

CITY OF EL SEGUNDO - Full-Time Employee Earnings in Calendar Year 2009 - Name Sort

(See the important notes at the end explaining the meaning of each column.)

Employee	Position	Regular Earnings	Special Comp.	Overtime	Leave Payout	Total Earnings
Alkire, Laurence	Principal Planner	118,604	0	0	0	118,604
Allee, Ryan	Fire Paramedic	79,480	24,810	37,074	5,198	146,562
Amezcuca, Jaime	Revenue Inspector	72,814	728	0	0	73,542
Amorino, Christopher	Police Officer	74,392	34,187	13,386	6,241	128,206
Appleton, Tammy	Crime Scene Investigator II	70,267	943	426	3,762	75,398
Archambault, Michael	Fire Engineer	90,627	34,416	27,661	7,296	160,000
Atkinson, Eric	Police Officer	71,094	1,511	9,849	4,334	86,788
Auten, Donald	Wastewater Maint. Worker II	52,148	960	8,409	1,378	62,895
Barahona, Pedro	Equipment Mechanic I	62,717	0	0	0	62,717
Beardmore, Brent	Police Officer	74,072	22,484	3,813	5,837	106,206
Becerra, Marco	Park Maint. Worker II	51,532	600	3,395	0	55,527
Beck, William	Street Maint. Worker II	46,526	0	2,596	747	49,869
Bermudez, Jaime	Police Lieutenant	112,139	30,743	2,991	13,310	159,183
Bibee, John	Battalion Chief	167,269	360	35,468	47,233	250,330
Black, Scott	Police Service Officer	53,531	1,608	6,123	2,598	63,860
Blumenthal, Michelle	Dispatcher II	61,726	3,586	10,368	3,295	78,975
Bobbett, Jesse	Recreation Supervisor	56,360	0	1,698	0	58,058
Bola, Arianne	Associate Engineer	86,566	0	0	0	86,566
Bonfield, Shawn	Fire Captain	95,066	27,163	11,193	6,060	139,482
Booras, Gregory	Equipment Mechanic	57,980	0	6,640	1,416	66,036
Brighton, Debra	Director of Library Services	146,882	0	0	15,048	161,930
Bruto, Lisa	Fire Prevention Specialist	74,635	4,658	3,326	0	82,619
Buckner, Earthell	Custodian	42,295	846	1,773	1,061	45,975
Budge, Nicolas	Police Officer	48,438	12,206	5,340	5,196	71,180
Busick, Gilbert	Wastewater Supervisor	85,884	3,759	2,189	0	91,832
Butler, Artie	Police Officer	74,512	30,539	31,106	9,453	145,610
Cameron, Christian	Police Officer	74,705	28,032	38,069	5,834	146,640
Cameron, Joseph	Police Officer	25,525			655	26,180
Campbell, Ronald	Wastewater Leadworker	64,357	4,462	14,046	3,333	86,198
Carpenter, Gregory	Director Planning/Bldg. Safety	160,635	0	0	0	160,635
Carpenter, Kevin	Firefighter	64,279	1,974	39,295	3,309	108,857
Carr, Dina	Fire Paramedic	59,752	18,722	30,922	3,134	112,530
Carson, Charles	Firefighter	78,426	46,200	20,553	15,985	161,164
Carter, Kimberlee	Senior Library Assistant	59,888	1,120	0	0	61,008

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Employee	Position	Regular Earnings	Special Comp.	Overtime	Leave Payout	Total Earnings
Carver, James	Fire Marshal	111,056	300	42,933	4,224	158,513
Casillas, Joseph	Park Maintenance Supervisor	80,871	0	2,652	1,717	85,240
Castro, Lisa	Dispatcher II	59,931	1,752	8,829	3,111	73,623
Cerritos, Maria	Accounting Technician	57,647	428	130	0	58,205
Cetl, Robert	Computer Graphics Designer	74,635	989	226	0	75,850
Cheng, Ken	Police Officer	74,542	32,347	17,013	6,090	129,992
Christensen, Kimberly	Planning Manager	134,422	0	0	11,216	145,638
Corkins, Aaron	Police Sergeant	77,013	29,023	15,935	6,460	128,431
Cotton, Kervick	Custodian	26,752	1,227	0	0	27,979
Craft, Carol	Senior Library Assistant	62,787	2,225	0	2,643	67,655
Crowe, William	Assistant City Manager	179,852	0	0	7,831	187,683
Crowson, Curt	Fire Paramedic	78,451	25,210	27,586	7,680	138,927
Cullen, Deborah	Director of Finance	160,635	0	0	0	160,635
Cummings, David	Police Chief	225,627	480	0	199,668	425,775
Cummings, Robert	Director, Rec./Parks	153,122	0	0	0	153,122
Cunningham, Ellen	Senior Librarian	89,634	0	0	0	89,634
Danowitz, Ryan	Police Officer	71,581	1,390	15,452	4,334	92,757
Darringer, Jeffrey	Police Officer	25,037			594	25,631
Davis, Gail	Police Assistant II	48,137	5,149	9,372	5,095	67,753
Day, Jackie	Administrative Specialist	37,022	808	0	0	37,830
De Cicco, Laurie	Police Assistant II	49,192	1,015	4,788	2,523	57,518
Del Castillo, Antonio	Fire Paramedic	79,811	30,182	32,763	5,386	148,142
DeLa Rambelje, Tony	Police Officer	99,799	41,759	22,269	18,387	182,214
Delmendo, Glenn	Police Officer	76,992	35,391	28,757	8,321	149,461
Dennis, Donald	Fire Paramedic	80,953	33,459	26,662	5,892	146,966
Diaz, Fernando	Wastewater Maint. Worker II	58,496	1,710	11,958	2,452	74,616
Dijkstra, Martha	Human Resources Manager	120,904	0	0	0	120,904
Domann, L. Cathy	Deputy City Clerk	87,980	0	0	3,594	91,574
Doukakis, Scott	Police Sergeant	93,337	41,432	29,520	12,282	176,571
Early, Mark	Battalion Chief	167,269	8,011	32,790	13,848	221,918
Elizarraraz, David	Wastewater Maint. Worker II	58,746	3,452	8,297	1,553	72,048
Emerson, Mitchell	Fire Engineer	90,613	17,263	13,246	5,351	126,473
Engler, Daniel	Fire Engineer	76,270	5,724	13,776	4,024	99,794
Escobar, Kristi	Community Cable Prog. Spec.	27,822	240	373	0	28,435
Evanski, Brian	Police Lieutenant	165,277	19,740	3,532	22,840	211,389

CITY OF EL SEGUNDO - Full-Time Employee Earnings in Calendar Year 2009 - Name Sort

Employee	Position	Regular Earnings	Special Comp.	Overtime	Leave Payout	Total Earnings
Fair, LaTonya	Accounting Technician	19,564	0	0	0	19,564
Fajardo, Ronald	General Svcs. Manager	115,212	0	0	0	115,212
Fenwick, Richard	Police Officer	73,934	15,252	3,275	5,120	97,581
Fiorini, Alison	Recreation Supervisor	74,101	0	3,366	3,515	80,982
Flanders, Darcie	Recreation Coordinator	51,459	0	1,917	0	53,376
Flickinger, Robert	Firefighter	78,582	32,301	78,197	5,478	194,558
Flowers, Kelly	Police Service Officer	55,944	3,326	5,432	2,962	67,664
Fowler, Rex	Police Sergeant	96,510	33,619	17,206	17,827	165,162
Frank, Robert	Water Maint. Worker II	42,494	0	4,422	0	46,916
Furman, Theresa	Dispatcher II	52,064	2,433	9,721	2,780	66,998
Gabig, Ashling	Crime Scene Investigator I	56,717	3,075	773	3,061	63,626
Ganibi, Gary	Senior Admin. Analyst	91,496	4,137	0	0	95,633
Garcia, Angelina	Fiscal Services Manager	124,651	2,963	0	0	127,614
Garcia, Daniel	Assistant City Engineer	132,871	0	0	13,872	146,743
Garcia, Raymond	Police Lieutenant	162,424	19,335	2,775	21,488	206,022
Garinger, James	Building Inspector II	68,835	0	7,202	0	76,037
Georgious, O. Stella	Senior Accountant	85,885	0	6,930	0	92,815
Gerny, Geoffrey	Firefighter	72,713	4,887	48,745	3,947	130,292
Gilbert, Ryan	Firefighter	68,433	2,773	46,647	3,666	121,519
Gill, Michael	Police Sergeant	93,385	30,264	21,695	11,266	156,610
Gomez, Lennis	Accounts Specialist II	39,464	0	0	0	39,464
Goodreau, Patrick	Police Officer	77,402	26,893	7,091	9,025	120,411
Gray, David	Technical Services Analyst	106,327	4,704	412	5,200	116,643
Gray, Elizabeth	Police Sergeant	93,209	41,185	3,954	32,782	171,130
Gray, Thomas	Construction Coordinator	78,415	0	1,329	0	79,744
Griffin, Ronald	Equipment Mechanic II	62,514	2,132	8,229	4,778	77,653
Gritzmacher, John	Fire Captain	108,719	42,681	15,929	7,332	174,661
Guerrero, Ariel	Network Assistant	54,269	0	139	0	54,408
Guyer, Richard	Fire Captain	104,947	38,725	31,964	26,739	202,375
Harada-Au, Patricia	Property Owner Coordinator	79,020	3,412	0	0	82,432
Haro, Santos	Tree Maintenance Worker	56,194	3,330	2,810	0	62,334
Harrison, Mark	Fire Captain	104,517	52,899	42,157	20,572	220,145
Hatcher, William	Fire Prevention Specialist	74,635	6,151	10,424	14,550	105,760
Haywood, Franklin	Construction Coordinator	42,248	0	0	0	42,248
Hendrix, David	Park Maint. Worker II	51,533	1,546	0	0	53,079

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Herbert, Mark	Senior Librarian	93,429	0	0	3,634	97,063
Hernandez, Anthony	Wastewater Maint. Worker I	42,203	0	2,468	0	44,671
Hernandez, Minerva	Office Specialist II - H.R.	63,897	685	0	0	64,582
Hernandez, Salvador	Facilities Systems Mechanic	74,039	710	9,901	0	84,650
Heronema, Kevin	Fire Paramedic	86,495	30,182	45,380	6,284	168,341
Hogate, J. Richard	Purchasing Agent	95,474	2,451	0	0	97,925
Holt, Clayton	Fire Paramedic	78,672	15,506	18,539	3,854	116,571
Howard, Dean	Police Sergeant	85,644	46,138	13,537	10,945	156,264
Humphrey, Jeffrey	Police Officer	67,884	18,483	19,045	5,834	111,246
Hyland, Robert	Director of Human Resources	157,068	0	0	12,874	169,942
Jackson, Craig	Street Maintenance Supervisor	77,459	11,274	3,707	4,161	96,601
James, Carson	Fire Engineer	90,702	37,798	34,267	13,834	176,601
Jenkins, Christopher	Police Officer	33,201	25	71	891	34,188
Jennings, Mishia	Executive Assistant	83,473	0	0	0	83,473
Johnson, Deana	Fire Captain	103,293	9,005	33,033	5,777	151,108
Jonas, Maryam	Principal Engineer	115,174	0	0	0	115,174
Jones, Steven	Business Services Manager	120,482	613	0	0	121,095
Jones, Thomas	Police Officer	74,226	32,605	38,074	6,104	151,009
Jones, Vivonnette	Police Officer	75,772	27,442	12,165	5,786	121,165
Kerkhof, Rudy	Police Officer	81,649	39,860	50,083	17,281	188,873
Kim, Daniel	Police Lieutenant	101,363	33,393	6,990	11,894	153,640
Klingaman, Lawrence	Applications Specialist	70,759	0	603	0	71,362
Kozykoski, Elizabeth	Office Specialist I	36,600	298	24	0	36,922
Kranz, Matthew	Fire Engineer	83,864	12,840	28,269	9,534	134,507
Krumbach, Walter	Police Lieutenant	164,653	20,413	4,856	14,569	204,491
Kruse, Adam	Firefighter	72,768	4,910	54,942	3,947	136,567
Larkin, Levi	Firefighter	68,511	2,172	34,707	3,637	109,027
Le Cates, Lisa	Sr. Mgmt. Analyst	93,278	0	0	0	93,278
Leavitt, Alexander	Police Service Officer	54,927	3,618	3,878	4,442	66,865
Lee, Sam	Bldg. Safety Manager	134,422	0	0	0	134,422
Lees, Mark	Fire Paramedic	78,817	40,423	54,626	5,893	179,759
Leigh, Steven	Police Officer	69,175	28,572	5,493	5,676	108,916
LeMay, Jesusa	Executive Assistant	84,117	0	0	0	84,117
Lemus, Marco	Police Officer	80,138	25,909	32,575	8,544	147,166
Leslie, Nelson	Dispatcher II	59,931	10,545	42,630	3,333	116,439

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Lewis, Darrell	Police Officer	74,206	30,417	1,419	6,030	112,072
Lewis, Mary	Senior Admin. Specialist	59,762	1,195	0	0	60,957
Ley, Chris	Community Cable Prog. Spec.	62,717	0	0	0	62,717
Leyman, Jeffrey	Police Sergeant	93,351	38,596	0	7,536	139,483
Li, Elsie	Administrative Specialist	54,141	1,624	0	0	55,765
Luna, Sandra	Police Assistant I	39,020	4,002	2,641	2,144	47,807
Macdonald, Dana	Street Maintenance Leadworker	64,558	5,749	3,609	3,316	77,232
Macdonald, Daren	Fire Captain	91,003	34,416	22,467	9,796	157,682
Mackprang, Geoffrey	Firefighter	66,934	3,662	44,558	3,799	118,953
Mahakian, Lauren	Senior Admin. Analyst	77,878	0	0	0	77,878
Malone, Jennifer	Supervising Dispatcher	76,716	12,359	23,275	5,841	118,191
Martinez, Julio	Police Service Officer	52,879	5,130	6,170	3,863	68,042
Martinez, Scott	Fire Captain	94,879	30,643	27,551	6,228	159,301
Martinez, Vincent	Police Officer	74,609	37,827	15,425	12,464	140,325
Mc Andrews, Tracy	Street Maint. Worker II	48,927	600	5,770	0	55,297
McDaniel, Michael	GIS Analyst	87,708	0	0	0	87,708
McEnroe, Andrew	Police Officer	74,171	15,286	10,232	5,296	104,985
McEntyre, Andrew	Police Officer	74,310	15,607	10,600	5,354	105,871
McIlroy, Nathan	Fire Engineer	87,612	11,983	26,656	6,799	133,050
McIlroy, Susan	Executive Assistant	84,117	0	0	0	84,117
McLeod, Jeanne	Management Analyst	85,859	7,146	0	2,860	95,865
McShane, Kenneth	Police Officer	74,216	27,867	13,557	5,836	121,476
Mendoza, Carlos	Police Lieutenant	164,558	18,541	9,652	17,464	210,215
Mendoza, William	Building Inspector I	72,493	0	213	1,641	74,347
Meyers, Ian	Firefighter	33,387	102	751	1,320	35,560
Mitchell, Michael	Police Officer	75,186	34,696	45,820	15,951	171,653
Mitsuda, Janis	Police Service Officer	52,970	8,518	17,607	6,919	86,014
Moore, Eric	Deputy Fire Chief	197,959	17,779	0	42,795	258,533
Moreno, Austreberto	Street Maintenance Leadworker	56,449	2,192	8,187	0	66,828
Morton, Timothy	Police Officer	58,189	828	3,066	1,872	63,955
Muir, Luke	Police Officer	66,072	1,574	15,921	3,931	87,498
Mullins, Gary	Equipment Maint. Supervisor	86,453	3,675	1,934	3,609	95,671
Murphy, Arthur	Park Maintenance Supervisor	61,760	0	2,289	0	64,049
Nemeth, Kathryn	Administrative Analyst	70,607	881	0	3,580	75,068
Nixt, Harold	Fire Captain	103,552	52,899	42,952	28,860	228,263

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Norwood, Jennifer	Supervising Dispatcher	79,715	5,738	19,381	6,917	111,751
Nubia, Donnella	Police Assistant II	48,600	5,845	40	2,659	57,144
Nunez, Sergio	Water Maintenance Leadworker	37,729	1,398	1,787	0	40,914
O'Brien, Janice	Accounts Specialist II	34,701	0	0	0	34,701
Ochwat, Gary	Maintenance Craftsworker	65,965	1,979	4,783	4,377	77,104
O'Connor, Scott	Police Officer	81,744	27,508	27,593	5,110	141,955
O'Leary, David	Fire Captain	106,133	54,704	36,510	8,397	205,744
Olmedo, Javier	Water Maint. Worker I	44,823	0	1,226	0	46,049
Ortiz, Olivia	Community Cable Prog. Spec.	43,261	0	0	0	43,261
Osborne, Liana	Office Specialist II	46,876	0	0	0	46,876
O'Toole, Daniel	Community Cable Prog. Mgr.	102,842	0	0	0	102,842
Partlow, Bryan	Firefighter	68,567	2,173	27,657	3,637	102,034
Patton, Russel	Police Officer	33,201	25	531	891	34,648
Paulsen, Steven	Police Officer	74,196	27,669	8,579	5,834	116,278
Payne, Neal	Park Maint. Worker II	51,534	2,146	2,600	2,056	58,336
Pedroza, Jesus	Park Maint. Worker II	44,834	0	614	0	45,448
Perez, Hugo	Police Officer	74,560	37,939	1,919	6,437	120,855
Petralia, John	Fire Engineer	84,414	55,242	27,331	13,753	180,740
Phipps, Max	Police Captain	160,909	6,444	0	159,723	327,076
Pickens, Cynthia	Librarian II	89,620	0	0	3,730	93,350
Plugge, Aaron	Police Officer	80,540	16,735	40,635	5,110	143,020
Potulicki, Eric	Library Assistant	52,821	956	0	2,696	56,473
Powell, Andrew	Fire Paramedic	81,707	22,894	45,571	5,386	155,558
Prado, Jorge	Facilities Systems Mechanic	61,442	586	9,543	0	71,571
Ramirez, Judith	License/Permit Specialist II	55,495	940	0	0	56,435
Ramos, Vina	Administrative Analyst	62,298	0	0	0	62,298
Ramsey-Tabor, Norma	Senior Library Assistant	57,458	324	0	0	57,782
Randall, Marjory	Executive Assistant	81,544	0	0	0	81,544
Rapoza, William	Tree Maintenance Worker	55,495	2,265	0	0	57,760
Redford, Yvonne	Police Officer	74,381	33,794	0	6,202	114,377
Rehm, Kevin	Fire Captain	113,314	61,228	43,094	41,232	258,868
Risk, Laurie	Crime Prevention Analyst II	80,802	3,746	1,435	3,946	89,929
Robinson, Jeffrey	Emergency Mgmt. Coordinator	95,365	300	4,550	0	100,215
Robinson, Stephen	Network Technician	97,540	0	1,500	0	99,040
Rodriguez, Armando	Police Officer	79,595	22,798	33,983	5,837	142,213

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Rohrkemper, Geraldine	Library Assistant	52,821	1,056	0	1,251	55,128
Rojas, Naomi	Office Specialist I	32,255	0	65	454	32,774
Rudolph, Jeffrey	Police Officer	60,164	1,735	1,898	4,397	68,194
Sabala, Richard	Custodian	23,725	1,158	0	0	24,883
Saldana, Paul	Police Officer	62,853	1,328	16,084	4,992	85,257
Samaras, Apostolos	Principal Planner	106,545	0	597	0	107,142
Santagata, Brian	Fire Paramedic	79,065	30,182	33,574	5,386	148,207
Sarrafiieh, Nahid	Network Assistant	55,495	555	0	0	56,050
Schrantz, Mark	Fire Captain	104,383	71,717	34,114	48,495	258,709
Schultz, Kenneth	Fire Engineer	94,457	25,961	20,341	5,768	146,527
Severin, Heather	Principal Environ. Specialist	24,314	16	0	0	24,330
Shilling, Mona	Records Technician	54,789	0	0	0	54,789
Siefke, Evan	Fire Engineer	82,399	13,193	12,129	5,682	113,403
Simoneau, Yvette	Admin. Tech. Specialist	65,966	1,319	0	0	67,285
Simpson, Mark	Fire Paramedic	82,040	49,558	59,302	32,716	223,616
Slover, Breck	Battalion Chief	166,988	360	39,473	49,882	256,703
Smith, Calvin	Police Sergeant	80,451	40,017	24,880	15,357	160,705
Smith, Jill	Supervising Dispatcher	76,716	6,447	16,145	7,428	106,736
Smith, Kevin	Fire Chief	225,794	297	0	43,961	270,052
Smith, Sirena	Dispatcher II	58,378	8,367	13,576	3,188	83,509
Sonek, Robert	Fire Paramedic	87,477	39,430	60,364	6,110	193,381
Soto, Jose	Police Cadet	23,789	164	819	0	24,772
Spencer, Cory	Police Officer	74,319	25,169	16,762	5,676	121,926
Stack, Steven	Fire Paramedic	78,717	30,182	44,930	4,896	158,725
Stephens, James	Fire Engineer	99,290	20,888	13,706	5,518	139,402
Stephenson, Roger	Police Sergeant	93,436	51,171	2,776	13,207	160,590
Stolnack, Phillip	Police Officer	79,370	26,992	13,738	6,082	126,182
Sumi, Dean	Police Service Officer II	54,431	4,978	568	4,259	64,236
Sumi, Rebecca	Administrative Specialist	26,639	0	0	0	26,639
Talley, Andrea	Dispatcher I	46,930	4,545	12,126	2,519	66,120
Tarango, Samuel	Fire Captain	102,942	47,752	40,657	14,906	206,257
Tavera, Mitchell	Police Captain	203,611	22,934	0	27,570	254,115
Taylor, Jamie	Senior Building Inspector	99,236	300	10,500	3,876	113,912
Templin, Roslyn	Library Assistant	52,820	365	0	0	53,185
Thomason, Christopher	Fire Captain	104,693	49,233	23,888	7,622	185,436

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Thorn, Norman	Info. Systems Manager	129,534	0	0	5,366	134,900
Todd, Julie	Librarian I	71,033	0	263	0	71,296
Towne, Richard	Fire Paramedic	81,884	30,313	42,238	9,024	163,459
Trujillo, Dominic	Meter Reader/Repairer	61,256	4,901	0	3,130	69,287
Trujillo, Mark	Park Superintendent	112,908	0	0	5,786	118,694
Trujillo, Steven	Police Officer	69,349	1,365	6,100	4,128	80,942
Tulette, James	Fire Engineer	88,050	28,959	31,329	7,772	156,110
Turnbull, Robert	Police Captain	186,148	22,771	0	16,616	225,535
Tyagi, Suresh	Plan Check Engineer	88,052	16,001	999	0	105,052
Van Fossen, Jeffrey	Recreation Supervisor	86,360	0	1,253	0	87,613
Villarreal, Edward	Police Officer	74,322	40,520	12,354	6,548	133,744
Vos, Damian	Water Maintenance Leadworker	59,494	3,655	8,289	2,447	73,885
Vukelich-Port, Christine	Police Officer	74,315	33,702	0	21,607	129,624
Walker-Stringer, Ivy	Office Specialist II	46,203	0	0	0	46,203
Ward, Lorraine	Human Resources Analyst	45,427	0	0	0	45,427
Ward, Michael	Water Maint. Worker II	57,531	716	4,234	0	62,481
Wayt, John	City Manager	230,933	0	0	24,094	255,027
Wesson, Venus	Office Specialist II	45,146	0	1,312	0	46,458
West, Evan	Firefighter	33,388	102	751	1,345	35,586
White, Cheryl	Senior Admin. Specialist	59,762	1,793	0	0	61,555
Whitehead, Martin	Facilities Maint. Supervisor	90,637	0	14,593	5,300	110,530
Whiteside, Saowaluck	Accounts Specialist II	50,276	833	0	2,426	53,535
Williams, Joe	Fire Paramedic	81,493	44,813	61,578	8,147	196,031
Wise, William	Police Officer	74,499	30,823	18,349	6,158	129,829
Yonamine, Susan	Police Assistant II	48,601	1,753	4,506	2,560	57,420
Zambrano, Jose	Firefighter	33,387	102	751	1,337	35,577
Zeck, Rhonda	Dispatcher II	59,931	5,336	11,614	3,157	80,038
Zimmer, Janet	Police Sergeant	93,121	37,844	0	12,067	143,032
Zivalic, Travis	Police Cadet	19,523	139	1,112	0	20,774

Total	21,754,675	3,216,196	3,106,993	1,912,764	29,990,628
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Full-Time Employees

273

Maximum	230,933	71,717	78,197	199,668	425,775
Average	79,687	11,868	11,465	7,006	109,856
Median	74,542	2,433	3,532	3,637	97,925

NOTES:

1. Special Compensation - Includes additional monthly "incentive" pay, per the firefighter and police union contracts, for each of many things, including speaking Spanish (police), getting a Political Science college degree (firefighters), longevity pay (1% per year awarded at specific milestones for firefighters), and for various types of training, licenses, and certifications, whether or not they are required, useful, or applicable for any individual union member's regular or special job assignment. As the Special Comp. column shows, Special Compensation can be **as high as \$71,717 per year or 69% of Regular Earnings for a firefighter union member** (e.g., Fire Captain Mark Schrantz), and **as high as \$51,171 per year or 55% of Regular Earnings for a police union member** (e.g., Police Sergeant Roger Stephenson).

2. Overtime - Hours are compensated at one and a half times the regular pay rate ("time and a half"), a practice abandoned long ago by many companies in the private sector, including aerospace and defense companies such as Raytheon Co. (legacy Hughes Aircraft Co.) in El Segundo, which has required as many as 20 hours per week of unpaid overtime from exempt professional employees on an ongoing basis, and has paid only regular straight-time hourly rates for overtime hours when authorized and budgeted. **Overtime pay can be as high as \$78,197 per year or 99.5% of Regular Earnings for a firefighter union member** (e.g., Firefighter Robert Flickinger).

3. Leave Payout - Includes vacation and sick leave hours, and executive leave hours for managers, that were cashed out in 2009. Firefighter and police union members are credited and allowed to accumulate, roll-over from year to year, and cash out huge numbers of vacation and sick leave hours each year and upon retirement. This practice of accumulating, rolling-over, and cashing out huge numbers of vacation and sick leave hours was abandoned long ago in the private sector. For example, Raytheon Co. (legacy Hughes Aircraft Co.) in El Segundo combined vacation with sick leave and renamed it Personal Time Off (PTO), reduced the number of PTO days credited each year, and allows only 40 hours to be rolled over to the next year. **Leave Payout can be as high as \$199,668 per year or 88% of Regular Earnings for a Police Officer** (e.g., Police Chief David Cummings).

4. Total Earnings - Is the total gross income paid to the employee in calendar year 2009. It is the sum of Regular Earnings, Special Compensation, Overtime, and Leave Payout.

5. Firefighters - Work 48 hour on-duty shifts, where they are **paid to sleep** for two 8 hour periods if they do not get any emergency calls, and are **on call** for two 8-hour periods. They are **off duty for 4 days after each shift**. El Segundo gets relatively **few emergency calls** per day, and most of them are paramedic calls. This work schedule gives firefighters **plenty of time off to work another job, run a business, or support City Council political campaigns in return for huge increases in pay, benefits, and pensions**. Also, the **four days off out of every six days** allows them to work much overtime, and to accumulate and roll-over huge numbers of vacation and sick leave hours and cash them out each year and upon retirement, further spiking their income.

**Public record data with additional information provided by Michael D. Robbins, PublicSafetyProject.org.
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