

## SANTA CRUZ SALARIES

# City cuts salary spending 4 percent

Public safety costs down, though fire overtime is up

Employees - City ea  
jbrown@santacruzsentinel.com 4-30-12

**SANTA CRUZ** — The city cut its spending on salaries 4 percent in 2011 compared to the year before, shoring up \$2.5 million through furloughs and other cuts designed to dig out of a hole created when flagging revenue and state takeaways collided with increasing costs of employee benefits.

City Manager Martín Bernal said the slashing reflects tough negotiations with employee groups to trim 10 percent of their overall cost to the city, some of which is reflected in salary while other savings appear in reduced benefits and other measures. In 2010 and 2011, labor groups agreed to a two-tiered pension system that will reduce benefits for future employees.

SEE SALARY ON A10

## ON THE NET

View the 2011 salary database for the city of Santa Cruz.  
[WWW.SANTACRUZSENTINEL.COM](http://WWW.SANTACRUZSENTINEL.COM)

## MORE INSIDE

The top earners and overtime earners for the city, A10

## SALARY

Continued from A1

"It is a continuing trend to reduce cost as much as possible to address our true deficit," Bernal said. "We are avoiding layoffs unlike other cities that can't make gradual changes."

The city spent \$53.5 million in total salaries in 2011, a figure that includes \$2.1 million in overtime. Additionally, employees earned a total of \$3.3 million in other kinds of pay that include special duty assignments, allowances for vehicles and cellphones, and being bilingual.

By comparison, the city spent \$56 million on salaries in 2010, with overtime costing \$2.6 million. Information was not available on other types of pay for 2010.

The Sentinel gathered the salary data through a public records request as part of an ongoing countywide effort to document public employee compensation. A searchable database containing the names of all city employees and their 2011 earnings is posted on the Sentinel's website.

About half of salary costs are paid from the city's general fund, which was adopted at \$74 million for fiscal year 2011. The other half is paid from enterprise funds created by service fees and other revenue.

The city's highest-earning employee was the same as in 2010, Fire Battalion Chief Mike Venezia, whose total salary was \$229,692. That figure included \$48,656 in overtime, equal to 21 percent of his salary.

Fire Chief Jeff Trapp said Venezia received most of the overtime while covering for other battalion chiefs on leave.

Only one other employee, Fire Capt. Daniel Kline earned more in overtime, at \$50,879, a figure that represented 27 percent of Kline's total pay.

All of the other top 10 overtime earners in the city were also from the Fire Department, which saw its total overtime costs increase 5 percent in 2011 due to covering minimum staffing amid injuries and other absences, Trapp said.

However, the department's regular salaries declined 6 percent from \$6.3 million in 2010

## TOP EARNERS

Below is a list of the highest-earning city employees for 2012, including their base salary, overtime and other pay. A searchable database of all city salaries for 2011 is posted at [www.santacruzsentinel.com](http://www.santacruzsentinel.com).

| NAME             | TITLE                | BASE SALARY | OVERTIME | OTHER    | TOTAL PAY |
|------------------|----------------------|-------------|----------|----------|-----------|
| Mike Venezia     | Fire battalion chief | \$157,626   | \$48,656 | \$23,409 | \$229,692 |
| Martin Bernal    | City Manager         | \$187,305   | \$0      | \$12,648 | \$199,953 |
| Hollis Oliver    | Fire chief (retired) | \$170,271   | \$0      | \$27,780 | \$198,051 |
| Kevin Vogel      | Police chief         | \$184,151   | \$0      | \$11,466 | \$195,618 |
| Mark Ramos       | Deputy fire chief    | \$158,711   | \$14,324 | \$18,164 | \$191,200 |
| Robert Young     | Fire battalion chief | \$126,965   | \$40,328 | \$23,040 | \$190,335 |
| Daniel Kline     | Fire captain         | \$119,086   | \$50,879 | \$18,617 | \$188,583 |
| Eric Aasen       | Fire division chief  | \$157,212   | \$0      | \$30,012 | \$187,224 |
| Steve Clark      | Deputy police chief  | \$166,143   | \$0      | \$17,137 | \$183,280 |
| Matthew McCaslin | Fire battalion chief | \$157,626   | \$0      | \$23,409 | \$181,035 |

## TOP OVERTIME EARNERS

| NAME              | TITLE                | OVERTIME | PERCENTAGE OF TOTAL PAY |
|-------------------|----------------------|----------|-------------------------|
| Daniel Kline      | Fire captain         | 50,879   | 27 percent              |
| Mike Venezia      | Fire battalion chief | \$48,656 | 21 percent              |
| Robert Young      | Fire battalion chief | \$40,328 | 21 percent              |
| Patrick Gallagher | Fire captain         | \$39,272 | 22 percent              |
| Robert Davis      | Fire captain         | \$31,248 | 19 percent              |
| Michael Ditano    | Fire captain         | \$31,208 | 18 percent              |
| Robert Oatey      | Fire captain         | \$30,549 | 18 percent              |
| Ronald Carson     | Fire captain         | \$29,651 | 18 percent              |
| Daniel Walters    | Fire captain         | \$28,305 | 18 percent              |

Source: City of Santa Cruz

to \$5.9 million in 2011. That helped the department come in 4 percent under budget on its total salaries.

After spending 40 percent more in overtime in 2010 due to a spike in violent crime, the Police Department cut overtime expenses in 2011. The force's overtime spending of \$803,000 was 13 percent less than budgeted by Chief Kevin Vogel and a third less than the \$1.2 million spent in 2010.

The department also cut total salary spending 5 percent, from \$11.3 million in 2010 to \$10.7 million in 2011, with vacant positions and labor concessions accounting for most of the savings. The department still has five vacancies — three for police officers and one each for captain and sergeant.

The city's highest base salary in 2011 belonged to City Manager Bernal, at \$187,305. Like other members of the executive group, Bernal is not eligible for overtime, but does receive other pay that escalated his earnings to \$199,953.

Of the city's 25 highest earners, only two are women: Parks and Recreation Director Danielle Shoemaker and Plan-

ning Director Juliana Rebagliati. When comparing only the salaries of department heads, women populated the bottom half, with male counterparts in charge of police, fire, public works, water and finance earned more in base pay than women running parks, planning, economic development, administrative services and the library.

Administrative Services Director Lisa Sullivan, who oversees human resources, said executive salaries are tiered by department, with the city manager and public safety at the top. Seniority also plays a role, but not sexism, Sullivan said.

"The city takes a lot of pride in equal pay," she said.

Follow Sentinel reporter J.M. Brown on Twitter @jmbrownreports