



**CITY OF CALIMESA**  
**OFFICE OF THE CITY MANAGER**

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**M E M O R A N D U M**

TO: Calimesa Residents  
FROM: Randy Anstine, City Manager  
DATE: August 9, 2010  
SUBJECT: **COMPENSATION**

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City officials in the City of Bell did a very troubling thing, but one outcome of that situation was not troubling - an increased attention to what public officials earn, particularly during these challenging economic times. For the record, I make \$175,780 a year in addition to a benefit package that includes health and life insurance, pension, and deferred compensation that amounts to \$30,157 annually. As City Manager, I am the full-time professional chief executive officer of this municipal corporation. The elected City Council serves in a capacity equivalent to a corporate board of directors. (The salary paid to the Council members is \$300 monthly, adhering to the provisions of Government Code Section 36516.) As such, they set my salary, taking into consideration such things as performance (we have a strictly merit-based salary system); competitive positions in the market place (we conduct regular salary surveys to determine proper relationship to other similarly situated communities); and the City's financial position (all employee salaries, including my own, have been frozen for the past two years given the state of the economy and tightening of the City's budget).

For many hard-working families, this sounds like a significant salary and benefit package. I want to assure you that I appreciate and value what our community pays me, especially because I'm among the fortunate who get to work at a job they truly enjoy. I understand that my employment here is a privilege and one that I must work hard to maintain.

As City Manager, I am in the unique position among City employees in that I serve at the pleasure of the City Council. All other City employees have statutory protections that govern their employment that do not apply to me. Therefore, as is the case with most cities in California, in order to establish a fair and balanced working relationship between the City Council and the City Manager, the City Council of Calimesa and I have entered into an employment agreement which spells out the rights and obligations of both the City Council and me. That agreement, which includes provisions for my salary and benefits, is a public document, which has been adopted and can only be amended in a duly noticed, open and public meeting of the City Council.

All other employees are governed by personnel rules, resolutions and ordinances that are also subject to City Council approval in public session. The administration of those employee regulations is my responsibility, with oversight and policy direction from the City Council. All employees serve in a position enumerated by resolution which establishes a compensation range within which the employee must be paid. As with my salary, these ranges are reviewed and approved annually by the City Council in public session. Actual salaries within these ranges are set by me and I take into consideration the same factors in setting individual salaries that the City Council takes into consideration in setting mine. My ability to adjust salaries within approved ranges is governed by limits set by the City Council each year. All salary adjustments and personnel actions require both my signature and the signature of the employee's supervisor. The personnel system administrator, the finance department and an independent auditor also provide checks and balances for implementation of all personnel actions.

I understand that you are busy people, but I do believe it's important that you know what your local government is doing with your tax dollars. It's also important because I think we serve you better when you know us better. It's Ronald Reagan's "trust, but verify" concept. I would like you to trust that what happened in the City of Bell can't or won't happen here, but we need to give you the tools to verify that. In large part, that's our budget document, our open City Council meetings, our website, and my availability with a call or e-mail. A good local news media also plays a part in this. We are fortunate in Calimesa to have two newspapers, on-line media sources that follow what's happening at City Hall on an almost daily basis.

I consider my employment here to be part of a public trust. I am entrusted by you and the Council to be a good steward of your dollars, and to provide you the value of a safe, prosperous, high-quality Calimesa as I manage the City's staff to those outcomes. I am very honored to serve in that role. I invite you to examine the compensation that is paid to your Calimesa staff. I have included the compensation ranges on our web page. If you have any questions about our compensation or practices, please don't hesitate to contact me at [ranstine@cityofcalimesa.net](mailto:ranstine@cityofcalimesa.net) or 909-795-9801.

## City of Calimesa

<b>RANGE</b>	<b>POSITION</b>	<b>FUNDED</b>	<b>SALARY</b>
Contract	City Manager	1	175,780
28	City Clerk	1	55,601 - 70,963
23	Management Analyst	1	43,565 - 55,601
15	Office Specialist II	1	29,486 - 37,633
33	Finance Director	1	70,963 - 90,569
17	Accounting Technician I	1	32,509 - 41,490
36	Public Works Director	1	82,148 - 104,845
19	Lead Maintenance Worker	1	35,841 - 45,743
12	Maintenance Worker I	2	25,471 - 32,509
<b>Elected</b>			
	Mayor	1	3,600
	Mayor Pro-Tem	1	3,600
	Council Members	3	3,600