plan can also be obtained by calling Daniel E. Cartagena, Senior Management Analyst in the Beverly Hills Department of Public Works and Transportation at 310.285.1189, or by email at dcartagena@beverlyhills.org.

Please remember if you challenge the City Council's decision in court, you may be limited to raising only those issues you or someone else raised at the hearing before the City Council or in written correspondence delivered to the City, either at or prior to the meeting.

If there are any questions regarding this notice, please contact Daniel E. Cartagena at 310.285.1189, or by email at dcartagena@beverlyhills.org.

BYRON POPE, CMC
City Clerk

NOTICE OF COMMISSION VACANCY:

HUMAN RELATIONS COMMISSION – deadline to apply August 19, 2011

The Beverly Hills City Council is seeking qualified residents to fill one vacancy on the Human Relations Commission.

For more information on this Commission position, please visit the City's website at www.beverlyhills.org or call the City Clerk's Office at (310) 285-2400.

BYRON POPE, CMC
City Clerk

briefs cont. from page 3

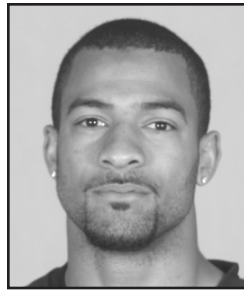
will add many more loops and hurdles to this program.”

Brucker, Brien and Kolin caught a Southwest Airlines flight to Sacramento following a morning meeting with Metro Board member and Los Angeles County Supervisor Zev Yaroslavsky. Brucker had the opportunity to discuss the Metro Westside Subway Extension again with Metro Board Chair and Los Angeles Mayor Antonio Villaraigosa last week at the U.S. Conference of Mayors meeting of about 50 mayors from across the country at the JW Marriott in Los Angeles.

Paysinger Says He's Signed By NFL Team

Spencer Paysinger, a 2006 Beverly High graduate, announced on his Twitter account Tuesday that he had signed with the New York Giants, but the NFL team did not

confirm the signing. It had not announced any signings by the *Beverly Hills Weekly's* deadline.



Spencer Paysinger

Paysinger, a line-backer, was bypassed in the NFL draft following his senior season at Oregon, where he was an honorable mention All-Pacific-10 Conference selection.

“After the draft I was sitting with my agents talking about where I’ll land,” Paysinger wrote on his Twitter account. “The Giants were the top choice, besides the [Jacksonville Jaguars]. Dream come true.”

NFL teams were barred from signing play-

ers during the lockout, which ended Monday when a new collective bargaining agreement received final approval.

The Giants are scheduled to open training camp Friday at the Timex Performance Center in East Rutherford, N.J. Friday and play their exhibition opener Aug. 13 at Carolina.

Paysinger is a son of Norman football coach Donald Paysinger and a nephew of the school’s principal Carter Paysinger.


Wilshire and San Vicente post office may close

The East Gate Station post office branch at Wilshire and San Vicente boulevards is among 3,600 offices and stations nationwide, 100 in the state, and 30 in Los Angeles County that will be reviewed by the U.S. Postal Service for possible closure. On Tuesday, USPS released the list of post offices that have been

recommended for review.

U.S. Postal Service Spokesperson Richard Maher said USPS’s volume has dropped 20 percent in the last three years, and USPS could save up to \$200 million by office closures.

Maher said there will be opportunity for the public to weigh in, but it has not been scheduled since reviews have not started. Maher said the final decision is made at USPS headquarters, which puts together a list of criteria for local districts to perform in their review of designated offices. The review process includes a 60-day public comment period. If the East Gate station were to be reviewed, notice would be posted at the post office with instructions of how to submit comments, and City officials would also be notified.

 **NOTICE OF PUBLIC HEARING**

DATE: August 4, 2011

TIME: 1:30 PM, or as soon thereafter as the matter may be heard

LOCATION: Council Meeting Room 280-A
Beverly Hills City Hall
455 North Rexford Drive
Beverly Hills, CA 90210

The Planning Commission of the City of Beverly Hills, at its **REGULAR** meeting on Thursday, August 4, 2011, will hold a public hearing beginning at **1:30 PM**, or as soon thereafter as the matter may be heard to consider:

Various amendments to the City of Beverly Hills’ Municipal Code to facilitate and streamline application processing related to restaurant uses in the City’s commercial districts, except the C5 district. The amendments affect the following articles: Article 27 (Other Use and Building Restrictions); Article 28.6 (Hotel Regulations); Article 30 (Architectural Commission, Architectural Review, And Procedure); Article 31 (Development Plan Review); Article 33 (In Lieu Parking); and, Article 35 (Open Air Dining). These amendments modify or eliminate certain restaurant-related permit requirements; shift the review authority of some permits from the City Council to the Planning Commission; and, from the Planning Commission and Architectural Commission to the Director of Community Development; and, modifies standards related to off-site parking. Other amendments update outmoded references and seek to improve code administration.

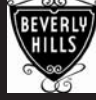
This project has been assessed in accordance with the authority and criteria contained in the California Environmental Quality Act (CEQA), the State CEQA Guidelines, and the environmental regulations of the City. The subject project is exempt from CEQA pursuant to CEQA Guidelines Section 15305 in that the proposed action results in minor alterations in land use limitations that will not result in any changes in land use or density.

Any interested person may attend the meeting and be heard or present written comments to the Commission.

According to Government Code Section 65009, if you challenge the Commission’s action in court, you may be limited to raising only those issues you or someone else raised at the public hearing described in this notice, or in written correspondence delivered to the City, either at or prior to the public hearing.

If there are any questions regarding this notice, please contact **Jonathan Lait, AICP, City Planner** in the Planning Division at 310.285.1118, or by email at jlait@beverlyhills.org. Copies of the applications, plans, and Categorical Exemption are on file in the Community Development Department, and can be reviewed by any interested person at 455 North Rexford Drive, Beverly Hills, CA 90210.

Approved:
Jonathan Lait, AICP, City Planner

 **NOTICE OF PUBLIC HEARING**

NOTICE IS HEREBY GIVEN that the Council of the City of Beverly Hills, at its meeting to be held on **Tuesday, August 2, 2011, at 7:00 p.m.**, in the Council Chambers of the City Hall, 455 N. Rexford Drive, Beverly Hills, CA 90210, will hold a public hearing to consider:

AN ORDINANCE OF THE CITY OF BEVERLY HILLS AMENDING BEVERLY HILLS MUNICIPAL CODE SECTION 10-3-2616 REGARDING DEVELOPMENT STANDARDS FOR WALLS, FENCES AND HEDGES IN THE TROUSDALE ESTATES AREA OF THE CITY.

This Ordinance would establish additional maximum height regulations for fences and hedges on certain slopes between properties in Trousdale Estates. The Ordinance is intended to restore and preserve certain views from substantial disruption by certain new walls and fences, the growth of hedges as defined in the Code, or a combination thereof, while providing for residential privacy, security and maintaining the garden quality of the City.

Trousdale Estates is defined in the zoning code as all property located north of Doheny Road and east of Schuyler road, except that land zoned R-1.X, and that portion of lot A of the Doheny Ranch Tract northwesterly of Tract Numbers 24485 and 24486, commonly referred to as the Greystone Mansion Property.

This project has been assessed in accordance with the California Environmental Quality Act (CEQA), the State CEQA Guidelines, and the environmental regulations of the City, and no significant unmitigated environmental impacts are anticipated; therefore, a negative declaration was prepared. The Planning Commission on June 23, 2011 adopted a resolution recommending that the City Council adopt a negative declaration for the ordinance. A Notice of Intent to Adopt a Negative Declaration was issued on June 11, 2010, and a period for public comment on the environmental documentation ran from June 18, 2010 through July 8, 2010.

At the public hearing, the City Council will hear and consider all comments. All interested persons are invited to attend and speak on this matter. Written comments may also be submitted and should be addressed to the City Council, c/o City Clerk, 455 N. Rexford Drive, Beverly Hills, CA 90210. The comments should be received prior to the hearing date.

Please note that if you challenge the Council’s action in regards to this matter in court, you may be limited to raising only those issues you or someone else raised at the public hearing described in this notice, or in written correspondence delivered to the City, either at or prior to the public hearing.

If there are any questions regarding this notice, please contact Michele McGrath, Senior Planner in the Beverly Hills Community Development Department at 310.285.1135 or by email at mmcgrath@beverlyhills.org. Copies of the staff reports, initial study and Negative Declaration, and associated documents are on file in the Community Development Department and can be reviewed by any interested person at 455 N. Rexford Drive, Beverly Hills, California 90210.

BYRON POPE, CMC
City Clerk

from the hills of beverly



City salaries flap

And some results and people

By Rudy Cole

So, you think local government receives little or no attention? Apparently there is a quick fix: Publish the salaries of all city employees.

Now there is interest, most of it from people genuinely surprised by some pay scales at city hall: and no one called to deplore low salaries.

Congratulations to the *Courier* for obtaining and printing the total list and to the *Weekly* for this week's in-depth analysis. We will probably weigh in with our own comments soon, but understanding where your tax dollars go has to be good.

However, if you are a homeowner and not doing business in the city, you must know that it is really not "your" taxes that pay the bills. The so-called business license and bed "transient" occupancy taxes combined are our most important source of revenue—far exceeding residential property and the sales taxes.

And we do have a major case of taxation

without representation. Visitors who use few city services, except, of course sharing in being in one of the safest communities in the world, contribute tax dollars that help pay for schools, public works, code enforcement and the myriad municipal needs most of us assume will always be among the finest anywhere.

Some reality checks: First, the salary lists are not high because of some sudden or even recent pay raises—they are the result of past council and city manager decisions to try to recruit and keep the most competent staffers possible. Even though there have been freezes on pay increases in recent years, no recent council or city manager made any deep reductions either in staff or salaries.

Will there now be a review of pay and staffing requirements? Most likely, and some changes will be appropriate. What we don't need is either overreaction or reforms simply to respond to renewed interest and surprise at high salaries. There are reasons we have some

of the finest municipal services in the nation, and those do include pay incentives. However, this is an appropriate time to become even more efficient and look at whether we truly need all those top execs. Slowly and carefully should be our mantra.

What is equally troubling is the possible loss of 20 or more of some of the most experienced mid-level police officers because of contract and pension issues. Many of the top cops we have come to respect and know may be on this list. More on this soon.

Print journalism, although it too has embraced the Internet, feels understandably challenged by blogs and electronic news resources that seldom match the depth of reporting the news, and the costs involved.

So, when a local newspaper fussed over the City using an electronic only news reporting source, what happened? The blog doubled in hits.

You can hardly blame our, or any city government, from welcoming any chance, to "tell its story." Better yet, for government, if the information is unfiltered or edited for opinion. If that leads in any manner to controlling the news or playing favorites, it stops being in the public interest. But no single news source, print or electronic, should ever become the "official" venue. We leave that nonsense to totalitarian states.

Actually, one of the most depressing recent phenomena in Beverly Hills politics is the lack of interest in serving, especially on our school board. Despite countless rumors of likely candidates for the November election, so far only three have filed for three seats. Not that the three candidates aren't qualified—one an incumbent and two very new to school leadership, elections give the community an opportunity to air issues and problems and plans for solutions.

Running for school board is easy, possibly too simple. Unlike council contenders, candidates do not need to gather signatures of registered voters to qualify. A quick trip the County Registrar of Voters and signing a declaration of candidacy is about all you need to be on the ballot.

Historians may wonder why we have selected two lawyers to serve on our school board and none on the law making city council. However, we do have two fine physicians on the council.

The city council is far more interesting to watch than we expected. With the departure of the always independent and unpredictable **Nancy Krasne**, city watchers expected a more laid back Tuesday night.

Not exactly what happened. Councilmembers **Lili Bosse** and **John Mirisch** ask tough, often highly contentious questions even though they are not always in agreement. But that's good for open debate and open decision making. Bosse is a hard study, she comes prepared. And Mirisch asks the hard questions.

What is very surprising is the full emer-
rudy cont. on page 10

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coverstory

CITY HALL SALARY SCANDAL CONTINUES

Community reacts to high salaries that are grossly out of sync with the private sector

By Melanie Anderson

A detailed list of approximately 650 out of 977 City of Beverly Hills employees' salaries and benefits released by the City last week revealed that several executive staff members have base salaries of nearly \$200,000 a year or more and almost all managerial staff members made well over \$100,000 each in calendar year 2010.

Only the salaries of full-time employees, part-time City Councilmembers and the part-time City Treasurer were released. Currently, the City has 643 full-time employees, 334 part-time employees and 977 total employees.

The *Weekly* started investigating City of Beverly Hills staff salaries in September 2010 [Issue #573], when it revealed that the salaries of City Manager Jeff Kolin, Assistant City Manager Mahdi Aluzri, and Deputy City managers Cheryl Friedling and David Lightner totaled more than \$1 million. According to 2010 figures, the base salaries of the four positions total \$832,764. With benefits, that figure increases to \$1.1 million.

The release of City salaries and benefits comes just over one year after the *Los Angeles Times* reported the first part of the Bell scandal on July 15, 2010: Bell City Manager Robert Rizzo was making almost \$800,000 a year, Police Chief Randy Adams earned \$457,000 annually, Assistant City Manager Angela Spaccia was paid \$376,288 a year, and part-time City Councilmembers inflated their salaries to nearly \$100,000 a year by serving on other City agencies in addition to the City Council.

Salaries and benefits are projected to cost the City of Beverly Hills over \$116 million in the current fiscal year 2011-2012. That's out of \$365 million projected expenditures from the operating budget, and \$418 million total budget.

"We set our compensation based on council adopted policy for our public safety personnel, that's based on total compensation," said City Manager Jeff Kolin (\$260,038 annual base salary). "We conduct a compensation survey and we benchmark to other comparable cities, and the council policy is we pay 1 percent above the highest in that survey for our public safety personnel."

Kolin said the City's other bargaining units representing non-public safety employees go through a similar surveying process of comparable nearby cities, and compensation is based on the 75th percentile of those comparable agencies. Two associations, the Municipal Employees Association and the supervisors are set at the 62.5 percentile, Kolin said. Each bargaining unit bases compensation on a different group of cities. For example, compensation of the confidential unit is currently calculated based on a survey of salaries and benefits of employees in Santa Monica, Torrance, Newport Beach, Pasadena, Irvine and Costa Mesa, said Confidential Unit President and City Clerk Specialist Melissa Crowder (\$76,635).

"I think that Beverly Hills has put an emphasis on hiring the highest quality, most qualified employees to make sure that the residents and businesses in this community are provided with extremely high quality municipal services," Kolin said. "That includes our police department and public safety, our fire and emergency medical response, as well as our libraries, our parks, and our full array of municipal services."

The Community Services Department, which includes Recreation & Parks, Human Services and the Library, has at least six non-directors making over \$140,000 each. Each City

Council member draws a modest annual salary under \$10,000, but with retirement and health benefits, each member costs the City between \$31,660 and \$38,489 each year. Even interns, who are often unpaid in the private sector because they receive academic credit, cost the City tens of thousands of dollars. Data from the California State Controllers' Office showed that the City had three administrative interns who made over \$10,000 each in 2009.

"It was always such that the paradigm was that [if you] worked in the public sector you had good job security, you had good benefits, [but the] salary wasn't as good as in the private sector," said Councilmember John Mirisch (\$9,429—part-time). "That's no longer true." Mirisch called the release of City staff salaries and benefits an "eye opener."

Figures released in June by the U.S. Bureau of Labor Statistics showed that private sector workers averaged \$28.10 per hour in total compensation and state and local government workers averaged \$40.54 per hour in March. Benefits accounted for 29.3 percent of private sector employees' income, and 34.5 percent of government employees' income. Some people argue that such comparisons are like comparing apples to oranges, because the same types of jobs do not necessarily exist in both the public and private sectors.

"In many cases we don't have comparable jobs in the private sector," Kolin said. "It is difficult to make comparisons to the private sector. We have not surveyed private sector employers to make those comparisons."

The issue of pension sustainability has been on the radar at all levels of government lately. A letter from Kolin included in the fiscal year 2011-2012 budget document stated, "Sustainable pension costs and risk sharing should be considered given the 8 percent miscellaneous employee increase and the 14 percent safety employee increase over the next three years." Currently, City employees do not contribute to their pensions. The City pays both the employer and employee contribution. The pension formula for safety personnel is 3 percent at age 50, and non-safety personnel is 2.5 percent at age 55, based on the employee's single highest year salary.

Kolin outlined the actual and projected pension rates, which increase each year, of applicable salary. In 2010-2011, the actual rate was 37.7 percent for safety and 19.9 percent for other employees. In 2011-2012, the actual rate was 44.5 percent for safety and 23.7 percent for other employees. In 2012-2013 the rates are projected at 46.2 percent for safety and 24.9 percent for other, and in 2013-14 the rates are projected at 51.8 percent for safety and 27.9 percent for other employees.

The City Council passed the fiscal year 2011-2012 budget on June 7. At that meeting, prior to the Council's approval of the budget, City Treasurer Eliot Finkel (\$2,400—part-time) presented the City Treasurer & Citizens' Budget Review Committee's recommendations to the City Council on the fiscal year 2011-2012 budget. Finkel told the City Council, "Pension obligations are the biggest financial threat to Beverly Hills. Even substantially improved revenues would not be sufficient to cover our pension obligations as they are currently structured."

The Budget Review Committee—represented by Finkel, former Mayor Ed Brown, Deputy City Treasurer Abner D. Goldstine, former Chamber of Commerce President Jim Jahant, CVB Vice Chair Offer Nissenbaum, former Planning

Commission Chair Kathy Reims, former Fine Arts Commission Chair Richard S. Rosenzweig, and former City Treasurer Joan Seidel—recommended the salaries and benefits expense category in the budget be broken down to show base salaries, bonus pay, pension obligations to employees and City, vacations, medical including sick pay, and other.

Mirisch acknowledged it would have been helpful to see such a breakdown when studying the budget.

"When we [worked on the] budget, we never looked at individual people's salaries in such detail," Mirisch said. "I'm upset with myself. That being said, this is something that professional staff should have provided the council with because it gives a complete picture. Now that we know it, we need to deal with it."

Goldstine, Seidel, Shamrock Holdings CEO Eugene Krieger, and attorney and California Little Hoover Commission member David A. Schwarz formed a pension task force to "examine the contention that the City's pensions are indeed not sustainable," Finkel said. The task force has met four times, and is scheduled to report to the City Council at the formal meeting on Aug. 2.

Mirisch said he has been working on pension reform for two years as a member of the California League of Cities Employee Relations Policy Committee, and prior to the release of City salaries, he requested a discussion of the City's 9/80 plan, which allows City employees who work 40 hours in nine days to take every other Monday or Friday off, at the Aug. 2 study session. He said he plans to come up with a list of suggestions for tackling the issue of high salaries and benefits, which he would like to discuss at a future study session.

Mirisch said he would also like to limit the cashout of accrued vacation time.

"When you see some of the employees with cashout for accrued vacation time, let me tell you, that's certainly one thing that will be on my list of recommendations, limiting vacation accrual time and not allowing monetary cashouts of them," Mirisch said.

"The point of vacation is to rest and recreate, to reload your batteries. It's not to supplement your salary."

Mayor Barry Brucker (\$9,429—part-time) said the impact of overtime on the budget stood out to him, and he wanted to make sure the City was reimbursed by outside vendors when public safety employees worked on special events like the Golden Globe Awards, or if the fire department goes out to help other municipalities. Most public safety officers earn thousands of dollars in overtime pay each year, including many parking enforcement officers. Most fire personnel members earn tens of thousands of dollars in overtime. In 2010, at least seven non-public safety employees earned more than \$20,000 in overtime pay on top of their salaries: five water system workers (\$64,385 to \$73,923), one communications specialist (\$80,473), and one parking supervisor (\$57,840).

Many management positions are exempt from overtime payment. Instead, they receive an annual allotment of between 80 and 120 hours of paid administrative leave, Kolin said.

"I think we do need to look at how [salaries] compare with other cities and whether the job function certainly fits the salary range, and I'm fairly confident that we'll be analyzing these issues over the next several months to make certain we have a grip on fair pay for fair work," Brucker said.

Eye opening salaries

On the "Jobs" section of the City's Web site, beverlyhills.org/jobs, the City advertises job descriptions, required qualifications, and a salary range for each position. (Director of Human Resources Sandra Olivencia-Curtis said salary ranges may not reflect the current salary and compensation surveys of other cities, which Beverly Hills uses to set compensation.) The salary listed next to each staff member's name is the annual base salary. The mean salaries listed came from the Bureau of Labor Statistics' data for the Los Angeles-Long Beach-Glendale metropolitan area from May 2010 and were calculated with data from employers in all industry sectors.

By department, the *Weekly* has uncovered:

CITY MANAGER'S OFFICE

City Manager Jeff Kolin, \$260,038

Deputy City Manager David Lightner, \$179,428

Advertised starting salary: \$151,932

Prior to Lightner's role as deputy city manager, he was director of economic development, deputy director of planning and community development and a consultant on urban design issues. He has a bachelor's degree in architecture from California Polytechnic State University, San Luis Obispo and a Master of Business Administration degree from Harvard University. Lightner is a member of the Urban Land Institute, the International Downtown Association and the International City Management Association.

Job summary: Responsible for development of the City's capital assets and for the creation of affordable housing through the City Manager's Office

Community Outreach Manager Huma Ahmed, \$109,773

Advertised starting salary: \$91,248 to \$113,376

Mean salary for public relations and fundraising manager: \$115,130

Ahmed was a corporate and public relations representative at aerospace industry manufacturing company Ducommun Technologies, an independent consultant at Peninsula Events and a senior field representative for the U.S. House of Representatives prior to working for the City. Ahmed attended California State Dominguez Hills and the University of Southern California. Ahmed's responsibilities include writing the City newsletter, "In Focus," and photographing City Council meetings.

Job summary: Plans and develops a variety of professional community outreach duties to support the City's public affairs strategies and community relations programs. Assists in the development and implementation of a robust two-way communications program between the City and the various public and private agencies, residents, businesses and citizen groups to position the City successfully with key opinion leaders

Qualifications: Bachelor's degree in journalism, public relations, public affairs, communications or related field preferred. Five to 10 years of professional experience in either a government, corporate, business or agency environment, with breadth of experience across PR, public affairs, marketing, speech writing and communications areas

ADMINISTRATIVE SERVICES DEPARTMENT

The annual base salaries of Director and Chief Financial Officer Scott Miller (\$216,311), Assistant Director of Human Resources Sandra Olivencia-Curtis (\$194,432) and Assistant Director of Finance Noel Marquis (\$185,413) combine to nearly \$600,000.

Assistant Director of Administrative Services, Human Resources Sandra Olivencia-Curtis, \$194,432

Advertised starting salary: \$165,156

Mean salary for human resources manager: \$117,550

Olivencia-Curtis has been director of human resources since 2006 and has worked for the City for 30 years. Prior to her director position, Olivencia-Curtis was personnel manager for about 17 years. She started out working in the City Manager's Office. Olivencia-Curtis holds a dual Master's degree in judicial and public administration from the University of Southern

California. She is married to retired Assistant Chief of Police Robert Curtis, who retired in 2009 and was profiled in Issue #495.

Job summary: Plans, organizes and directs the activities, programs and services of the Human Resources Division, which include recruitment, classification, compensation, benefits administration, employee training and development, employee relations and labor relations; formulates and oversees the implementation of goals, objectives, policies and procedures; supervises staff and administers the division budget

Qualifications: Bachelor's degree in human resources management, public or business administration, or a closely related field. A Master's degree is highly desirable. Five years of human resources management experience, which has included classification and compensation administration, recruitment and selection, employee and labor relations, and related human resources administrative functions

Personnel Manager Anil Comelo, \$138,515

Advertised starting salary: \$95,904 to \$119,160

Mean salary for compensation and benefits manager: \$102,800

Comelo, who has been Personnel Manager since 2007, holds bachelor's and Master's degrees in economics and public administration from California State University, East Bay. Before that, Comelo worked for 10 years as an administrative services officer for Contra Costa County, where he headed the 20-member Administrative Services Division and was in charge of human resources, payroll and accounting

Job summary: Plans, manages, supervises and directs the day-to-day operations of the personnel and payroll divisions including recruitment and selection, classification and salary administration, benefits and payroll administration, labor and employee relations, employee training and/or organizational development, supervises assigned staff, and acts on behalf of the Assistant Director as requested. The Personnel Manager provides staff assistance to the Assistant Director and performs work within a broad framework of general policy. This position requires creativity and resourcefulness to accomplish goals and objectives, as well as the ability to apply concepts, plans and strategies that may deviate from traditional goals and objectives. The incumbent is expected to exercise broad judgment in defining work objectives and determining methods and systems to meet objectives

Qualifications: Five years of benefits, payroll and human resources experience, a bachelor's degree in public administration, business administration or related field (Master's degree is desirable), and three years of administrative, budgetary or other management experience

Real Estate and Property Manager Brenda Lavender, \$122,845

Advertised starting salary: \$92,160 to \$114,504

Mean salary for property, real estate and community association manager: \$68,410

Lavender had at least six years of experience in the private sector prior to working for the City. Beginning in 1998 she was senior project manager of Spieker Properties and she was general manager of Equity Office Properties from 2001 to 2004. Chicago-based Equity Office Properties, then the largest U.S. office-property owner according to the *Los Angeles Times*, bought Menlo Park-based Spieker Properties, then one of the largest landlords in the state, in 2001.

Job summary: Responsible for directing and overseeing the day-to-day operations of the City's property management function

Qualifications: A minimum of five years of property management and real estate experience in public or private sector, including property maintenance coordination, acquisition of real property, and commercial use experience is required. Bachelor's degree, real estate and property management licenses/certifications, economic development knowledge, customer service and administrative experience are desired

Risk Manager Karl Kirkman, \$165,179

Advertised starting salary: \$137,517

Kirkman's salary is in line with the City of Santa Monica's risk manager, who earns between \$110,088 and \$135,912 per year. The City of Calabasas has a Risk Management Analyst that earns \$62,258 to \$77,751 a year and Burbank's Assistant Management Services Director handles risk management and safety and earns \$99,001 to \$109,351. Some cities, like Calabasas, don't even have a risk manager.

Job summary: Under general supervision of the Chief Financial Officer, coordinates and administers the City's risk management program including liability, worker's compensation, and safety management

Qualifications: Bachelor's degree in public administration, business administration or related field and five years of responsible technical experience in risk management programs including the processing of liability insurance, worker's compensation claims, and development of safety programs

Senior Management Analyst Daniel Cartagena, \$122,456

Advertised starting salary: \$69,744 to \$86,664

Mean salary for management analyst: \$89,750

Cartagena has been a senior management analyst since 2009, but he has worked for the City for almost 10 years, first as a project manager, and he became assistant to the city manager in 2006. Prior to his work for the City of Beverly Hills, he was a council deputy for the City of Los Angeles from 1993 to 2001. From 2008 to 2009 he served on the City of Long Beach's Citizen Complaint Police Commission, which receives, administers and investigates allegations of misconduct by Long Beach Police Officers. He attended California State University, Long Beach.

Job summary: Performs analytical, administrative and/or supervisory duties and responsibilities in various administrative staff functions including budget/financial analysis, program/project management, legislative analysis and development, policies and procedure development, organizational analysis and asset and contract administration. Conducts research, studies and surveys, analyzes data and makes recommendations

Qualifications: Bachelor's degree in public or business administration, economics or a closely related field. A Master's degree in public or business administration, or economics is highly desirable. Four years of increasingly responsible analytical or administrative experience

COMMUNITY DEVELOPMENT DEPARTMENT

Director of Community Development Susan Healy Keene, \$211,935

The salaries of the director and assistant director total almost \$375,000, and total compensation exceeds \$485,000. Two principal planners make \$107,868 and \$119,266 annually, three senior planners make \$96,905 to \$101,920, and four associate planners make between \$73,490 and \$88,995 each.

Supervising Plan Review Engineer Erik Keshishian, \$121,129

Advertised starting salary: \$88,572 to \$100,028

Mean salary for civil engineer: \$90,770

Keshishian became a supervising plan review engineer in 2005 after working 17 years as a senior plan check engineer.

Job summary: Supervises and directs the Plan Review Division to assure that plan review services are thorough, effective, and timely; interprets the technical codes, the zoning code, and related ordinances and regulations; represents the department in the community, before various boards and commissions, and at various professional meetings

Qualifications: Bachelor's degree in civil or structural engineering or a related field, three years of experience comparable to that gained as a senior plan review engineer for the City of Beverly Hills. Registration as a civil or structural engineer in the State of California

COMMUNITY SERVICES DEPARTMENT

Director of Community Services Steve Zoet, \$181,380

The Community Services Department has at least eight

employees with base salaries over \$140,000 each.

Community Services Administrator Gisele Grable, \$143,298

Advised starting salary: \$91,249 to \$113,380

Grable worked with former City Manager Mark Scott, who is now city manager of Fresno. She coordinates Team Beverly Hills and the operation of the budget and accounting office, the registration office and film and event permits office. She has accumulated \$28,395 in leave cashout (administrative leave, unused vacation pay and sick time).

Job summary: Reports to the Director of Community Services (Steve Zoet—\$181,380) and is responsible for managing the Administrative Support Division, which includes oversight of the operation of the Community Services Department, Budget and Accounting Office, the Department, Registration Office, management of the City, Film and Event Permits Office, as well as coordination of Team Beverly Hills. Provides management support for the Director of Community Services and the department's four divisions, Recreation & Parks, Library, Human Services and Administrative Support

Qualifications: Bachelor's degree in public administration, management, public or parks administration or related field (Master's degree highly desirable). Four years experience managing similar administrative functions including three years of supervisory experience.

Human Services Division:

Human Services Administrator James Latta, \$147,935

Advised starting salary: \$93,084 to \$115,644

Latta, a licensed clinical social worker, works with the City's Human Relations Commission as staff liaison. The mission of the human services division is to provide a safety net for the City's community members most in need, through elderly assistance and education, diversity awareness and education, regional social responsibility, and other resources.

Job summary: Performs a wide variety of executive work to plan, organize and develop human services programs and events. Promotes community awareness of programs and services including managing all activities and operations. Establishes division goals, policies and procedures, and develops and manages the division contract processes. Prepares, manages and monitors the division budget

Qualifications: Bachelor's degree in public administration, psychology, sociology or a closely related field. A Master's degree in public or business administration, psychology, sociology or a closely related field is highly desirable. Five years of increasingly responsible professional administrative experience in public administration, human services or social services programs

Human Services Outreach Manager Julie Kahn, \$129,297

Advised starting salary: \$83,449 to \$103,667

Mean salary for social and community services manager: \$71,270

Kahn is a former Planning Commissioner, who holds a Master's degree in social work, and was encouraged to apply for the City job by a sitting City Councilmember at the time. She works with the Human Relations Commission as a staff liaison.

Job summary: Performs a variety of complex functions related to human services programs and community outreach including: assisting Administrator in the management of the Division's grant funding, social service program development and in-house projects; designing, developing, planning, implementing and overseeing various marketing materials, programs and activities; collecting, analyzing and presenting statistical data; drafting requests for proposals and evaluating vendors

Qualifications: Bachelor's degree is required in Social Services, Public Administration or related field (Master's preferred). Three years of experience in the field of Social Services, including mental health, housing programs, etc. is desirable

Library:

Library Services Manager

K. Buth, \$149,144

Marilyn Taniguchi, \$126,990

Advised starting salary: \$80,976 to \$100,608

Taniguchi has worked for the City of Beverly Hills since 1999, and oversees the adult and reference services, the children's services, and the literacy and outreach services departments. She holds a Master's degree in Library and Information Science from UCLA.

Job summary: Plans, organizes and manages programs and functions of a major division of the Library in either Public Services or Support Services. Develops, recommends, and manages the implementation of goals, objectives, policies, procedures and standards for professional library services. Supervises and evaluates the work of management, professional, technical and clerical staff

Qualifications: Master's degree in Library Science or Information Science from an American Library Association (ALA) accredited college or university. Five years of increasingly responsible professional experience as a librarian, which has included at least three years of supervisory experience

Recreation and Parks:

Recreation Services Manager

Teri Angel, \$141,132

Brad Meyerowitz, \$140,297

Advised starting salary: \$76,284 to \$94,788

Angel and Meyerowitz work at Roxbury Park. Angel is in charge of the preschool, but is neither an educator nor holds an administrative credential. The Weekly highlighted deficiencies in the City's preschool program in Issues #380 and #486. Meyerowitz is in charge of various park programs.

Job summary: Under general direction of the Assistant Director of Community Services/Recreation & Parks (Nancy Hunt-Coffey—\$165,358), plans, directs, implements and manages a wide variety of Citywide programs and services offered to the community through the Recreation Division

Qualifications: Bachelor's degree in recreation, leisure service, public administration or related field preferred. Four or more years of experience supervising recreational programs and staff with increasing responsibility

Parks and Urban Forest Manager Ken Pfalzgraf, \$145,805

Advised starting salary: \$79,968 to \$99,348

Job summary: Plans, directs, and supervises the maintenance, landscaping and development operations of City parks, public landscaped areas, park facilities and construction activities. Supervises the care, preservation and sustainability of the City's urban forest, the collection of trees growing within the City

Qualifications: Minimum of 30 units of college education or equivalent units supplemented by specialized training in management, park maintenance, public administration or related field (prefer bachelor's degree in park administration, landscape architecture or forestry). Minimum five years experience in parks and urban forestry management (including the development and maintenance of parks and trees), construction, municipal forestry, or any equivalent combination of education and experience. Minimum of four years in a supervisory capacity. Maintain an International Society of Arboriculture (ISA) Certified Arborist credential. Possession of a California Department of Food and Agriculture Advisor's License desirable. Maintain a valid California Class C driver's license. Maintain valid First Aid and CPR certifications

INFORMATION TECHNOLOGY DEPARTMENT

Chief Information Officer David Schirmer, \$183,596

Assistant Chief Information Officer Mark Hobson, \$161,010

Advised starting salary (Chief Information Officer): \$162,222

Hobson worked for the City as a senior project manager and information technology technical officer prior to becoming

assistant chief information officer. Before working for the City of Beverly Hills, Hobson was a supervisor operations analyst at Carter Hawley Hale and a programmer analyst for Camp, Dresser and McKee. Hobson attended Bentley University, Northeastern University and Western New England College.

Job summary: (Chief Information Officer): Leads the City's Information Technology Department to be recognized among municipalities as a premier provider of technology infrastructure, services and support used to facilitate the advancement and the well-being of the residents, businesses, and visitors of Beverly Hills, and the global community through the creation and dissemination of knowledge.

Qualifications: Bachelor's degree in information management, computer science, business administration, public administration or a closely related field. Master's degree in information management, computer science, business administration, public administration or a closely related field, is highly desirable. Eight years of increasingly responsible professional experience in leading-edge information technology environment. Experience must include at least five years of senior management responsibility for information technology services

PUBLIC WORKS DEPARTMENT

Director of Public Works David Gustavson, \$210,941

Parking Enforcement Division:

Director of Parking Operations Chad Lynn, \$161,820

Advised starting salary (Parking Services Manager): \$137,280

Lynn is a certified administrator of public parking (CAPP) with 18 years of parking operations experience. He returned to the City of Beverly Hills after four years in the City of San Rafael as Parking Services Manager, which has an \$88,088 to \$104,628 salary range. Prior to taking the job in San Rafael, Lynn was Senior Parking Coordinator for the City of Beverly Hills for more than three years and worked in operations for M&M Parking Services for five years. He attended Woodbury University and Pennsylvania State University.

Job summary (Parking Services Manager): Supervises all City-owned on and off street parking facilities and metered lots

Qualifications: Bachelor's degree in Business Administration preferred with minimum three years of parking operations experience

Transportation Division:

Deputy Director of Transportation Aaron Kunz, \$163,067

Advised starting salary: \$123,252 to \$163,008

Kunz has worked for the City of Beverly Hills since 1994, and holds a Master's in Public Administration from the University of Southern California and a Bachelor's degree in political science from University of California, Santa Barbara.

Job summary: Under direction of the Director of Public Works & Transportation, serves to oversee, coordinate, and administer municipal programs related to traffic engineering and planning, transit services, employee ride programs, permit parking, coordinating regional transportation programs with various jurisdictions, regulation of taxicab operations, and Public Works & Transportation customer service. Manages staff and performs a variety of professional and administrative functions related to the management of the Transportation Division, including long and short range planning and budget development

Qualifications: Bachelor's degree in Transportation Planning, Traffic or Civil Engineering, Public Administration or a related field. A Master's degree in Transportation Planning, Traffic or Civil Engineering, Public or Business Administration or a related field is highly desirable. Five years of increasingly responsible experience in transportation planning and management including two years as a supervisor

How much does the City Council cost the City?

Beverly Hills City Councilmembers' \$9,429 annual salary may not sound like much, considering the number of hours councilmembers put into their service. But when health and retirement benefits are factored in, the City ends up paying between \$31,660 and \$38,489 per year for each councilmember.

The health benefits of each councilmember cost the City

How do City salaries compare with those of BHUSD faculty?

Superintendent Gary Woods' \$249,000 annual salary does not lag far behind City Manager Jeff Kolin's \$260,038 salary, but the salaries of most City managerial staff members exceed those of even the highest paid BHUSD teachers, whose salaries for a 10-month year range from \$45,631 to \$85,530 depending on education and experience.

The minimum starting base salaries for street sweeper operators (\$44,856), parking enforcement officers (\$45,732), librarians (\$46,668), executive assistants (\$47,064), and contract administrative assistants (\$47,136) are comparable to the minimum starting salary for BHUSD teachers (\$45,631).

All five BHUSD principals make slightly more than \$100,000 each year, but their salaries don't come close to the salaries of many City department heads, such as Director of Parking Operations Chad Lynn (\$161,820), Director of Public Works Dave Gustavson (\$210,941), Director of Community Development Susan Healy Keene (\$211,935), and Director of Administrative Services/CFO Scott Miller (\$216,311).

Three of the K-8 principals are paid 11 months out of the year, and Beverly High Principal Carter Paysinger is paid all 12 months. Interim Beverly Vista Principal Irene Stern is paid \$650 a day for about 200 days, Assistant Superintendent of Business Services Alex Cherniss said, so her annual salary is approximately \$130,000.

Beverly Vista Principal Irene Stern's salary and **El Rodeo Principal** David Hoffman and **Hawthorne Principal** Toni Staser's annual salary, \$123,167, are comparable to salaries of the following City staff positions:

Library Services Manager Marilyn Taniguchi: \$126,990

Real Estate and Property Manager Brenda Lavender: \$122,845

Director of Emergency Management Pamela Mottice: \$122,592

Senior Management Analyst Daniel Cartagena: \$122,456

Supervisor Plan Review Engineer Erik Keshishian: \$121,129

Beverly High Principal Carter Paysinger's annual salary, \$117,564, is comparable to salaries of the following City staff positions:

Multimedia Services Manager M. Geddes: \$116,036

Senior Management Analyst J. McClinton: \$116,036

Horace Mann Principal Steve Kessler's annual salary, \$108,317, is comparable to salaries of the following City staff positions:

Community Outreach Manager Huma Ahmed: \$109,773

Accounting Manager Sharon Rahban: \$109,659

Associate Project Manager D. Kahikina: \$108,259

Principal Planner R. Balderas: \$107,868

Senior Plan Review Engineer A. Motamen: \$107,616

Civil Engineers T. Malabanan, \$107,616 and V. Chee, \$107,421

Safety Officer L. Hall: \$106,817

Traffic Engineer B. Vaziri: \$106,594

between \$20,508 and \$27,338 in 2010. Health benefits of many City employees total well over \$15,000 each year, but some employees' coverage totals in the low thousands, and some opt out altogether. Kolin said the difference in benefits depends on the health care plan selected by the employee, and whether the employee is receiving individual or family coverage.

"We have offered what's called a cafeteria plan to our nonpublic safety employees and hope to offer it to our public safety employees as well in the future," Kolin said. "This gives employees choices as to the level of health care coverage they need, and a financial incentive that saves the City money to select a lower cost option. That's one of the significant differences you will see."

A packet describing benefits is available on the "Jobs" section of beverlyhills.org. According to the packet describing benefits for management and professional unit employees, the cafeteria plan offers the opportunity to purchase medical, dental and optical insurance. Employees are eligible to receive cash if they opt out of receiving one, two or all three benefits.

Medical insurance is provided by CalPERS, and employees can choose from three PPO plans administered by Blue Cross, or three HMO plans administered by Kaiser Permanente, Blue Shield or Blue Shield NetValue.

How do other Los Angeles County cities compensate City Councilmembers?

CITY	ANNUAL SALARY	HEALTH BENEFITS
Beverly Hills	\$9,429	\$20,508 to \$27,338
Calabasas	\$6,792	None
West Hollywood	\$4,799 to \$9,900	\$0 to \$13,254
Santa Monica	\$12,744	\$0 to \$18,318
Burbank	\$12,899	\$1,322 to \$13,002

Source: California State Controller's Office, 2009; lgcr.sco.ca.gov

City has significantly more employees than cities of comparable population

The City of Beverly Hills currently has 977 employees, including part-time workers. That number is significantly higher than the number of employees in other Los Angeles County cities with a similar population to Beverly Hills, which currently has 34,109 residents.

"Population is only one factor to consider to understand the public service and municipal service demands based in Beverly Hills," Kolin said. "Our daytime population during a work week is not 35,000 in this community. It's closer to 250,000 in number. Our community expects us to be staffed and provide services to meet the needs of that weekday as well as year-round population."

Kolin pointed out that other cities are not full-service cities. For example, Lawndale, Rancho Palos Verdes, San Dimas, Temple City, Walnut and West Hollywood do not have their own fire or police departments.

	Population	# of employees
Beverly Hills	34,109	977
Claremont	37,780	268
Culver City	40,657	830
La Verne	33,981	339
Lawndale	33,593	133
Manhattan Beach	36,718	466
Monrovia	39,531	434
Rancho Palos Verdes	42,800	116
San Dimas	36,878	182
San Gabriel	42,829	349
Temple City	35,747	82
Walnut	32,486	163
West Hollywood	37,580	266

Source: California State Controller's Office, 2009; lgcr.sco.ca.gov

How do Beverly Hills base salaries compare to other nearby cities?

	Beverly Hills Population: 34,109 Total employees: 977	Calabasas Population: 23,735 Total employees: 118	West Hollywood Population: 37,580 Total employees: 266	Santa Monica Population: 92,494 Total employees: 2,746	Burbank Population: 108,082 Total employees: 1,651
City Manager	\$260,038	\$205,560	\$157,620 to \$272,475	\$278,676	\$181,751 to \$220,828
City Clerk	\$147,962	\$79,841 to \$99,711	\$115,130 to \$147,291	\$122,496 to \$151,236 (Director of Records & Election Services)	\$125,999
Director of Public Works	\$210,941	\$126,186 to \$157,589	\$148,274 to \$174,089	\$126,186 to \$157,589	\$141,787 to \$172,272
Director of Community Development	\$211,935	\$139,387 to \$174,076	\$148,274 to \$174,089 (Deputy City Manager/Director of Community Development)	\$114,744 to \$141,660 (Planning Manager)	\$153,540 to \$186,552
Director of Community Services	\$181,380	\$118,873 to \$148,455	\$115,130 to \$147,112 (Recreation Services Manager)	\$143,640 to \$177,336 (Director of Community & Cultural Services)	\$134,706 to \$163,667 (Park, Recreation & Community Services Director)
Director of Human Resources	\$194,432 (Assistant Director of Administrative Services)	\$51,023 to \$63,721 (Human Resources Specialist)	\$115,130 to \$147,112 (Human Resources Manager)	\$105,252 to \$129,936 (Human Resources Manager)	\$102,858 to \$124,972 (Assistant Management Services Director—Labor & HR)

Source: California State Controller's Office, 2009; lgcr.sco.ca.gov

rudy cont. from page 5

gence of Dr. **Julian Gold** as an involved, fearless and forceful new member. Nothing in his too laid back campaign gave any prediction of how quickly he would become a strong voice on the council.

Mayor Brucker, as we said many times before, always becomes more of a consensus builder as mayor, or when he was president of the school board, then as simply a member of the team. He is fair and open when he presides at meetings, courteous to colleagues and respectful of citizens who appear at meetings. He really is a good mayor.

But what can you say of Dr. **Willie Brien**? He is really the role model of the kind of citizen we hope will serve in government, but seldom does. Totally honest, completely dedicated to fair process, unafraid of standing up for principles—whether or not they are popular.

Actually, not a bad council. May even turn out to be one of our best in years. Now, we need to watch carefully how balanced and professional their response to the pay and contract debates.

No, not a misprint, but the Beverly Hilton will have a "Dive In" movie series in the next two months by their Olympic size pool. Wednesday movies will be family oriented musicals and Thursday, "feel good" cult classics.

Dining and cocktails in the pool area—including the world famous Trader Vic's offerings begin at 7 p.m. with films shown at dusk, probably close to 8:30. There is also a pre-

event cocktail hour for early imbibers.

Better news: The civic conscious Beverly Hilton will donate a portion of revenues to the Beverly Hills Education Foundation. So, a Mai Tai and dollars for teachers, and "Grease." For more information and names of films, call 310.274.7777.

We lost another of our best last week with the passing of **Leonard Wasserstein**. It would be impossible to list all of his many contributions to civic life, but one of the most important was his dedication to and support of our public schools.

As president and Chamber activist, Leonard made sure the Chamber had a special committee on education. Now, Chambers generally focus on business development and representation, but Wasserstein understood too well how important maintaining quality education was to our perception of offering the best in every aspect of city life and service.

He created the then-vital Chamber Education sub-committee to support our schools, and provide leadership for bond and parcel tax elections. Since his departure from Chamber leadership, the committee too vanished.

Inscrutable and often intolerant of fools, Leonard was also a most gentle and caring father and husband who grieved long over the loss of **Annabelle**, his wife and life partner. Yes, he was tough, but always with that slight twinkle in the eye when he pronounced his liberal, Democratic opinions.

Leonard was a major leader in Rotary, in the local club and the district. He brought the club into Beverly Hills real life, broadened mem-

bership and made sure it focused on critical city needs—and that was not always true.

Our schools, our community and governance is better because Leonard made Beverly Hills his home and his life work.

At his Sunday services, good to see old friends such as former school super **Sol Levine** and top city information chief, the happily retired **Fred Cunningham**, and many other former city and school leaders.

I have a hard enough time understanding our little village without venturing into more troubled waters, but I recently read some very anti-Israel comments from people who I thought would be more supportive of the tiny enclave of democracy in the middle east.

But there too is the story, and one critics of Israel seem never to mention. Inside Israel, and the world Jewish community, there is support for peace now and a Palestinian state. Now this question: Is there anywhere in any Arab nation a Peace with Israel committee? Name one, please.

Equally and historically puzzling is the use of the name Palestinian. Up to the Six Day war, the Arab nations and residents of what was then an area controlled by Jordan and other Arab nations, there was every opportunity to create an independent nation. Never happened. As for "Palestinian," derived from "Palestine" that has been the historical name for the Jewish homeland even before Israel became a nation. In fact, many people assumed Palestine and not Israel would be the name of the new country.

Someday, the Arab people living in areas

surrounding Israel could have their own country, but that might come sooner if we didn't see "Palestinian" kids holding up signs that read "Death to Israel."

LOCAL HERO: What realtor **Marty Geimer** is to Good Shepherd, CPA and tax guru. **Bernard Melamed** is to **Beth Jacob Congregation**, the ultimate volunteer.

Melamed has been a member of Beth Jacob since 1946 when it was in the West Adams area. In his quiet, laid back way, not easy in volatile institutions such as ours, he served first as president of the Men's Club and two years as president of the Congregation, starting in the 1970s. He met his wife Marcia at Beth Jacob and has continued his leadership, volunteer involvement in the work of the congregation for all these years.

But what sets Melamed apart is his selfless ability to do what's needed without even expecting recognition or thanks, which he richly deserves.

He also volunteers his talented accounting services to the annual Chabad telethon, and has since it first began.

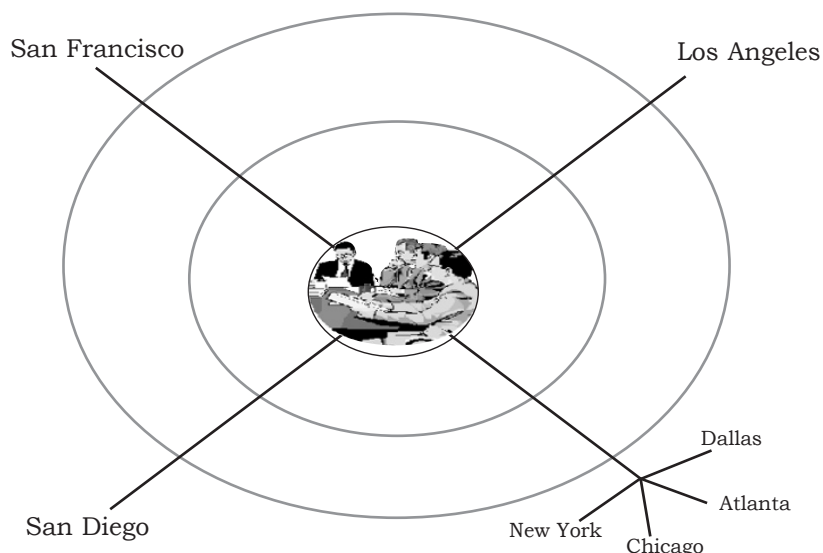
For setting the high bar for volunteerism not only for his congregation but for his profession and our community, Bernie Melamed is this week's Local Hero.

Rudy Cole served for eight years as a member and chair of the city's Recreation & Parks Commission. He was also President of the Greystone Foundation and served on three other city committees. Rudy can be reached at: Rudy@bhweekly.com.

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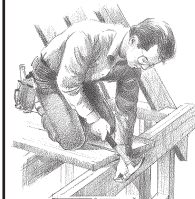
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