

May 4, 2012

The Honorable Thomas J. Borris  
Presiding Judge of the Superior Court  
700 Civic Center Drive West  
Santa Ana, California 92701

Re: City of La Palma Response to 2010-2011 Orange County Grand Jury  
Report "*Compensation Study of Orange County Cities*"

Dear Judge Borris:

I am writing you today as a follow up to the City's September 1, 2011, response to the 2010-2011 Orange County Grand Jury Report "*Compensation Study of Orange County Cities*," which was made public on June 9, 2011. In the City's response to Recommendation R-1, titled:

*"Transparency – All cities in Orange County report their compensation information to the public on the Internet in an easily accessible manner. The Compensation Disclosure Model (Appendix 4) provides a sample as to the items that should be included in determining total compensation."*

the City indicated that the recommendation had not yet been fully implemented, but would be prior to May 30, 2012. We are happy to report that the City has updated its website to include a page on Employee Compensation, which includes a 2011 Employee Compensation Summary detailing City Council, City Management, and all Full-Time employee compensation data along with an easily navigated summary of employee benefits and links to employment and labor agreements, as well as to the State Controller's compensation report. Part-time salary information will also be added to the summary in the near future. A link entitled "Employee Compensation" can be found on the City's homepage at [www.cityoflapalma.org](http://www.cityoflapalma.org).

Once again, the City would like to thank the Orange County Grand Jury for its efforts in researching these issues and for giving the City an opportunity to respond to its findings and recommendations. Should you have any questions regarding the City's responses, please contact Laurie Murray, Administrative Services Manager, at (714) 690-3338.

Sincerely,

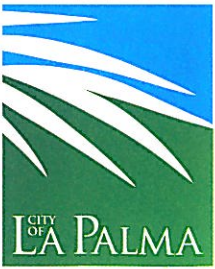
Terry Matz  
Interim City Manager

c: City Council  
City Attorney  
Orange County Grand Jury

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[www.cityoflapalma.org](http://www.cityoflapalma.org)  
7822 Walker Street  
La Palma, CA 90623-1771

PHONE  
714 690 3300  
FAX  
714 523 2141



May 4, 2012

Orange County Grand Jury  
700 Civic Center Drive West  
Santa Ana, California 92701

Re: City of La Palma Response to 2010-2011 Orange County Grand Jury Report "*Compensation Study of Orange County Cities*"

Gentlepersons:

Enclosed please find a copy of the City's follow up to its response to the 2010-2011 Orange County Grand Jury Report "*Compensation Study of Orange County Cities.*"

The City would like to thank the Orange County Grand Jury for its efforts in researching these issues and for giving the City an opportunity to respond to its findings and recommendations. Should you have any questions regarding the City's responses, please contact me at (714) 690-3338.

Sincerely,

Laurie A. Murray  
Administrative Services Manager

Enclosure



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 La Palma, CA 90623  
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## Employee Compensation

### Annual Employee Compensation Summary

The City of La Palma 2011 Compensation Report, provides detailed information, by position, of each full-time employee's total 2011 compensation broken out by salary and various benefits. Council Member compensation is listed first, followed by Executive Management Team compensation, followed by all full-time employee compensation sorted by highest paid to lowest paid. Compensation information for part-time employees will be added to this report in the near future.

The report provides the position title; department; monthly salary rate as of December 31, 2011; annual salary rate as of December 31, 2011; actual 2011 base pay; overtime pay; specialty pay; other pay; leave payouts; insurance and medicare benefits; the cost to the City of pension benefits; and total 2011 compensation. A description of specialty and other pays can be found in the FY2011-12 Summary of Benefits.

### Employee Benefits Schedule

The [Employee Benefits Schedule](#) provides detailed information about the various benefits that City of La Palma employees receive depending on the employee bargaining unit they to. Information is provided on retirement benefits, including formulas and the cost to the City; health, dental, and vision benefits; life, add, and disability benefits; deferred compensation plans; paid time off benefits, including holidays, vacation, and administrative leave; leave cashout provisions; and other pays that may include, bilingual pay, boot allowance, uniform allowance, vehicle allowance, wellness benefits, Intermediate POST Certification pay, Advanced POST Certification pay, educational incentive pays, professional development pay, detective pay, motor officer pay, canine officer pay, field training officer pay, and corporal-in-charge pay.

### Labor Agreements

All current Memorandums of Understanding (MOU's) for the City's various labor groups are provided below:

[City Manager Agreement](#) (The City Manager position is currently vacant; however the former City Manager's Agreement is provided for general information purposes)

[Executive Management Salary and Benefits Resolution](#)

[La Palma General Employees Association \(LPGEA\)](#)

[La Palma Police Association \(LPPA\)](#)

[La Palma Professional Employees Association \(LPPEA\)](#)

### Other Compensation Information

When establishing salaries and benefits, the City Council strives to maintain affordability while ensuring that employees are fairly compensated for the work that they do. In general, La Palma employee salaries and total benefits tend to be below Orange County averages. The [California State Controller](#) also maintains a website, which contains a [large database of government compensations](#); including [La Palma's compensation data](#).

### City Council Member Compensation

Each [La Palma City Council member](#) receives a monthly salary of \$300, as specified by [La Palma Municipal Code Section 2-4](#). Like other part-time staff, Council members are also enrolled in a 414h type of retirement benefit (similar to a 401k), with the Council member paying 3.75% of their salary and the City matching that contribution. While Council members receive a small life insurance benefit (\$10,000), they do not receive health insurance benefits. Please note that some Council members receive additional compensation from regional committees that they are appointed to – for example, [OC Fire Authority](#), [OC Sanitation District](#), and the [OC Vector Control District](#). The compensation rates for sitting on those committees are set and paid for by those agencies.

### Fiscal Responsibility

Because the City Council has consistently been responsible with the public's funds, the General Fund Reserve – the City's "rainy day fund" – is expected to have a balance of \$11.3 million, or 117% of ongoing operating expenditures as of June 30, 2012. That figure has grown from \$4.2 million in 2002. The City Council voted to lower the utility users tax rate from 5% to 4% in each of the last few years to help residents and businesses cope with the current economic downturn. They were able to do so in 2011-12 while adopting a balanced budget that did not draw from the City's reserves. Further, a variety of La Palma financial documents are available on the City's [Finance](#) web page. These documents include the [Fiscal Year 2011-12 adopted Budget](#), [2010 Comprehensive Annual Financial Report \(CAFR\)](#), [previous year's budgets](#), and [previous CAFR documents](#).

The City of La Palma wants residents to be fully informed about their local government. If you have questions, comments, or concerns about any of the City's financial or labor documents, please contact the Administrative Services Manager/City Clerk, Laurie Murray at [lauriem@cityoflapalma.org](mailto:lauriem@cityoflapalma.org) or call (714) 690-3338.



**City of La Palma 2011 Compensation Report**

	Title	Department	Monthly Salary Rate 12/31/2011	Annual Salary Rate 12/31/2011	Compensation					Benefits		Total Pension Cost (EE + ER)	Pensions		Total Compensation
					Actual Annual Base Pay	Overtime Pay	Specialty Pay	Other Pay	Leave Payouts	Insurance Benefits	Medicare		Employee Paid Retirement Contribution	Employer Pension Cost	
Full Time E	Water Service Worker II	Public Works	\$ 4,508.58	\$ 54,102.96	\$ 54,003.83	\$ 14,956.72	\$ 1,799.98	\$ 3,209.03	\$ -	\$ 8,998.20	\$ 1,072.56	\$ 11,884.87	\$ (809.52)	\$ 11,075.36	\$ 95,115.68
	Senior Accounting Technician	Admin-Finance	\$ 5,642.57	\$ 67,710.84	\$ 67,710.86	\$ 537.13	\$ -	\$ 677.11	\$ 2,799.59	\$ 6,336.48	\$ 1,040.01	\$ 14,419.03	\$ (980.51)	\$ 13,438.52	\$ 92,539.70
	Management Analyst	Police	\$ 5,498.70	\$ 65,984.40	\$ 63,446.49	\$ 1,264.40	\$ -	\$ 3,295.95	\$ 1,208.50	\$ 9,387.00	\$ 1,008.56	\$ 13,519.78	\$ (924.51)	\$ 12,595.28	\$ 92,206.17
	Maintenance Supervisor	Public Works	\$ 5,802.41	\$ 69,628.92	\$ 66,823.42	\$ 1,575.01	\$ -	\$ 3,087.95	\$ -	\$ 6,336.84	\$ 1,036.55	\$ 14,237.52	\$ (975.57)	\$ 13,261.95	\$ 92,121.73
	Recreation Supervisor	Recreation	\$ 5,553.15	\$ 66,637.80	\$ 64,074.78	\$ 1,052.66	\$ -	\$ 1,907.13	\$ 3,722.44	\$ 6,592.56	\$ 1,025.98	\$ 13,653.67	\$ (933.66)	\$ 12,720.00	\$ 91,095.55
	Water Service Worker II	Public Works	\$ 4,508.58	\$ 54,102.96	\$ 52,814.74	\$ 13,397.53	\$ -	\$ 3,402.53	\$ -	\$ 9,789.18	\$ 1,009.41	\$ 11,265.77	\$ (783.45)	\$ 10,482.32	\$ 90,895.71
	Police Dispatcher	Police	\$ 4,428.81	\$ 53,145.72	\$ 53,048.38	\$ 13,749.93	\$ -	\$ 900.00	\$ 817.73	\$ 6,175.14	\$ 993.76	\$ 11,332.30	\$ (265.73)	\$ 11,066.57	\$ 86,751.52
	Administrative Secretary/Permit Technician	Community Dev	\$ 4,675.63	\$ 56,107.56	\$ 56,107.58	\$ 101.16	\$ -	\$ 561.08	\$ 4,477.81	\$ 12,597.68	\$ 915.92	\$ 11,948.11	\$ (812.48)	\$ 11,135.63	\$ 85,896.87
	Administrative Secretary	Police	\$ 4,675.63	\$ 56,107.56	\$ 56,107.58	\$ 323.70	\$ -	\$ 561.08	\$ 3,857.39	\$ 12,168.43	\$ 882.32	\$ 11,948.11	\$ (812.48)	\$ 11,135.63	\$ 85,036.14
	Executive Assistant	Administration	\$ 5,246.11	\$ 62,953.32	\$ 62,953.28	\$ -	\$ -	\$ 629.53	\$ 1,089.58	\$ 5,240.40	\$ 1,004.35	\$ 13,405.90	\$ (911.61)	\$ 12,494.29	\$ 83,411.43
	Code Enforcement Officer	Community Dev	\$ 5,318.68	\$ 63,824.16	\$ 58,914.72	\$ -	\$ 1,615.36	\$ 688.15	\$ -	\$ 6,329.34	\$ 887.66	\$ 12,804.46	\$ (784.76)	\$ 12,019.70	\$ 80,454.93
	Administrative Secretary	Administration	\$ 4,452.98	\$ 53,435.76	\$ 51,184.95	\$ 3,524.16	\$ -	\$ 534.36	\$ 5,110.66	\$ 8,968.08	\$ 875.14	\$ 10,904.14	\$ (745.75)	\$ 10,158.38	\$ 80,355.74
	Water Service Worker II	Public Works	\$ 4,734.01	\$ 56,808.12	\$ 55,039.32	\$ 1,733.50	\$ -	\$ 918.08	\$ 546.23	\$ 5,372.16	\$ 897.20	\$ 11,734.34	\$ (811.54)	\$ 10,922.80	\$ 75,429.29
	Lead Maintenance Worker	Public Works	\$ 4,382.15	\$ 52,585.80	\$ 52,585.73	\$ 398.19	\$ -	\$ 2,075.86	\$ -	\$ 7,020.48	\$ 864.97	\$ 11,198.13	\$ (761.48)	\$ 10,436.65	\$ 73,381.87
	Administrative Secretary	Public Works	\$ 4,452.98	\$ 53,435.76	\$ 52,359.32	\$ -	\$ -	\$ 534.36	\$ 1,669.87	\$ 6,828.28	\$ 791.17	\$ 11,165.69	\$ (773.79)	\$ 10,391.90	\$ 72,574.89
	Account Clerk	Admin-Finance	\$ 4,096.09	\$ 49,153.08	\$ 49,153.10	\$ -	\$ -	\$ 491.53	\$ 3,072.07	\$ 6,321.25	\$ 817.16	\$ 10,467.15	\$ (711.77)	\$ 9,755.38	\$ 69,610.49
	Senior Office Assistant	Recreation	\$ 3,911.77	\$ 46,941.24	\$ 46,941.23	\$ 355.44	\$ -	\$ 469.41	\$ 1,715.16	\$ 8,966.52	\$ 717.48	\$ 9,996.14	\$ (679.75)	\$ 9,316.39	\$ 68,481.63
	Maintenance Worker I	Public Works	\$ 3,954.63	\$ 47,455.56	\$ 46,151.81	\$ 50.84	\$ 1,799.98	\$ 2,542.55	\$ 1,184.03	\$ 6,209.16	\$ 750.07	\$ 10,225.34	\$ (709.22)	\$ 9,516.12	\$ 68,204.56
	Senior Office Assistant	Recreation	\$ 3,911.77	\$ 46,941.24	\$ 45,049.94	\$ 1,183.21	\$ -	\$ 469.41	\$ 773.76	\$ 6,189.72	\$ 688.41	\$ 9,598.42	\$ (655.12)	\$ 8,943.31	\$ 63,297.74
	Recreation Coordinator	Recreation	\$ 3,745.61	\$ 44,947.32	\$ 44,041.82	\$ 794.14	\$ -	\$ 449.47	\$ 151.27	\$ 6,287.50	\$ 658.83	\$ 9,391.97	\$ (650.87)	\$ 8,741.10	\$ 61,124.14
	Civilian Investigator	Police	\$ 3,627.49	\$ 43,529.88	\$ 40,625.70	\$ 596.91	\$ 1,523.06	\$ 1,525.00	\$ 317.56	\$ 6,397.77	\$ 646.53	\$ 8,994.15	\$ (218.88)	\$ 8,775.28	\$ 60,407.81
	Recreation Coordinator	Recreation	\$ 3,745.61	\$ 44,947.32	\$ 42,430.70	\$ 1,694.02	\$ -	\$ 449.47	\$ 288.12	\$ 6,170.52	\$ 650.50	\$ 9,050.78	\$ (627.29)	\$ 8,423.49	\$ 60,106.83
	Police Records Clerk	Police	\$ 3,397.17	\$ 40,766.04	\$ 39,066.55	\$ 223.99	\$ -	\$ 2,801.00	\$ 37.33	\$ 6,571.80	\$ 610.87	\$ 8,333.18	\$ (203.83)	\$ 8,129.35	\$ 57,440.89
	Recreation Specialist	Recreation	\$ 2,876.93	\$ 34,523.16	\$ 34,333.34	\$ 1,195.03	\$ -	\$ 345.23	\$ 597.51	\$ 6,121.68	\$ 528.83	\$ 7,314.06	\$ (497.93)	\$ 6,816.13	\$ 49,937.75
	Police Officer (Separated in 2011)	Police	\$ 6,270.68	\$ 75,248.16	\$ 20,259.12	\$ 2,188.77	\$ 1,910.35	\$ 450.00	\$ 4,733.26	\$ 4,608.19	\$ 428.35	\$ 6,624.24	\$ -	\$ 6,624.24	\$ 41,202.28
	Recreation Specialist (Retired in 2011)	Recreation	\$ 3,932.89	\$ 47,194.68	\$ 24,504.92	\$ 85.09	\$ -	\$ -	\$ 2,672.62	\$ 6,371.86	\$ 395.31	\$ 4,885.92	\$ (2.72)	\$ 4,883.20	\$ 38,912.99
	Maintenance Worker I (Separated in 2011)	Public Works	\$ 3,766.31	\$ 45,195.70	\$ 23,471.13	\$ 488.90	\$ -	\$ 400.00	\$ 2,976.40	\$ 3,533.33	\$ 396.38	\$ 4,682.34	\$ (23.47)	\$ 4,658.87	\$ 35,925.00
	Maintenance Worker I (Hired in 2011)	Public Works	\$ 2,951.01	\$ 35,412.12	\$ 7,422.94	\$ -	\$ -	\$ 401.97	\$ -	\$ 1,022.90	\$ 113.46	\$ 1,689.46	\$ (519.61)	\$ 1,169.86	\$ 10,131.13

**City of La Palma Employee Benefits Schedule  
Fiscal Year 2011-12**

Retirement								
Employee Group	CalPERS	2011-12 Contribution Rate		2012-13 Contribution Rate		Estimated 2013-14 Contribution Rate		City Paid Deferred Compensation
	Formula	Employer	Employee	Employer	Employee	Employer	Employee	% of Salary
Elected Officials	Receive PARS in lieu of Social Security	3.750%	3.75%	3.750%	3.75%	3.750%	3.75%	N/A
City Manager (Tier One through February 2012, then Tier Two)	2.7% @ 55 through March 2011; 2.0% @ 60 thereafter	19.762%	3.00%	8.149%	7.00%	10.371%	7.00%	\$100 per payperiod
Tier One Unrepresented Management Group (Miscellaneous)	2.7% @ 55	19.762%	3.00%	17.178%	6.00%	17.400%	8.00%	N/A
Tier Two Unrepresented Management Group (Miscellaneous)	2.0% @ 60	7.733%	7.00%	8.149%	7.00%	10.371%	7.00%	N/A
Tier One Unrepresented Management Group (Safety)	3.0% @ 50	31.821%	3.00%	29.146%	6.00%	30.800%	9.00%	N/A
Tier Two Unrepresented Management Group (Safety)	2.0% @ 55	16.352%	7.00%	16.519%	7.00%	21.331%	7.00%	N/A
Tier One La Palma General Employees Association (LPGEA)	2.7% @ 55	19.762%	3.00%	17.178%	6.00%	17.400%	8.00%	N/A
Tier Two La Palma General Employees Association (LPGEA)	2.0% @ 60	7.733%	7.00%	8.149%	7.00%	10.371%	7.00%	N/A
Tier One La Palma Police Association (LPPA)(Miscellaneous)	2.7% @ 55	20.762%	2.00%	18.178%	5.00%	17.400%	8.00%	N/A
Tier Two La Palma Police Association (LPPA)(Miscellaneous)	2.0% @ 60	7.733%	7.00%	8.149%	7.00%	10.371%	7.00%	N/A
Tier One La Palma Police Association (LPPA)(Safety)	3.0% @ 50	32.821%	2.00%	30.146%	5.00%	30.800%	9.00%	N/A
Tier Two La Palma Police Association (LPPA)(Safety)	2.0% @ 55	16.352%	7.00%	16.352%	7.00%	21.331%	7.00%	N/A
Tier One La Palma Professional Employees Association (LPPEA)	2.7% @ 55	19.762%	3.00%	17.178%	6.00%	17.400%	8.00%	1.00%
Tier Two La Palma Professional Employees Association (LPPEA)	2.0% @ 60	7.733%	7.00%	8.149%	7.00%	10.371%	7.00%	N/A
Unrepresented Part Time Employees	Receive PARS in lieu of Social Security	3.750%	3.75%	3.750%	3.75%	3.750%	3.75%	N/A

Maximum Monthly Contribution Towards Insurance Premiums												
Employee Group	Medical					Dental				Life and ADD		Disability
	Employee Only	Employee Plus One	Employee Plus Family	Cash in Lieu of Benefit	Retirees	Employee Only	Employee Plus One	Employee Plus Family	Cash in Lieu of Benefit	Employee Only	Employee Plus Family	Long Term Disability
Elected Officials	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 2.25	\$ 2.91	N/A
City Manager (Tier One through February 2012, then Tier Two)						\$ 58.70	\$ 99.80	\$ 161.39	N/A	\$ 18.5	\$ 19.16	\$.62/\$100 Base
Unrepresented Management Group (Miscellaneous)	\$ 416.49	\$ 606.49	\$ 765.49	100%	\$ 108.00	\$ 58.70	\$ 99.80	\$ 161.39	N/A	\$ 18.5	\$ 19.16	\$.62/\$100 Base
Tier One Unrepresented Management Group (Safety)	\$ 416.49	\$ 606.49	\$ 765.49	100%	\$ 416.49	\$ 58.70	\$ 99.80	\$ 161.39	N/A	\$ 18.5	\$ 19.16	\$.62/\$100 Base
Tier Two Unrepresented Management Group (Safety)	\$ 416.49	\$ 606.49	\$ 765.49	100%	\$ 108.00	\$ 58.70	\$ 99.80	\$ 161.39	N/A	\$ 18.5	\$ 19.16	\$.62/\$100 Base
La Palma General Employees Association (LPGEA)	\$ 416.49	\$ 606.49	\$ 765.49	100%	\$ 108.00	\$ 58.70	\$ 99.80	\$ 161.39	N/A	\$ 18.5	\$ 19.16	\$.62/\$100 Base
Tier One La Palma Police Association (LPPA)(Miscellaneous)	\$ 446.49	\$ 636.49	\$ 795.49	100%	\$ 108.00	\$ 58.70	\$ 99.80	\$ 161.39	N/A	\$ 18.5	\$ 19.16	19.5
Tier One La Palma Police Association (LPPA)(Safety/Dispatch)	\$ 446.49	\$ 636.49	\$ 795.49	100%	\$ 416.49	\$ 58.70	\$ 99.80	\$ 161.39	N/A	\$ 18.5	\$ 19.16	19.5
Tier Two La Palma Police Association (LPPA)	\$ 446.49	\$ 636.49	\$ 795.49	100%	\$ 108.00	\$ 58.70	\$ 99.80	\$ 161.39	N/A	\$ 18.5	\$ 19.16	19.5
La Palma Professional Employees Association (LPPEA)	\$ 416.49	\$ 606.49	\$ 765.49	100%	\$ 108.00	\$ 58.70	\$ 99.80	\$ 161.39	N/A	\$ 18.5	\$ 19.16	\$.62/\$100 Base
Unrepresented Part Time Employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

\* All Full Time Employees are also eligible to receive an annual \$300 reimbursement for Vision expenses for each eligible dependent

**City of La Palma Employee Benefits Schedule  
Fiscal Year 2011-12**

Annual Paid Time Off											
Employee Group	Holidays		Vacation Leave (In Weeks)					Administrative Leave	Sick Leave	Cash Out Provisions In Lieu of Time Off	
	Days	Floating Hours	Year 1 - Year 5	Year 6 - Year 10	Year 11 - Year 15	Year 16 - Year 20	Year 21 Plus	Annual Hours	Annual Hours	Vacation Hours	Sick Leave Hours
Tier One Unrepresented Management Employees	9	36	3	3	4	4 1/2	5	63 to 80	96	Up to 100	Up to 50
Tier Two Unrepresented Management Employees	9	36	2	3	4	4	4 1/2	63 to 80	96	Up to 100	Up to 50
Tier One La Palma General Employees Association (LPGEA)	9	36	3	3	4	4 1/2	5	N/A	96	Up to 80	Up to 50
Tier Two La Palma General Employees Association (LPGEA)	9	36	2	3	4	4	4 1/2	N/A	96	Up to 80	Up to 50
Tier One La Palma Police Association (LPPA)(Misc. and Safety)	9	32	3	3	4	4 1/2	5	N/A	96	Up to 100	Up to 50
Tier Two La Palma Police Association (LPPA)(Misc. and Safety)	9	32	2	3	4	4 1/2	4 4/5	N/A	96	Up to 100	Up to 50
Tier One La Palma Professional Employees Association (LPPEA)	9	36	3	3	4	4 1/2	5	20	96	Up to 70	Up to 40
Tier Two La Palma Professional Employees Association (LPPEA)	9	36	2	3	4	4	4 1/2	20	96	Up to 70	Up to 40

Other Benefits and Special Pays (Employees Must Meet Specific Criteria to be Eligible)													
Employee Group	Bilingual Pay	Boot Allowance	Uniform Allowance	Vehicle Allowance	Wellness Benefit	Intermediate POST Certification	Advanced POST Certification	Bachelors Degree	Masters Degree	Professional Development Pay	Detective Pay	Motor/Canine/Field Training Officer Pay	Corporal In Charge Pay
All Employees	\$150/Month												
City Manager				\$325/Month	\$500/Year								
Unrepresented Management Employees (Miscellaneous)					\$500/Year								
Unrepresented Management Employees (Safety)			\$900/Year	Use of City Provided Vehicle	\$500/Year								
LPGEA and LPPEA Maintenance and Water Dept. Employees		\$150/Year	Uniforms Provided										
Tier One La Palma Police Association (LPPA)(Miscellaneous)			\$900/Year										
Tier One La Palma Police Association (LPPA)(Safety)			\$900/Year			2.5% of Base Pay	5% of Base Pay	2.5% of Base Pay	5% of Base Pay	\$50-\$100/Month	5% of Base Pay	\$150/Month	\$100/Shift
Tier One La Palma Police Association (LPPA)(Dispatch)			\$900/Year					2.5% of Base Pay	5% of Base Pay				

\*LPPA Employees are eligible for either POST or Degree Incentive Pay - Not both  
\*Corporal In Charge Pay paid when Employee is acting as Patrol Supervisor Only