

LOCAL GOVERNMENT COMPENSATION SURVEY

Local Government Compensation Survey

This document constitutes an Activity Report, prepared in accordance with *California Penal Code Sections 925 and 928*, regarding total compensation paid to local officials employed by 72 government agencies in Santa Barbara County during calendar year 2009. Although compensation paid to public officials in California is part of the public record, it is fair to say few citizens know these amounts. County-wide information for various forms of local government is neither compiled nor readily available in one place.

The recent media disclosure of the excessive compensation paid to officials in the City of Bell, California caused local and national discussion about the need for transparency.

As a result, the 2010-11 Santa Barbara County Civil Grand Jury (Jury) conducted a standardized survey of the total compensation paid to senior executives and elected officials by 72 local government agencies in Santa Barbara County. The survey includes the county, cities, special districts, and school districts. Each agency has different responsibilities, thus the survey does not provide for direct comparisons of compensation. For example, one city may provide police, fire or refuse service with its own staff, and another city may provide those services through a contract. To ensure accuracy, the Jury requested the chair, chief executive, or the designated representative of each individual agency, sign the survey form.

The Jury is pleased to report that the agencies were cooperative and responsive. This report does not require a response from any agency. Questions about the survey data should be directed toward the specific agency, not the Jury. The Jury makes neither judgment nor recommendation regarding the contents of this survey.

Instructions for Access

The results for each agency are found in the appendix which is available electronically on the Grand Jury website www.sbcgj.org. After opening the PDF document, click on the desired category/subcategory in the bookmark pane on the left side of the opened PDF document, and within the expanded bookmark, click on the agency of choice. Repeat the selection process for each additional agency.

The instructions provided to the agencies are shown in the following table:

TABLE

Instructions for Pay Analysis by Position:	
Column	Subject Related to Total Cash Compensation
C	Annual Budget Managed: Fiscal year 2009-10 budget managed by each specific position. (enter total budget for Supervisors, Directors, Trustees and City Council Members)
D	#FTE's: Full time equivalent positions under management by the position (include both direct and indirect reports under manager)
E	Total Reported W-2 Income (as reported in Box 1 of W-2)
F	2009 Annual Base Salary: Base pay received during calendar year 2009
G	2009 Bonus: any Bonus received during calendar year 2009
H	2009 Deferred Income (only for employer's portion not otherwise included Column F)
I	Commission/agency Stipends: total of all stipends paid in calendar year 2009. Please also use this column to report other payments paid to employees for which a specific column has not been provided. Please put an explanation at the bottom of the worksheet.
J	2009 Car Allowance paid to each individual
K	# days PTO: number of vacation, sick and Holiday days accrued for this person in calendar year 2009
L	Vacation sick Cash-out: Any dollars paid for vacation/sick pay cashed out in calendar year 2009. (include only payments made to employee which are in addition to Annual Base Salary)
M	2009 Club memberships: annual dues and expenses paid to each club for this person
N	Housing Allowance: allowance paid in calendar year 2009
O	Relocation costs reimbursed or "Bonus": amounts paid in the year employee received relocation costs
P	Total Compensation Costs: all cash compensation including Deferred income
Column	Other employer costs, payments and gifts
Q	Employer Healthcare Costs: the Agency's 2009 costs per individual in each position (Do not include employer's Federal and State payroll taxes)
R	Employer Pension Costs: the Agency's 2009 costs per individual in each position
S	Total amount of Home or Bridge Loans granted: amount outstanding
T	Is an agency vehicle assigned to the employee – Yes or No
U	Number of Gifts reported on 2009 Form 700: as required by the FPPC
V	Total amount of Gifts reported on 2009 Form 700: as required by FPPC

Notes:

- The instructions given to the responding agencies were revised during the term of the survey only to clarify the instructions for completing columnar line items
- No attempt was made to verify the completeness or accuracy of the completed surveys; but, on occasion, preparers were contacted when it was apparent that amounts entered for columnar line items were questionable
- In a few instances, corrections were made to surveys as submitted when amounts entered were in the wrong column
- All surveys were reformatted for this report to provide for consistency in formats for presentation purposes; such reformatting included deleting lines without any amounts and elimination of zeros and other notations
- Surveys were received by mail and no attempt was made to verify the signatures

County of Santa Barbara

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's Managed	Total Reported W2 - Box1	Annual Base Salary (6)	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received & Other	Car Allowances Received	#Days Annual PTO	Paid Accrued Vacation & Sick Days	Club Membership Fees Paid	Housing Allowances Received	Relocation Cost Reimbursed or "Bonus"	Total Compensation Costs, Including Deferred (8)	Employer Health Care Costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto Assigned to Employee	# Gifts (13) reported on 2009 Form 700	Total Amount Received
Board of Supervisors-1st Dist (10)	\$ 494,860	4	\$ 70,960	\$ 84,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 84,300	\$ 4,302	\$ 22,465	\$ -	No	4	\$ 9,719	
Board of Supervisors-2nd Dist	508,722	4	50,257	84,200									84,200	4,292	22,897		No	7	1,183	
Board of Supervisors-3rd Dist (9)	562,898	5	77,860	84,200									84,200	3,805	21,631		No			
Board of Supervisors-4th Dist	514,237	5	72,297	84,200			1,000						85,200	4,302	22,897		No			
Board of Supervisors-5th Dist (10)	418,128	4	76,250	85,785									85,785	4,302	23,270		No			
District Attorney	19,101,331	121	185,002	179,286			7,234	5,746	22	6,896			199,161	4,302	49,460		No			
County Counsel	7,436,228	37	151,397	186,500			6,485	5,746	38				198,732	4,302	49,583		No			
Auditor-Controller	7,730,882	49	173,128	179,899			7,234	5,746	22	6,919			199,799	4,302	49,611		No			
Clerk-Recorder-Assessor	18,712,353	104	192,106	179,899			7,234	5,746	22	6,919			199,799		49,611		No	2	65	
Sheriff-Coroner	104,647,278	664	174,314	188,621			7,234	1,950	28	7,255			205,060	4,302	74,489		No	9	1,790	
Fire Chief (9)	53,312,052	254	236,688	201,994			7,358	2,980	38	23,266			255,598	1,357	63,393		No			
CEO(2)	14,897,328	44	210,092	223,096		18,000	6,485	9,178	26	8,742			265,501	4,302	61,954		No			
Asst CEO1- Land Use			167,562	156,325			6,361	5,746	31	17,399			185,831	4,302	44,340		No			
Asst CEO2 - Gov't Leg			141,231	171,839			6,485	5,746	25				184,071	4,302	46,075		No			
Asst CEO3 - Budget Director			159,967	171,839			6,485	5,746	34	6,734			190,804	4,292	47,627		No			
Dept Head Emergency Services			125,836	130,965			6,485	5,746	26				143,196	4,302	36,718		No			
Dept Head DSS	142,176,585	683	152,085	158,155			6,485	1,950	36				166,590	4,467	40,720		No			
Dept ADMHS	74,841,498	275	134,024	161,952			6,485	5,746	25				174,183	4,302	43,709		No			
General Services	44,634,861	138	140,562	151,129			6,485	5,746	32				163,361	4,292	41,119		No	1	800	
IT-General Fund Units (5)			175,514	180,965			6,485	5,746	35				193,197	4,302	48,259		No			
Development (9)	8,676,252	15	71,843	65,893			2,894	2,652	14	12,184			83,622	1,985	18,587		No			
Parks	14,578,691	63	129,998	136,018			6,485	5,746	28				148,249	4,302	37,502		No			
Planning & Development (4) (9)	25,929,995	102	187,529	162,836			2,619	2,431	11	23,818			211,703	1,655	17,795		No			
Probation	41,339,913	339	142,996	156,168			6,485	1,950	37				164,604	4,302	43,702		No			
Public Health	85,310,005	511	241,622	257,943			8,232	7,293	45	8,158			281,626	5,460	70,581		No			
Public Works	106,632,465	287	151,811	159,694			6,485	5,746	38				171,925	4,302	43,678		No			
SBC Employee Retirement (9)	(11)	21	169,758	171,241		966	3,592	3,315	13			6,485	185,599		28,389		No	4	292	
Public Defender (7)	10,009,228	69	147,535	179,967			6,485	5,746	38				192,198	4,302	50,419		No	3	1,888	
Child Support Services (7)	9,209,513	84	112,948	131,216			6,485	5,746	32				143,447	4,302	36,353		No			
Agriculture (7)	3,594,812	27	185,554	140,544			6,485	1,950	38	36,809			185,788	4,302	40,335		No			
Asst CEO - Human Resources (7)	4,610,332	25	167,856	171,839			6,485	5,746	38	6,734			190,804	4,302	47,627		No			
Treasurer-Tax Collector (3) (7)	13,499,034	46	167,755	179,899			7,234	5,746	22	6,919			199,799	4,302	49,611		No			

County of Santa Barbara

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's Managed	Total Reported W2 - Box1	Annual Base Salary (6)	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received & Other	Car Allowances Received	#Days Annual PTO	Paid Accrued Vacation & Sick Days	Club Membership Fees Paid	Housing Allowances Received	Relocation Cost Reimbursed or "Bonus"	Total Compensation Costs, Including Deferred (8)	Employer Health Care Costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto Assigned to Employee	# Gifts (13) reported on 2009 Form 700

Footnotes:

- (1) This budget under the management of the Superior Court
- (2) Includes 9.5 million budget of General County Programs Managed by CEO
- (3) Includes 5.6 million budget for Debt Service Managed by Treasurer
- (4) Includes 8.7 million budget of the Redevelopment Agency merged from HCD to P&D in 2010-11
- (5) Budget/FTE merged into General Services in 2010-2011
- (6) Base Annual Salary Includes furlough deduction
- (7) Public Defender, Child Support Services, Agriculture, Treasurer-Tax Collector were not on the original Survey list.
- (8) Total Compensation includes Cash Benefit Allowances (Column W)
- (9) These department head or Supervisor positions were held by multiple employees in 2009
- (10) Base includes Chair Allowances
- (11) Retirement System Budget independent of County - \$112 million
- (12) Employee Count below is from PP2009-26
- (13) Gifts - Form 700 include Schedule D Income - Gifts and Schedule E Income - Travel Payments

1. Do any of these people fill two, or more, positions and if so, are they paid additional compensation?
 Please list positions and amount paid.

*HR Director Susan Paul served as the Assistant CEO in 2009 received no extra pay for the Assistant CEO position.

2. Do any of the incumbents have additional contracts or the like with your organization? If so, please list the positions and amount paid under the terms of the contract.
 NA

Scope Measures	Population	Total Fulltime Staff (12)	Total part-time staff (12)	Total Head Count	Total Annual Budget
Amount	434,481	3,845	632	4,477	\$ 828,172,153

Please provide a copy of your conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate:

 Chair, Board of Supervisors Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
Santa Barbara County Local Agency Formation Commission**

Santa Barbara County Local Agency Formation Commission (LAFCO)

Note - This survey was prepared from information provided by LAFCO.

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Commissioner City - Lupe Alvrez	\$ -		\$ 150	\$ -	\$ -	\$ -	\$ 150	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 150	\$ -	\$ -	\$ -	No	N/A	\$ -
Commissioner City - Dick Wees			750				750							750				No		
Commissioner City - Bob Orach			1,050				1,050							1,050				No		
Commissioner City Alt. - Joe Armendariz			1,050				1,050							1,050				No		
Commissioner County - Joe Centeno			1,200				1,200							1,200				No		
Commissioner County - Janet Wolf			1,200				1,200							1,200				No		
Commissioner County Alt. - Doreen Farr			1,200				1,200							1,200				No		
Commissioner Special District - Cathy Schlottmann			2,550				2,550							2,550				No		
Commissioner Special District - Larry Wilson			1,200				1,200							1,200				No		
Commissioner Special District Alt.- John Fox			1,200				1,200							1,200				No		
Commissioner Public - Marty Mariscal			1,950				1,950							1,950				No		
Commissioner Public - Bob Short			1,200				1,200							1,200				No		

There are eleven Commissioners of LAFCO of which seven are regular, or voting members (two city members, two county members, two special district members and one public member)

The management of LAFCO is contracted to Braitman & Associates; consequently, the Executive Officer of LAFCO is not an employee of LAFCO or the County of Santa Barbara.

For the 2009-2010 fiscal year, the contract with Braitman & Associates for management services is \$168,989 plus reimbursement of out-of-pocket expenses

Legal Services are provided by contract with Santa Barbara County Counsel

1. Do any of these people fill two, or more, positions and if so, are they paid additional compensation?
Please list positions and amounts paid.

2. Do any of the incumbents have additional consulting contracts or the like with your organization?
If so, please list the positions and amount paid or to be paid under the terms of the contract

N/A

Scope Measures	Population	Total full-time staff	Total part-time staff	Total Headcount	Total Annual Budget
Amounts					\$ 315,186

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate: _____

Chair, LAFCO

Date

2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
Santa Barbara County Association of Governments

Santa Barbara County Association of Governments

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Supervisor 1	\$ 15,000,000		\$ 1,900	\$ -	\$ -	\$ -	\$ 1,900	\$ -		\$ -	\$ -	\$ -	\$ 1,900	\$ -	Assume	\$ -	no		Board members -	
Supervisor 2	15,000,000		1,300				1,300						1,300		Reported by		no		assume reported	
Supervisor 3	15,000,000		1,600				1,600						1,600		Others		no		by others	
Supervisor 4	15,000,000		800				800						800				no			
Supervisor 5	15,000,000		1,500				1,500						1,500				no			
Mayor/Councilmember Buellton			1,100				1,100						1,100				no			
Mayor/Councilmember Carpinteria			1,400				1,400						1,400				no			
Mayor/Councilmember Goleta			100				100						100				no			
Mayor/Councilmember Guadalupe			1,400				1,400						1,400				no			
Mayor/Councilmember Lompoc			700				700						700				no			
Alternate Lompoc			400				400						400				no			
Mayor/Councilmember Santa Barbara			1,100				1,100						1,100				no			
Alternate Santa Barbara			300				300						300				no			
Mayor/Councilmember Santa Maria			1,500				1,500						1,500				no			
Alternate Santa Maria			200				200						200				no			
Mayor/Councilmember Solvang			1,200				1,200						1,200				no			
Alternate Solvang			200				200						200				no			
Excutive Director JK	15,000,000	6	137,796	160,730		3,900		6,000	37				170,630	5,640	43,234		no			
Deputy Director 1 - Programs SV		4	101,840	116,961					37	4,318			121,279	5,640	28,718		no			
Deputy Director 2-Planning MP		4	88,076	120,759					37				120,759	5,640	28,718		no			
CFO BD		2	67,844	102,057					28				102,057	5,640	25,229		no			

Scope Measures	Population	Total full time staff	Total part-time staff	Total Headcount	Total Annual Budget
Amounts	431,312	20		20	\$ 15,000,000

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate: _____
Executive Director, SBCAG Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
Santa Barbara County Board of Education**

Santa Barbara County Board of Education

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received *	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of Santa Barbara County	\$ 84,717,321	639	\$ 201,710	\$ 181,427	\$ -	\$ -	\$ 25,826	\$ -	16	\$ -	\$ -	\$ -	\$ -	\$ 207,254	\$ 13,685	\$ 17,098	\$ -	No		\$ -
Assist. Superintendent, Admin Services	84,717,321	57	157,620	148,912			8,492	3,000	16					160,404	14,525	15,061		No		
Assist. Superintendent, Categorical & Special Programs	33,026,996	159	129,487	123,931			4,367	2,400	16					130,698	19,732	10,783		No		
Assist. Superintendent, Human Resources	1,078,045	639	158,283	144,491			12,520	3,000	16					160,011	13,685	13,228		No		
Assist. Superintendent, Instructional Services ***	4,347,842	26	114,491	113,997			700	1,000	16					115,697	19,732	9,745		No		
Assist. Superintendent, Special Education	37,173,683	374	149,950	134,063			9,017	3,000	16					146,080	4,020	12,052		No		
Director, Communications	770,548	6	117,774	117,437			2,665		16					120,102	13,685	9,922		No		
Director, SBC Beginning Teacher Support	916,598	2	101,625	102,760			700		16					103,460	19,732	8,535		No		
Director, Community Ed & Special Projects	3,433,802	17	106,436	107,248					16					107,248	19,732	10,262		No		
Executive Director, Children's Creative Project	478,609	1	99,651	97,160			3,847		16					101,007	6,856	9,665		No		
Director, Curriculum, Instruction, & Program Support ***			102,617	102,761			700		16					103,461	13,685	8,620		No		
Director, Educational Support Services ****			44,928	44,899			300		16					45,199	9,866	4,475		No		
Director, Leadership Support Services			102,498	102,878			4,287		16					107,165	13,685	8,841		No		
Director, Classified Human Resources	360,873	2	108,423	112,676			1,296		16					113,972	13,685	10,891		No		
Regional Director, Migrant Education Program	2,630,015	21	105,398	105,722			700		16					106,422	19,732	8,798		No		
Director, South County R.O.P.	1,705,587	8	108,317	108,365			700		16					109,065	6,856	9,016				
Director, North County R.O.P.	3,206,880	11	102,290	103,143					16					103,143	6,856	8,527		No		
Director, Regional Technical Assistance Center (R-TAC)	325,654		109,439	110,012			700		16					110,712	19,732	9,165		No		
Director, Teacher Programs and Support	295,663	1	94,791	95,778			700		16					96,478	6,856	7,976		No		
Director, Instructional Media Services	1,334,959	11	113,191	113,429			700		16					114,129	19,732	9,419		No		

* Stipends are granted for longevity and advanced degrees

** Position does not exist in Santa Barbara County Education Office

*** Incumbent was promoted to this position July 2009

**** Incumbent assumed position July 2009

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget	
K-6	N/A	N/A	N/A	N/A	N/A	N/A
7-8 or 9	N/A	N/A	N/A	N/A	N/A	N/A
High School	N/A	N/A	N/A	N/A	N/A	N/A
College	N/A	N/A	N/A	N/A	N/A	N/A

The County Education Office operates programs in Special Education (infant to adult); Juvenile Court Schools (Gr. 7-12); Community schools (Gr. 7-12); Child Development (preschool); Migrant Education (K-12); Regional Occupational Programs (Gr. 9-12). Total Certificated staff: 211 (185.5 FTE) Total Classified

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts p: **NO**
2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms o **NO**

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____

Superintendent

Date

**2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Cities**

City City of Buellton

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Mayor	\$ 8,600,000	1	6,180	\$ 5,280	\$ -	\$ -	\$ -	\$ 900		\$ -	\$ -	\$ -	\$ -	\$ 6,180	\$ 980	\$ -	\$ -	No	1	\$ 100
City Councilmember1	8,600,000	1	6,180	5,280				900						6,180	980	606		No	1	100
City Councilmember2	8,600,000	1	6,180	5,280				900						6,180	1,475	606		No		
City Councilmember3	8,600,000	1	6,180	5,280				900						6,180	1,475			No	1	100
City Councilmember4	8,600,000	1	6,180	5,280				900						6,180	980	606		No	1	100
Chief Administrative Officer*	8,600,000	5	117,001	140,000		5,726			44	24,438			7,000	177,164	7,935	10,864		Yes		
Dept. Head: Public Works Director	3,000,000	6	91,944	101,112		6,067			44	1,944				109,123	10,580	11,595		Yes		
Dept. Head: Planning Director	513,000	2	98,160	98,160		5,890			34					104,050	10,580	11,257		No		
Dept. Head: Finance Director**	8,600,000	3	96,566	99,960		5,890			34	7,617				113,467	6,634	11,463		No		

* Retired 8/26/09. New City Manager hired 12/15/09

** Retired 12/29/09. New Finance Director hired 2/1/10

Is your city a General Law City or a Charter City? General Law City Charter City

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list individual positions and amounts paid No
2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract No

Scope Measures	population	total full time	total part-time	total head-count	2009 Total Budget	Total Salary/Benefits Costs
Amounts	4,833	17	10	27	\$ 8,600,000	\$ 523,187

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
City Manager/Administrator Date

**2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Cities**

City

City of Carpinteria

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick DOLLARS	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Mayor	\$ 13,886,062	2	\$ 2,083	\$ 3,720	\$ -	\$ -	\$ -	\$ -		\$ -	\$ 374	\$ -	\$ -	\$ 4,094	\$ 13,425	\$ -	\$ -	No		\$ -
City Councilmember1	13,886,062	2	3,441	3,720							374			4,094	10,976			No		
City Councilmember2	13,886,062	2	3,441	3,720										3,720	14,231			No		
City Councilmember3	13,886,062	2	3,441	3,720										3,720	14,290			No		
City Councilmember4	13,886,062	2	3,441	3,720										3,720				No		
Chief Administrative Officer	13,886,062	5	158,302	144,139		8,358	780		44	6,781				160,058	13,425	10,565		Yes		
Dept. Head: Admin Svcs Director	871,982	4	135,323	118,963			780		45	15,648	374			135,765	13,065	8,707		No		
Dept. Head: Comm Devt Director	969,808	10	132,212	130,803			780		36	861				132,444	11,705	9,580		No		
Dept. Head: Public Works Director	5,000,874	8	70,492	118,211			780		34	10,100				129,091	15,316	8,239		No		
Dept. Head: Parks & Rec Director	2,088,809	10	109,386	108,219			780		42	7,519				116,518	13,425	7,913		No		

Is your city a General Law City or a Charter City? General Law

The Administrative Services Director also serves as City Treasurer with no additional compensation.

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list individual positions and amounts paid

The Public Works Director also serves as City Engineer with no additional compensation.

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract No

Scope Measures	population	total full time	total part-time	total head-count	2009 Total Budget	Total Salary/Benefits Costs
Amounts	14,409	29	49	78	\$ 12,651,663	2,475,630 / 997,309

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
City Manager/Administrator
Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Cities

City

City of Goleta

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received*	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Mayor (Onnen)	\$ 39,685,914		\$ 5,235	\$ 4,800	\$ -	\$ -	\$ 435	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 5,235	\$ -	\$ -		No		\$ -
City Councilmember (Bennett)	39,685,914		5,235	4,800			435							5,235				No	5	475
City Councilmember (Connell)	39,685,914		5,235	4,800			435							5,235		873		No	3	290
City Councilmember (Easton)	39,685,914		5,235	4,800			435							5,235	905			No	1	50
City Councilmember (Aceves)	39,685,914		5,235	4,800			435							5,235	12,213			No		
City Manager	592,795	8	178,499	179,747		8,409	13,200	8,400	39					209,756	10,200	30,002		No	2	164
City Attorney	514,168	2	162,789	162,247		8,152	13,200	8,400	39					191,999	10,200	27,074		No	2	300
Community Services Director	16,547,503	14	158,486	162,297			12,120	4,830	38					179,247	10,200	27,088		No		
Finance Director	480,816	3	151,582	147,727			11,880	4,830	39					164,437	10,200	24,657		No		
Administrative Services Director	1,824,586	4	166,494	151,044			12,120	4,830	39					167,994	10,200	25,207		No		
RDA and Neighborhood Services Director	11,305,223	3	152,176	155,834			12,120	4,830	39					172,784	10,200	25,517		No		
Planning Director	1,968,147	10	157,244	149,422			12,046	4,830	39					166,298	10,200	24,942		No		

Is your city a General Law City or a Charter City? General Law City

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list individual positions and amounts paid Yes, the Community Services Director is also the City Engineer. He is paid an additional 5% for this dual position.
2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract

*For staff positions, Column I also includes phone allowances and unused benefit allowance

Scope Measures	population	total full time	total part-time	total head-count	2009 Total Budget	Total Salary/Benefits Costs
Amounts	31,099	45	3	48	\$ 39,685,914	\$ 5,604,471

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
City Manager/Administrator Date

**2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Cities**

City City of Guadalupe

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Mayor	\$ -		\$ 2,520	\$ 1,800	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 1,800				NO	1	\$ 115
City Councilmember1 (Virginia Ponce)			2,490	1,800										1,800				NO		
City Councilmember2 (Ariston Julian)			210	1,800										1,800				NO		
City Councilmember3 (John Lizalde)			2,580	1,800										1,800				NO		
City Councilmember4 (John Sabedra)			waived	1,800										1,800				NO		
Fire Chief **		3	31,490	44,200										44,200				YES		
Police Chief		13	109,462	77,373	11,607	9,837			96	1,283				100,100				YES		
Dept. Head: Finance **		3	77,075	56,330					76	1,156				57,486	7,416			NO		
Dept. Head: Human Resources **			41,051	42,157					52	2,440				44,597	3,000			NO		
Dept. Head: Public Works		7	89,679	73,407		187			168	5,667				79,261	6,890			NO		

* Current City Administrator started employment on 1-4-10, 2009 completion N/A

** Part time position

Is your city a General Law City or a Charter City? General Law

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list individual positions and amounts paid No

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract No

Scope Measures	population	total full time	total part-time	total head-count	2009 Total Budget	Total Salary/Benefits Costs
Amounts	6,750	30	2	32	\$ 18,690,565	\$ 2,537,203

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
City Manager/Administrator Date

**2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Cities**

City City of Lompoc

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Mayor1	\$ 120,058,572	1	\$ 7,778	\$ 5,908	\$ -	\$ 196	\$ -	\$ 2,742		\$ -	\$ -	\$ -	\$ -	\$ 8,846	\$ 2,759	\$ 196		No		\$ -
Mayor/City Councilmember	120,058,572	1	1,968	7,938		298		3,427						11,663		298		No		
City Councilmember1	120,058,572	1	9,900	7,200		270		2,970						10,440		270		No		
City Councilmember2	120,058,572	1	7,186	7,200				2,970						10,170	9,082	814		No		
City Councilmember3	120,058,572	1	7,632	7,200				2,970						10,170	9,451	814		No		
City Councilmember4	120,058,572	1	3,046	2,215		83		914						3,212		83		No		
Chief Administrative Officer	120,058,572	17	134,165	147,784				4,039	52	300				152,122	4,978	12,768		No		
Fire Chief	3,974,595	29	121,236	130,158	650				45	4,805				135,614	9,452	11,596		Yes		
Police Chief	8,597,453	73	127,560	143,906	650				45	4,949				149,504	12,445	12,992		Yes		
City Attorney	390,101	2	85,841	75,386					42	17,590				92,976	7,290	6,513		No		
Dept. Head: Utilities	45,568,553	91	132,996	132,687				3,000	42	128				135,815	12,443	11,464		No		
Dept. Head: Public Works	26,962,404	78	119,307	132,608				3,000	52					135,608	9,452	11,457		No		
Dept. Head: Parks and Recreation	4,449,424	32	94,171	93,667				3,000	52	3,593				100,260	10,359	8,093		No		
Dept. Head: Community Development	18,343,344	11	97,275	111,406				3,000	52					114,406	10,901	9,625		No		
Dept. Head: Human Resources	511,377	5	81,754	105,836					45	300				106,136	9,221	9,144		No		
Dept. Head: Management Services	3,523,297	37	110,820	109,942					49	7,166				117,109	12,443	10,054		No		
Dept. Head: Library	2,617,609	13	87,539	87,734					52	3,068				90,802	9,452	7,580		No		

Is your city a General Law City or a Charter City? General Law

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list individual positions and amounts paid

No two positions are occupied by one person - except for the case of the Councilmember appointed Mayor -there was no overlapping duties or compensation.

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract

No - see notes 4 and 6 regarding retaining positions for temporary part-time projects.

Scope Measures	population	total full time	total part-time	total head-count	2009 Total Budget	Total Salary/Benefits Costs
Amounts	43,079	343	167	510	\$ 103,517,850	\$ 38,292,251

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate

City Manager/Administrator

Date

**2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Cities**

City City of Santa Barbara

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed - FY 10	#FTE's managed	Total Reported W-2 Gross Income (Box 5)*	Annual Base Salary - FY10 Adopted Budget	Bonus	Deferred Income Amount	Commission/ Agency Stipends Rec'd-RDA-\$30 per mtg	Car Allowance Received	# days Annual PTO **	Paid Accrued Vacation and Sick Days***	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Mayor Blum	\$ 6,949		\$ 60,351	\$ 49,661	\$ -	\$ -	\$ 720	\$ 10,296		\$ -	\$ -	\$ -	\$ -	\$ 60,677	\$ 1,077	\$ 10,242	\$ -	No		\$ -
City Councilmember Francisco	2,460		47,160	39,729			720	7,116						47,565	4,531	8,193		No		
City Councilmember Falcone	2,460		47,944	39,729			660	7,116						47,505	7,310	8,193		No	39	3,135
City Councilmember Horton	2,460		47,160	39,729			720	7,116						47,565		8,193		No		
City Councilmember House	2,460		47,160	39,729			780	7,116						47,625	12,768	8,193		No		
City Councilmember Schneider	2,460		47,160	39,729			720	7,116						47,565	14,161	8,193		No	8	719
City Councilmember Williams	2,460		47,160	39,729			780	7,116						47,625	7,079	8,193		No	13	1,468
City Administrator Armstrong	281,140,853	1,045	261,606	237,946				7,116	59					245,062	19,224	47,986		No	1	118
AsstCityAdminKent(retired12/21)	281,140,853	1,045	221,496	193,019				7,116	57	28,617				228,752	19,224	40,008		No		
Admin. Services Dir. Lopez	4,581,999	29	173,285	153,447				7,116	59					160,563	19,224	31,457		No		
Comm. Develop. Dir Casey	34,010,760	79	192,307	177,328				7,116	59					184,444	19,224	36,352		No		
Fire Chief Prince (retired5/1)	21,701,441	113	81,951	182,444				2,965	26	5,278				190,687	6,408	25,872		No		
Police Chief Sanchez	34,345,507	209	207,860	195,639					59					195,639	19,224	81,850	402,904	Yes		
City Attorney Wiley	2,099,358	12	254,903	225,639				7,116	59					232,755	19,224	46,612		No		
Finance Dir Peirson(retired 8/28)	10,686,378	46	146,555	167,860				4,744	50	12,280				184,884	12,816	24,718		No		
Airport Director Ramsdell	15,753,952	53	177,794	162,101				7,116	59					169,217	19,224	33,231		No		
Library Director Macias	6,086,042	42	180,110	149,793				7,116	59					156,909	19,224	29,908	115,574	No		
Parks and Recreation Dir Rapp	19,927,470	99	179,103	158,899				7,116	59					166,015	19,224	32,574		No		
Public Works Dir Andersen	112,835,779	298	210,291	190,331				7,116	56					197,447	19,224	38,994	94,650	No		
Waterfront Dir Bridley	10,843,497	46	172,298	162,101				7,116	59					169,217	19,224	33,231		No		

*E--27 Pay periods for calendar year 2009 (normally 26)

**K-- Personal Leave-32 hrs/Management Leave-40 hrs/Holidays-80 hrs/sick leave-96 hrs/vacation-223.6 hrs per year =471.6 hrs = 58.95 days

***L -- Retirees: Kent-annuity:\$679/mo; retiree medical:\$340.31/mo*///Prince-none///Peirson-annuity cash-out:\$58,142; retiree medical-\$217/mo* (*until age 65)

***Q -- \$14,194.08 is maximum eligible given for electeds for healthcare costs for 2009

Is your city a General Law City or a Charter City?

Charter City

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list individual positions and amounts paid

Jim Armstrong, City Administrator/City Clerk/Treasurer (no extra amount paid)

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract

No

Scope Measures	population	total full time	total part-time	total head-count	2009 Total Budget (FY 10 adopted budget)	Total Salary/Benefits Costs
Amounts	90,308	1,022	23	1,045	\$ 281,140,853	\$ 124,567,063

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

Attached

I hereby certify that the data entered in this Survey response is complete and accurate _____

City Manager/Administrator

Date

**2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Cities**

City City of Santa Maria

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary*	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Professional membership fees paid**	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Mayor	\$ 150,920,160		\$ 28,560	\$ 15,600	\$ -	\$ -	\$ 1,200	\$ 5,629		\$ -	\$ -	\$ -	\$ -	\$ 22,430	\$ 7,702	\$ 1,970	\$ -	no		\$ -
City Councilmember1	150,920,160		23,583	12,600			1,200	3,308						17,109	7,702			no		
City Councilmember2	150,920,160		17,314	12,600			1,200	3,308						17,109	11,208	1,594		no		
City Councilmember3	150,920,160		20,821	12,600			1,200	3,308						17,109	8,370	1,594		no		
City Councilmember4	150,920,160		18,206	12,600			1,200	3,308						17,109	9,175	1,594		no		
Chief Administrative Officer	150,920,160	630	197,209	223,943	17,062	5,111	600		46	11,596	1,836			260,148	13,813	53,491		no		
Ass't City Administrator 1	150,920,160	629	157,213	175,602	5,017	300	1,380		43	6,953	550			189,802	13,813	40,092		no		
Fire Chief	7,954,750	61	170,954	159,593	3,046		1,250	1,296	39	35,137	1,223			201,546	8,798	67,296		no		
Police Chief	21,371,050	168	189,710	179,423	5,126		1,000		47	10,658	2,425			198,633	10,861	64,319		yes		
City Attorney	1,011,630	11	149,634	186,266	14,901	4,293	1,380	6,616	44	3,872	1,104			218,432	9,527	44,651		no		
Director of Community Developme	2,851,250	28	143,516	142,049	82	138	796	6,200	41	15,291				164,557	13,075	31,568		no		
Director of Public Works	25,350,660	55	141,987	142,541	3,920	300	1,380	6,616	44	2,819	1,134			158,710	9,505	32,812		no		
Director of Recreation and Parks	12,205,180	131	164,046	146,163	4,385	300	600	6,616	45	8,693	634			167,391	9,516	33,419		no		
Director of Utilities	57,201,360	85	162,756	168,773	5,063	300	1,334	6,616	45	6,691	594			189,372	12,217	38,587		no	3	225
City Librarian	2,876,170	43	117,715	144,003	3,960	300	600	5,629	45					154,492	12,078	32,845		no		
Director of Administrative Services	10,379,850	27	124,738	170,938	4,045	300		381	40	29,397	217			205,277	12,187	38,849		no		

* Education Incentive of 5% is included in the Annual Base Salary

** The City of Santa Maria does not pay into any "club" (health or country club) memberships; all amounts reported reflect professional organizations only.

Is your city a General Law City or a Charter City? Charter City

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list individual positions and amounts paid. City Attorney is also Redevelopment Co-Counsel - no additional compensation.

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract. N/A

Scope Measures	population	total full time	total part-time*	total head-count	2009 Total Budget	Total Salary/Benefits Costs
Amounts	92,542	466	391	857	\$ 150,920,160	\$ 52,943,960

* total part-time is a head count combination of .80 and .50 FTE positions; not FTE's.

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
City Manager/Administrator Date

**2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Cities**

City City of Solvang

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Mayor	\$ 16,969,912		\$ -	\$ -	\$ -	\$ -	\$ 3,600	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 3,600	\$ -	\$ -	\$ -	No	6	\$ 580
City Councilmember1	16,969,912						3,600							3,600				No	1	300
City Councilmember2	16,969,912						3,600							3,600				No		
City Councilmember3	16,969,912						3,600							3,600				No		
City Councilmember4	16,969,912						3,600							3,600				No		
Chief Administrative Officer	16,969,912	5	144,855	144,997				3,600	34				3,000	151,597	9,996	27,988		No	3	370
Dept. Head: City Clerk/Risk Manager			101,708	94,488					29				3,000	97,488	6,228	19,621		No		
Dept. Head: Finance/Personnel Director	16,969,912	1	95,763	94,488					34				3,000	97,488	9,996	19,621		No		
Dept. Head: Public Works Director	10,595,456	3	113,601	109,656					25				3,000	112,656	9,996	22,207		No		
Dept. Head: Planning/Comm Develop Director	110,022	1	93,874	94,488					29				3,000	97,488	9,996	19,621		No		
Dept. Head: Parks & Rec Director	306,842	4	85,418	85,072					28	1,636			3,000	89,708	6,228	17,256		No		

Is your city a General Law City or a Charter City? Charter City

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list individual positions and amounts p: No

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract No

Scope Measures	population	total full time	total part-time	total head-count	2009 Total Budget	Total Salary/Benefits Costs
Amounts	5,495	34	1	35	\$ 16,969,912	\$ 4,450,245

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
City Manager/Administrator Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District

Allan Hancock College

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ 720,291	38	\$ 204,011	\$ 202,648	\$ -	\$ -	\$ 1,363	\$ -	51	\$ -	\$ -	\$ -	\$ -	\$ 204,011	\$ 1,106	\$ 16,831	\$ -	No		
Deputy Superintendent 1	398,940	65	158,462	142,592			1,781		51	14,089				158,462	6,277	13,073		No		
Deputy Superintendent 2	1,309,438	207	133,448	132,525			923		51					133,448	4,137	11,009		No		
Deputy Superintendent 3	434,156	45	135,467	135,467					51					135,467	11,912	12,962		No		
Associate Superintendent	6,362,208	36	168,415	166,110			2,305		51					168,415	8,417	13,894		No		
Special Education Director	1,348,488	13	114,087	114,087					51					114,087	11,912	10,916		No		
Curriculum and Categorical Programs Director	422,254	42	129,851	127,546			2,305		51					129,851	8,417	10,713		No		
Research, Evaluation and Technology Director	218,647	2	113,400	113,286			114		51					113,400	11,429	9,356		No		
Facilities & Operations Director	3,155,240	42	92,993	92,688			305		51					92,993	8,417	8,898		No		
Fiscal Services Director	1,368,873	14	103,233	101,870			1,363		51					103,233	1,106	9,878		No		
Director/Trustee 1							2,880							2,880	7,182			No		
Director/Trustee 2							2,880							2,880	16,474			No		
Director/Trustee 3							2,880							2,880	11,730			No		
Director/Trustee 4							2,880							2,880	2,146			No		
Director/Trustee 5							2,880							2,880	17,518			No		

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget
K-6					
7-8 or 9					
High School					

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid

N/A

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract

N/A

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____

Superintendent

Date

School District

Santa Barbara City College

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700
Superintendent/President	\$ 164,466,100	1,352	\$ 235,430	\$ 215,000	\$ -	\$ 10,750	\$ -	\$ 6,000	57	\$ 13,110	\$ -	\$ -	\$ 244,860	\$ 14,216	\$ 15,410	\$ -			\$ -
Exec VP Education Programs	81,585,100	902	181,344	177,791	2,683			450	52				180,924	10,779	14,474				
VP Continuing Education	10,547,000	275	129,952	125,733	2,459			1,100	49				129,292	6,083	10,343				
VP Information Technology	5,874,800	28	154,399	150,096	2,683			300	49				153,079	10,779	10,695				
VP Human Resources/Legal Affairs	1,135,200	9	153,079	150,096	2,683			300	51				153,079	10,779	10,695				
VP Business Services	61,442,900	118	153,539	151,769				450	51				152,219	2,000	10,507				
Dir -Marketing & Publications	487,500	4	110,676	109,416	750			300	51				110,466	6,083	7,712				
Sr Dir Institutional Assessment/Research/Planning	360,600	3	160,735	160,735					49				160,735	400	9,826				
Public Information Officer	111,300		73,744	73,744					49				73,744	6,083	4,879				
Interim Director Athletics	948,900	10	133,298	92,173			6,540		10				98,713	6,468	10,664				
Director/Trustee 1	164,466,100		3,800	3,800									3,800	6,083					
Director/Trustee 2	164,466,100		4,000	4,000									4,000	10,779					
Director/Trustee 3	164,466,100		4,600	4,600									4,600	103					
Director/Trustee 4	164,466,100		3,800	3,800									3,800	10,779					
Director/Trustee 5	164,466,100		4,400	4,400									4,400	6,070					
Director/Trustee 6	164,466,100		4,600	4,600									4,600	10,779					
Director/Trustee 7	164,466,100		4,800	4,800									4,800	15,333					

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget
K-6					
7-8 or 9					
High School					

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid No.
2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract No.

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
 Superintendent Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District

Ballard School District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ 3,142,446	16	\$ 110,280	\$ 118,432	\$ -	\$ -	\$ -	\$ -	20	\$ -	\$ -	\$ -	\$ -	\$ 118,432	\$ 13,361	\$ 9,770	\$ -			\$ -

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget
K-6	1	8	8	117	\$ 3,142,446
7-8 or 9					
High School					

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid The superintendent also serves as the school principal. No additional compensation.
2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract

No

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Superintendent Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District

Blochman Union School District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ 1,150,000		\$ 65,630	\$ 65,630	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 65,630	\$ -	\$ 5,414	\$ -	no		\$ -
Business Manager			45,150	45,150					23					45,150	7,500	4,834				

Scope Measures	# of Schools	#Certificated staff	#Classified Staff	# Students	Budget
K-8	1	6	12	131	\$ 1,150,000
High School	n/a				

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid No
2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract
- No

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____

Superintendent

Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District

Buellton Union School District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ 4,658,883	101	\$ 132,507	\$ 132,000	\$ -	\$ -	\$ 11,684	\$ -	48	\$ -	\$ 126	\$ -	\$ -	\$ 143,810	\$ -	\$ 11,895	\$ -			\$ -
Special Education Director		43	78,381	75,275		5,867	11,305		24					92,447						
Facilities & Operations Director		4	69,161	71,605			3,417		24					75,022		6,851				
Fiscal Services Director	4,658,883	6	40,987	67,041		28,200	6,838		24					102,079		6,415				

Scope Measures	# of Schools	#Certificated staff	#Classified Staff	# Students	Budget
K-6	1	35	29	493	K-5 school
7-8 or 9	1	12	6	191	6-8
High School		10	7	42	Special Education Consortium

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid
2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Superintendent
Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District

Carpinteria Unified School District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ 26,765,815	14	\$ 122,505	\$ 144,672		\$ 2,000			48	\$ 9,768	\$ 1,620			\$ 158,060	\$ 12,739	\$ 11,964	\$ -	no		
Associate Superintendent	26,765,815	14	103,878	115,645					48					115,645	12,739	10,805		no		
Special Education Director	2,355,000	34	62,354	91,690					59					91,690	12,739	7,596		no		
Nutrition Services Director	1,180,000	12	41,385	55,261					36					55,261	12,183	4,876		no		

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget
K-5	4	54	47	1,030	\$ 7,430,000
7-8 or 9	1	26	17	524	3,850,000
High School	2	37	15	771	5,924,000

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid

Assoc Superintendent is also Director of Facilities and Fiscal Services. No additional compensation

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract

None

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate

Superintendent

Date

2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts

School District

Cold Spring School District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ 3,000,000	37	\$ 123,485	\$ 129,423	\$ -	\$ -	\$ -	\$ 4,800	32	\$ -	\$ -	\$ -	\$ -	\$ 134,223	\$ 14,200	\$ 15,444	\$ -	No		\$ -
Facilities & Operations Director	10,000	2	37,643	60,000					29					60,000	14,200	12,000		No		
Fiscal Services Director	3,000,000		73,976	81,800					32					81,800	14,200	16,000		No		

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget
K-6	one	17	21	172	\$ 3,000,000
7-8 or 9					
High School					

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid Superintendent is also the principal. Salary listed above is for both.

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of No

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Superintendent Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District

College School District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ 10,092,540	42	\$ 124,200	\$ 131,722	\$ -	\$ -	\$ -	\$ 8,400	72	\$ -	\$ -	\$ -	\$ -	\$ 140,122	\$ 16,444	\$ 11,560	\$ -	0	0	\$ -

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget
K-6	2	26	16	405	\$ 10,092,540
7-8 or 9					
High School					

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid

Yes. Superintendent of School District is also Curriculum and Categorical Programs Director, facilities & operations Director, Fiscal Services Director, Nutrition Services Director

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract

No.

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate

Superintendent

Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District Cuyama Joint Unified School District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700
Superintendent of School District	\$ 3,235,835	30	\$ 110,093	\$ 101,215		\$ 8,878			34				\$ 110,093	\$ 9,278			NO		\$ 9,278
Fiscal Services Director	3,235,835		45,403	37,412		7,991			34				45,403	9,278			NO		9,278

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget
K-6 (K-8 COMBINED)	1	10	7	180	\$ 1,252,780
7-8 or 9 (K-8 COMBINED)	1				
High School	2	7	3	82	\$ 1,024,312

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid
2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Superintendent
Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District

Goleta Union School District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District <i>(see note below)</i>	\$ 40,571,213	373	\$ 144,797	\$ 159,259	\$ -	\$ -	\$ -	\$ 4,200	34	0	\$ 2,555	\$ -	\$ -	\$ 166,014	\$ -	\$ 13,485	0	No	0	0
Assistant Superintendent- Instructional Serv.			106,007	132,756				2,200	34	3,278	1,092			139,326	8,061	10,242		No		
Assistant Superintendent- Pupil Services			128,659	132,482				2,400	34		1,257			136,139	8,061	11,128		No		
Assistant Superintendent- Admin. Services			126,305	130,062				2,400	34	4,029	1,235			137,726		10,928		No		
Assistant Superintendent- Fiscal Services			121,320	132,483				2,400	34	1,172				136,055	8,061	12,677		No		
Director Mainten. Operations & Transportation			91,145	113,953				2,400	34					116,353	8,061	10,903		No		
Food Services Director			91,076	94,646				2,400	34	5,025				102,071	8,061	9,056		No		
Board Trustee #1			63	2,160										2,160	8,061			No	0	0
Board Trustee #2			1,980	2,160										2,160				No		
Board Trustee #3			2,100	2,160										2,160				No		
Board Trustee #4			896	2,160										2,160	8,061			No		
Board Trustee #5			2,160	2,160										2,160				No		

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget
K-6	9	245	216	3,700	\$ 40,571,213
7-8 or 9					
High School					

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid. N/A
2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract. N/A

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Superintendent
Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District Guadalupe Union School District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ 4,300,000	14	\$111,231.09	\$ 126,564	\$ -	\$ -	\$ -	\$ 2,700	36	3,094	\$ -	\$ -	\$ -	\$ 132,358	\$ 7,500	\$ 10,664	\$ -	No		\$ -
Special Education Director		11	44,818	44,801					35					44,801	7,500	3,696		No		
Curriculum and Categorical Programs Director		22	46,822	51,918					35					51,918	7,500	4,283		No		
Facilities & Operations Director		10	29,015	33,848					36	2,225				36,073	7,500	3,137		No		
Fiscal Services Director	10,300,000	1	74,021	80,118					35					80,118	7,500	7,667		No		
Nutrition Services Director		8	42,118	50,114						2,207				52,320	7,500	4,480		No		
Director/Trustee 1		1	2,880				2,880							2,880	Declined			No		
Director/Trustee 2		1	2,880				2,880							2,880	Declined			No		
Director/Trustee 3		1	2,640				2,880							2,880	750			No		
Director/Trustee 4		1	2,880				2,880							2,880	5,568			No		
Director/Trustee 5		1					2,880							2,880	7,500			No		

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget 08/09 Fiscal Year
K-5	1	35	30	764	\$ 5,702,417
6-7-8 or 9	1	17	16	352	\$ 2,670,678
High School	N/A				

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid: **Due to Budget reductions at the end of the 2008/2009 school year, the district eliminated three (3) management positions. Positions eliminated June 30, 2009 were Curriculum & Instruction Director, Special Education Director and Facilities & Operations Director. At the start of the 2009/2010 School Year the Superintendent assumed the responsibilities of the Special Ed. & Curriculum & Instruction Director. The Fiscal Serviced Director assumed the responsibilities of the Facilities & Operations Director. THERE WERE NO CHANGES/INCREASES TO THEIR SALARIES.**

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract. **NOT APPLICABLE**

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Superintendent Date

2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts

School District

Hope Elementary School District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income **	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ 8,957,469	96	\$ 64,485	\$ 140,000	\$ -	\$ -	\$ -	\$ 1,500	50	\$ -	\$ -	\$ -	\$ -	\$ 141,500	\$ 9,510	\$ 5,320	\$ -			\$ -
Special Education Director			48,773	45,743			3,030		6					48,773	9,510	4,024				
Fiscal Services Director	8,957,469	96	44,854	80,197					46					80,197	9,510	4,174				

2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts

School District **Lompoc Unified School District**

Job Title	Responsibilities		2009 Compensation (Fiscal Year 2009/2010)											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	# FTE's Managed	Total Reported W-2 Gross Income	Annual Base Salary 2009-2010	Bonus	Deferred Income Amount	Compensation/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club Membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension costs	Amount of home or other outstanding at 12-31-09	Is an Auto assigned to Employee Yes or No	# Gifts reported on 2009 form 700	Total \$ amount received
Superintendent of Schools	\$ 82,321,373	\$ 844	\$ 57,708	\$ 160,000	\$ -	\$ -	\$ -	\$ 3,000	\$ 34	\$ -	\$ 1,260	\$ -	\$ -	\$ 164,260	\$ 12,819	\$ 13,200	\$ -	NO		
Associate Assistant Superintendent	82,321,373	100	31,638	130,000				4,200	34					134,200	18,814	10,725		No		
Special Education Director	6,274,000	76	108,009	122,982					39					122,982	6,107	10,146		No		
Facilities & Operations Director	6,973,000	27	81,262	87,936					25	2,515				90,451	6,107	8,538		No		
Fiscal Services Director	82,321,373	12	82,143	92,728					39					92,728	6,107	9,003		No		
Nutrition Services Director	3,046,000	24	76,467	85,242					29					85,242	6,107	276		No		
Director, Pupil Support Services	406,960		111,072	122,982					39					122,982	6,107	10,146		No		
Director, Student Achievement & Curriculum	5,937,000		81,893	105,617					39					105,617	6,107	8,713		No		
Board of Education	82,321,373	1	3,571	2,880										2,880		280		no		
Board of Education	82,321,373	1	3,840	2,880										2,880				no		
Board of Education	82,321,373	1	3,840	2,880										2,880				no		
Board of Education (eff. 08/01/09)	82,321,373	1	1,200	2,640										2,640				no		
Board of Education (eff. 01/09/10)	82,321,373	1		1,440										1,440				no		
Board of Education (resigned 11/16/09)			3,360	960										960				no		

Scope Measures	Number of Schools	#Certificated Staff	#Classified Staff	# Students	Budget
K-6	9	237	121	5,197	\$ 24,616,617
7-8 or 9	2	69	90	1,655	10,185,642
High School	3	126	86	2,986	16,991,299
Independent Study	1	6	1	94	587,032

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid. **Yes, but they do not receive any additional compensation.**
2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract. **No.**

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act **copies attached**

I hereby certify that the data entered in this Survey reponse is complete and accurate

Superintendent

Date

2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts

School District

Los Alamos Elementary School District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed *** Fiscal Year 2009-10	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District (NOTE)	\$ 2,347,312	22	\$ 39,899	\$ 39,780	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 39,780	\$ -	\$ -	\$ -	NO		\$ -
Fiscal Services Director (Business Manager)	2,347,312		38,060	41,079										41,079	7,981	3,988		NO		
Nutrition Services Director (Cafeteria Manager)	103,131	1	19,633	20,885					24					20,885	2,000	2,028		NO		
Principal (hired 7/1/09)	2,347,312	21	32,383	89,000					12					89,000	8,750	2,916		NO		

Scope Measures	# of Schools	#Certificated staff	#Classified Staff	# Students	Budget
K-6 K-8 school	1	11	9	225	\$ 2,347,312
7-8 or 9					
High School					

2009-10 fy

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid

NO -no additional compensation, but Principal fills many roles - Curriculum and Categorical programs Director included.

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract

No and No

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate

Superintendent

Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District

Los Olivos School District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ -	68	\$ 114,409	\$ 122,259	\$ -	\$ -	\$ -	\$ 4,800	22	\$ -	\$ -	\$ -	\$ -	\$ 127,059	\$ 8,340	\$ 10,482		no		\$ -
Fiscal Services Director	5,330,787	2	83,211	83,211					37					83,211	8,340	8,079		no		

Scope Measures	# of Schools	#Certificated staff	#Classified Staff	# Students	Budget
K-6	1	6	7	216	\$ 1,900,526
7-8 or 9		6		203	
High School	1	42	4	358	\$ 3,068,569

NOTE: (1) Elementary School K-8 (Students counts used from April 2009)
(1) Charter School K-12

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid
2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Superintendent
Date

2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts

School District

Montecito Union School District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ 10,086,000	100		\$ 185,000	\$ -	\$ -	\$ 2,500	\$ -		\$ 37	\$ 2,000	\$ 54,000		\$ 243,537	\$ 15,187	\$ -	\$ -			\$ -
Chief Academic Officer		50		120,000			2,500			10				122,510	15,817					
Director/Trustee 1			1,440				1,440							1,440						

Scope Measures	# of Schools	#Certificated staff	#Classified Staff	# Students	Budget
K-6	1	40	60	432	\$ 10,086,000
7-8 or 9					
High School					

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid

We are a one-school district and do not have the titles specified above. Various duties are performed by the same position (special ed, curriculum etc.) no Additional stipends a

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract

NO

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____ Tammy Murphy

Superintendent

10/6/2010

Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District

Orcutt Union School District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ 39,000,000	370	\$ 167,327	\$ 173,132	\$ -	\$ -	\$ 420	\$ -	23	\$ -	\$ 1,647	\$ -	\$ -	\$ 175,199	\$ -	\$ 14,283	\$ -	No		\$ -
Deputy Superintendent 1	180,000	185	51,535	50,328										50,328	1,487			No		
Deputy Superintendent 2	39,000,000	63	119,514	131,810			420		23					132,230	11,452	12,612		No		
Deputy Superintendent 3	1,500,000	190	128,404	129,075			420		23					129,495	14,044	10,649		No		
Special Education Director	3,800,000	31	104,466	102,222			180	2,200	23					104,602	15,207	8,615		No		
Research, Evaluation and Technology Director	373,000	3	40,047	38,840										38,840	6,664			No		
Facilities & Operations Director	3,100,000	24	73,280	72,755			8,420	2,400	23					83,575	6,742	7,710		No		
Fiscal Services Director	39,000,000	4	66,702	77,564			180	1,200	23					78,944	12,614	7,051		No		
Nutrition Services Director	1,500,000	17	53,194	72,755			2,585	2,200	23					77,540	11,452	7,179		No		
Director/Trustee 1	39,000,000	371	1,440				1,440							1,440				No		
Director/Trustee 2	39,000,000	371	1,440				1,440							1,440				No		
Director/Trustee 3	39,000,000	371	1,520				1,520							1,520				No		
Director/Trustee 4	39,000,000	371	1,520				1,520							1,520				No		
Director/Trustee 5	39,000,000	371	1,200				1,200							1,200				No		

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget
K-6	6	132	69	3,226	\$ 17,000,000
7-8 or 9	2	50	17	1,103	\$ 6,400,000
High School					

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid No
2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract
- No

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Superintendent Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District

Santa Barbara Elementary / Secondary School District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ 121,447,063	22	\$ 187,541	\$ 203,893	\$ -	\$ -	\$ -	\$ -	40	\$ -	\$ 1,260	\$ -	\$ -	\$ 205,153	\$ 7,184	\$ 16,821	\$ -	NO		\$ -
Deputy Superintendent 1	121,447,063	19	156,904	185,453			527		40					185,980	7,951	18,006	150,000	NO		
Associate Superintendent	4,904,157	12	127,705	155,147			527		37					155,674	7,681	12,800		NO		
Special Education Director	19,798,397	246	61,291	66,000								1,251		67,251		5,445		NO		
Curriculum and Categorical Programs Director	15,546,448	2	117,552	129,196			527	2,200	37					131,923	7,582	10,659		NO		
Research, Evaluation and Technology Director	1,441,503	10	115,006	123,630			527	2,200	37					126,357	7,111	12,003		NO		
Facilities & Operations Director	2,924,874	23	111,934	120,495			527	3,300	37					124,322	7,993	11,699		NO		
Fiscal Services Director	121,447,063	12	113,203	121,715			527	2,590	37					124,832	7,119	11,817		NO		
Nutrition Services Director	5,060,755	52	97,723	110,870			527	2,200	37					113,597	7,832	10,764		NO		
Director/Trustee 1	121,447,063		4,100	4,100										4,100				NO		
Director/Trustee 2	121,447,063		3,967	3,967										3,967				NO		
Director/Trustee 3	121,447,063		3,567	3,567										3,567				NO		
Director/Trustee 4	121,447,063		2,549	2,549										2,549				NO		
Director/Trustee 5	121,447,063		4,067	4,067										4,067				NO		

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget
K-6	10	336	270	4,519	\$ 40,277,075
7-8 or 9	4	166	81	3,017	20,199,154
High School	3	336	260	6,804	60,970,834

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid
2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Superintendent
Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District

Santa Maria - Bonita School District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ 108,945,784	1,100	\$ 161,172	\$ 159,454	\$ -	\$ -	\$ -	\$ 6,000	27	\$ -	\$ -	\$ -	\$ -	\$ 165,454	\$ 9,900	\$ 13,650	\$ -			\$ -
Assistant Superintendent for Human Resources	87,688,157	1,100	138,617	132,952			3,081	2,808	27					138,841	9,900	11,454				
Assistant Superintendent for Business Services	108,945,784	156	123,632	125,320				2,808	27					128,128	9,900	12,190				
Director of Student Services	1,399,872	18	124,473	125,294				552	27					125,846	9,900	10,382				
Director of Special Education	8,715,112	115	124,376	126,534				552	27					127,086	9,900	10,485				
Director of Curriculum and Instruction	4,649,437	58	123,248	126,534				552	27					127,086	9,900	10,485				
Director of Consolidated Projects and Migrant Education	6,661,819	36	110,903	110,209			3,081	552	27					113,842	9,900	9,393				
Director of Food Services	7,395,761	110	74,275	76,623				552	27					77,175	9,900	7,444				
Director/Trustee 1	108,945,784	1,100	3,534	4,800										4,800	9,900					
Director/Trustee 2	108,945,784	1,100	4,800	4,800										4,800	9,900					
Director/Trustee 3	108,945,784	1,100	4,060	4,800										4,800	9,900					
Director/Trustee 4	108,945,784	1,100	3,448	4,800										4,800	9,900					
Director/Trustee 5	108,945,784	1,100	3,860	4,800										4,800	9,900					

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget
K-6	15	475	196	11,067	\$ 53,983,101
7-8 or 9	4	158	53	2,710	\$ 17,540,479
High School					

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid Yes, with no additional compensation
2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract
- No

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Superintendent Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District

Santa Maria Joint Union High School District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO Note	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ 71,149,000	680	\$ 78,047	\$ 188,048				\$ 7,200	12				\$ 15,000	\$ 210,248	\$ 4,164	\$ 14,600	\$ -	No		\$ -
Deputy Superintendent 1	7,981,200	93	55,899	146,806				5,100	12					151,906	5,928			No		
Deputy Superintendent 2	71,149,000	124	128,761	150,482					12					150,482	4,164			No		
Deputy Superintendent 3	51,000	677	97,069	140,573					12					140,573	4,164			No		
Special Education Director	1,413,700	82	108,325	129,172					12					129,172	4,164			No		
Research, Evaluation and Technology Director	266,000	14	95,048	102,127					12					102,127	4,164			No		
Facilities & Operations Director	2,799,000	78	88,522	104,095					12					104,095	6,588			No		
Fiscal Services Director	71,149,000	8	96,478	104,095					12					104,095	4,164			No		
Nutrition Services Director	1,746,500	20	70,650	80,457					12					80,457	5,928			No		
Director/Trustee 1	71,149,000		1,890	2,880										2,880	12,112					
Director/Trustee 2	71,149,000		1,980	2,880										2,880	12,099					
Director/Trustee 3	71,149,000		1,800	2,880										2,880	12,112					
Director/Trustee 4	71,149,000		1,260	2,880										2,880	15,458					
Director/Trustee 5	71,149,000		2,880	2,880										2,880						

Scope Measures	# of Schools	#Certificated staff	#Classified Staff	# Students	Budget
K-6					
7-8 or 9					
High School	4	355	326	7,652	\$ 71,149,000

Note - Because the above employees are contracted for only the number of days to be worked, the days shown as "# days Annual PTO" include only the number of sick days granted each employee during the contacted work days.

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid NO

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract NO

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Superintendent Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District

Santa Ynez Valley Union High School District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District * †	\$ 14,116,981	91	\$ 177,297	\$ 181,280	\$ -	\$ -	\$ 6,316	\$ 6,000	52	\$ 8,240	\$ 4,003	\$ -	\$ -	\$ 205,839	\$ 12,521	\$ 15,893	\$ -	NO		\$ -
Facilities & Operations Director * † ∞	625,473	13	32,880	72,000					35					72,000	464	3,495		NO		
Fiscal Services Director - Bus. Manager * † ∆	14,116,981	17	67,347	91,000					45		605			91,605	12,521	7,026		NO		
Nutrition Services Director * †	302,014	3	49,819	58,167										58,167	12,521	4,880		NO		
Information Technology Manager *	171,541		65,629	74,019					45					74,019	12,521	7,178		NO		

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget
K-6					
7-8 or 9					
High School	2	59	33	1,076	\$ 14,116,981

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid. NO
2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract. NO

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Superintendent
Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District

Solvang School District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent of School District	\$ 7,473,474	43	\$ 29,700	\$ 29,700	\$ -	\$ -	\$ -	\$ 6,000	6	\$ -	\$ 509	\$ -	\$ -	\$ 36,209	\$ 16,584	\$ -	\$ -	No		\$ -
Principal		43	50,166	58,605					8					58,605	4,940	4,903		No		
Curriculum and Categorical Programs Director	151,384		19,600	19,600					3					19,600				No		
Facilities & Operations Director		3	55,627	59,299										59,299	7,600	5,757		No		
Fiscal Services Director			59,347	67,899					50					67,899	7,600	6,592		No		

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget
K-6	1 school K-8	24	15	580	
7-8 or 9					
High School					

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid

No

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract

No

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____

Superintendent

Date

**2010-11 Santa Barbara Civil Grand Jury
Total Compensation Survey
School Districts**

School District

Vista Del Mar Union School District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Superintendent/Principal of School District	\$ 1,872,798	17	\$ 127,521	\$ 137,848	\$ -	\$ -	\$ -	\$ 6,000	10	\$ -	\$ 1,372	\$ -	\$ -	\$ 145,220	\$ -	\$ 11,867	\$ -	NO		\$ -
Board of Directors/Governors/Trustees	1,872,798	1									1,380			1,380	25,919			NO		
Director/Trustee 1	1,872,798	1	600	600										600	9,095			NO		
Director/Trustee 2	1,872,798	1	540	540										540				NO		

Scope Measures	# of Schools	#Certificat ed staff	#Classified Staff	# Students	Budget
K-8	1	13	9	103	\$ 1,872,798
High School					

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid **NO**

2. Do any of the incumbents have additional consulting contracts or the like with your city? If so, please list the positions and amount paid or to be paid under the terms of the contract **NO**

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Assistant Superintendent/Principal
Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District Carpinteria Public Cemetery District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 256,000	2	\$ 500											\$ 500						
Director/Trustee 1	256,000	2	500											500						
Director/Trustee 2	256,000	2	600											600						
Director/Trustee 3	256,000	2	500											500						
Director/Trustee 4	256,000	2	500											500						
General Manager/Executive Director	256,000		69,295	66,150				2,400	35	1,695				70,245	13,250	17,762		no		

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	22,500	2	0	2	\$ 256,000	22,500

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District

Goleta Cemetery District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 625,000		\$ 2,900	\$ -	\$ -	\$ -	\$ 2,900	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 2,900	\$ -	\$ -	\$ -			\$ -
Director/Trustee 1	625,000		1,200				1,200							1,200						
Director/Trustee 2	625,000		1,600				1,600							1,600						
General Manager/Executive Director	625,000	4	79,800	71,200				4,200	30	4,400				79,800	11,000	18,000		No		

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	75,000	4	1	5	\$ 625,000	75,000

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District Guadalupe Public Cemetery District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ -	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	No		\$ -

2. Do any of the incumbents have additional consulting contracts or the like with your organization? If so, please list the positions and amount paid or to be paid under the terms of the contract

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts					\$ 98,750	

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District

Lompoc Cemetery District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 564,000	5	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	No		\$ -
General Manager/Executive Director	\$ 564,000	5	52,000	52,000					32					52,000	12,000	3,000		No		

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	50,000	5	1	6	\$ 564,000	300

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District Los Alamos Cemetery District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 26,000		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			\$ -

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts					\$ 26,000	

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District

Oak Hill Cemetery District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 320,800		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	no		\$ -
General Manager/Executive Director	\$ 320,800	2	53,800	53,800					22					53,800	14,500	12,000		no		

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	???	3		3	\$ 320,800	???

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

Board President unavailable

I hereby certify that the data entered in this Survey response is complete and accurate _____ Art Knight

Board Trustee

10/7/2010

Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District

Santa Maria Cemetery

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received	
Board Chair	\$ 1,300,000		\$ 1,200				\$ 1,200							\$ 1,200							
Director/Trustee 1	1,300,000		1,200				1,200							1,200							
Director/Trustee 2	1,300,000		1,200				1,200							1,200							
Director/Trustee 3	1,300,000		1,200				1,200							1,200							
Director/Trustee 4	1,300,000		1,200				1,200							1,200							
General Manager/Executive Director	\$ 1,300,000	8	43,200	43,200					24	24				43,224	600	9,500					

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts						

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____ 10/11/2010
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District

Carpinteria - Summerland Fire Protection District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 6,954,105		\$ 1,700	\$ -	\$ -	\$ -	\$ 1,700	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 1,700	\$ -	\$ -	\$ -		1	\$ 130
Director/Trustee 1	6,954,105		1,400				1,400							1,400						
Director/Trustee 2	6,954,105		1,000				1,000							1,000						
Director/Trustee 3	6,954,105		1,400				1,400							1,400						
Director/Trustee 4	6,954,105		800				800							800						
General Manager/Executive Director	6,954,105	32	169,769	144,302	5,732	13,666			41	6,069				169,769		46,441	yes	1	130	
Ass't Manager or second-highest ranking executive			150,982	130,593	8,567	9,600			30	2,222				150,982	13,200	40,808		yes		

2. Do any of the incumbents have additional consulting contracts or the like with your organization? If so, please list the positions and amount paid or to be paid under the terms of the contract No

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	22,500	33	2	40	\$ 6,954,105	N/A

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District

Montecito Fire Protection District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	14,808,133		\$ 2,020	\$ 2,020	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 2,020	\$ 14,539	\$ 734	\$ -	No		\$ -
Director/Trustee 1	14,808,133		1,885	1,885										1,885				No		
Director/Trustee 2	14,808,133		1,885	1,885										1,885				No		
Fire Chief	14,808,133	43	226,733	197,359		16,080			55					213,439	15,689	98,795		Yes		
Divison Chief/Operations - (second-highest ranking executive)		40	195,296	165,372	3,413	4,200			55					172,985	15,689	79,693		Yes		
Accountant			108,016	108,708		22,000			55					130,708	9,545	45,516		No		

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	12,000	44	1	45	\$ 14,808,133	4,182

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District Lompoc Valley Medical Center

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 42,090,429		\$ -	\$ -	\$ -	\$ -	3,300	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 3,300	\$ -	\$ -	\$ -	No		\$ -
Director/Trustee 1 Med Staff	42,090,429						3,300							3,300				No		
Director/Trustee 2	42,090,429						2,900							2,900				No		
Director/Trustee 3	42,090,429						3,600							3,600				No		
Director/Trustee 4	42,090,429						2,300							2,300				No		
General Manager/Executive Director	42,090,429	410	293,041	268,531				5,400	34	19,110	2,217			295,258	18,298	22,000		No		
Ass't Manager or second-highest ranking executive	2,217,818	9	177,728	190,576					30					190,576	10,398	6,122		No		
CFO	6,750,342	93	162,039	173,117					32					173,117	8,153	6,893		No		

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts		419	86	505	\$ 42,090,429	

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

Special District

Embarcadero Municipal Improvement District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board President	\$208,000		\$1,250	\$ -	\$ -	\$ -	\$ 1,250	\$ -		\$ -	\$ -	\$ -	\$ -	\$1,250	\$ -	\$ -	\$ -	\$ -		\$ -
Director 1	208,000		800				800							800						
Director 2	208,000		1,225				1,225							1,225						
Director 3	208,000		775				775							775						
Director 4	208,000		500				500							500						
General Manager			41,234	41,234					14					41,234	4,494					

1. Do any of these people fill two positions and if so, are they paid additional compensation? Please list positions and amounts paid

The President of the Board also acts as the Assistant Finance Director, and receives \$25 for each finance meeting included in above report

2. Do any of he incumbents have additional consulting contracts or the like with your organization? If so, please list the positions and amount paid or to be paid under the terms of the contract.

No

Scope Measures	Population	Total Full Time Staff	Total Part-Time Staff	Total Heaccount	Annual Budget	Customer/ ratepayers Served
Amounts	App. 450		1	1	\$208,000	App. 450

Please provide a copy of your Conflict of Interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this survey is complete and accurate _____
 John C. Bowman, Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District Mosquito and Vector Management District of SBC

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 809,013	1	\$ 1,200	\$ 1,200	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 1,200	\$ -	\$ -	\$ -	No		\$ -
Director/Trustee 1	809,013	1	1,200	1,200										1,200				No		
Director/Trustee 2	809,013	1	1,200	1,200										1,200				No		
Director/Trustee 3	809,013	1	1,200	1,200										1,200				No		
Director/Trustee 4	809,013	1	1,200	1,200										1,200				No		
Director/Trustee 5	809,013	1	1,200	1,200										1,200				No		
Director/Trustee 6	809,013	1	1,200	1,200										1,200				No		
Director/Trustee 7	809,013	1	1,200	1,200										1,200				No		
Director/Trustee 8	809,013	1	1,200	1,200										1,200				No		
General Manager/Executive Director	\$ 809,013	6	\$ 86,357	\$ 86,357					25					86,357	18,957	18,187		No		

2. Do any of the incumbents have additional consulting contracts or the like with your organization? If so, please list the positions and amount paid or to be paid under the terms of the contract

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	407,057	6		6	\$ 809,013	407,057

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District Santa Maria Public Airport District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 6,146,962	1	\$ 2,500	\$ -	\$ -	\$ -	\$ 2,500	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	No		\$ -
Director/Trustee 1	6,146,962	1	2,500				2,500							2,500				No		
Director/Trustee 2	6,146,962	1	1,900				1,900							1,900				No		
Director/Trustee 3	6,146,962	1	2,400				2,400							2,400				No		
Director/Trustee 4	6,146,962	1	2,200				2,200							2,200				No		
General Manager/Executive Director	6,146,962	10	106,704	106,704					32					106,704	10,716	19,847		No		
CFO	6,146,962	3	81,735	81,735					36					81,735	10,716	15,203		Yes		

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts		11		11	\$ 6,146,962	

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District

Cuyama Valley Recreation District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	120,554	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	No		\$ -
General Manager/Executive Director	120,554		29,400	27,300					15	2,100	169		29,569		4,056		No			

Scope Measures	Population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	approx 1000	1	2	3	\$ 120,554	1,000

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District Isle Vista Recreation and Park District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 2,800,188		\$ 3,800	\$ -	\$ -	\$ -	\$ 3,800	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 3,800	\$ -	\$ -	\$ -	No		
Director/Trustee 1	2,800,188		3,350				3,350							3,350				No		
Director/Trustee 2	2,800,188		2,900				2,900							2,900				No		
Director/Trustee 3	2,800,188		300				300							300				No		
Director/Trustee 4	2,800,188		2,550				2,550							2,550				No		
Director/Trustee 5	2,800,188		2,900				2,900							2,900				No		
General Manager/Executive Director	2,800,188	27	89,401	89,401			4,186		33	5,577				99,164	90	5,555		No		

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	20,000	11	16	27	\$ 2,800,188	20,000

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District Cachuma Resource Conservation District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 530,000		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			\$ -
Ass't Manager or second-highest ranking executive			71,000	71,000					39					71,000	6,000			No		
CFO																				

2. Do any of the incumbents have additional consulting contracts or the like with your organization? If so, please list the positions and amount paid or to be paid under the terms of the contract

Scope Measures	population	total full-time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts						

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

Lon Fletcher 10/22/2010

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District

Carpinteria Sanitary District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs (incl.dental/vision) **	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Director/Trustee 1/Board Chair	\$ 7,777,200	1	\$ 2,400	\$ -	\$ -	\$ -	\$ 2,400	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 2,400	\$ 2,500	\$ -	\$ -	No		\$ -
Director/Trustee 2	7,777,200	1	2,150				2,150							2,150	1,958			No		
Director/Trustee 3	7,777,200	1	3,650				3,650							3,650	805			No		
Director/Trustee 4	7,777,200	1	2,150				2,150							2,150	1,614			No		
Director/Trustee 5	7,777,200	1	2,150				2,150							2,150	1,479			No		
General Manager	7,777,200	15	148,488	143,040					44		982			144,022	13,782	23,056		No		
Ass't Manager or second-highest ranking executive (Operations Mgr)	2,989,800	10	118,757	114,923					44					114,923	15,011	18,594		No	N/A	N/A
CFO			112,271	108,285					44					108,285	15,102	17,457		No	N/A	N/A

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

**2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts**

Special District

Goleta Sanitary District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board President - John Carter	\$ 18,805,440		\$ 8,393	\$ 8,393	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 8,393	\$ -	\$ -	\$ -	No		\$ -
Director - George Emerson	18,805,440		14,058	14,058										14,058				No		
Director - John Fox	18,805,440		16,156	16,156										16,156				No	4	430
Director - Steven Majoewsky	18,805,440		10,281	10,281										10,281				No		
Director - Jerry Smith	18,805,440		9,232	9,232										9,232				No		
General Manager - Kamil Azoury	18,805,440	31	250,822	218,393		9,000	405	3,046	49	28,978				259,822	14,752	43,200	\$ -	Yes	2	115
Operations Manager - Jeff Salt	17,781,541	16	135,719	120,810			292		48	14,617				135,719	14,752	23,897	\$ -	No		

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	See comments	31		31	\$ 18,805,440	See comments

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

District Comments:

- Total reported W2 Gross Income consists of base salary plus Commission/Agency stipend received, car allowance received, and paid vacation and sick days.
- Employer pension cost consists of District contribution and employee contribution that is paid by District.
- District's collection system population is about 50,000 and treatment plant population is about 85,000. District serves under contract the Goleta West Sanitary District, the University of California at Santa Barbara, Santa Barbara Municipal Airport and certain facilities of the County of Santa Barbara.
- Not included in # days Annual PTO reported above are an additional 5 days of Administrative leave paid the General Manager and the Operations Manager.

**2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts**

Special District

Goleta West Sanitary District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 11,454,097		\$ 14,345	\$ 14,345	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 14,345	\$ -	\$ -	\$ -	No		\$ -
Director/Trustee 1	11,454,097		9,766	9,766										9,766				No		
Director/Trustee 2	11,454,097		8,759	8,759										8,759				No		
Director/Trustee 3	11,454,097		5,678	5,678										5,678				No		
Director/Trustee 4	11,454,097		14,136	14,136										14,136				No		
Director/Trustee 5	11,454,097		798	798										798				No		
General Manager/Executive Director	11,454,097	5	125,712	125,733					46					125,733	15,141	17,220		Yes		

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	32,300+	6	1	7	\$ 11,818,485	5,456

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District

Montecito Sanitary District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed <i>See Annual Budget Below</i>	#FTE's managed See "total full time staff"	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs CalPERS Contribution	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 3,785,077		\$ 4,050											\$ 4,050				No		
Director/Trustee 1	3,785,077		3,500											3,500				No		
Director/Trustee 2	3,785,077		3,625											3,625				No		
Director/Trustee 3	3,785,077		350											350				No		
Director/Trustee 4	3,785,077		175											175				No		
Director/Trustee 5	3,785,077		3,325											3,325				No		
Director/Trustee 6	3,785,077		2,625											2,625				No		
General Manager/Executive Director	3,785,077	13	183,102	183,102				3,600	47					186,702	12,242	23,461		No		
Ass't Manager or second-highest ranking executive/Operations & Maint. Mgr.	233,200	4	119,914	119,914					47					119,914	5,410	15,686		No		
CFO/Office Manager		1	87,355	87,355					35					87,355	5,410	11,762		No		

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget FY 2008-09	Customers /ratepayers served
Amounts	9,000	14		14	\$ 3,785,077	3,054

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District

Summerland Sanitary District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 766,756		\$ 1,650	\$ -	\$ -	\$ -	\$ 1,650	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 1,650	\$ -	\$ -	\$ -			\$ -
Director/Trustee 1	766,756		1,600				1,600							1,600						
Director/Trustee 2	766,756		1,400				1,400							1,400						
Director/Trustee 3	766,756		1,100				1,100							1,100						
Director/Trustee 4	766,756		1,300				1,300							1,300						
General Manager/Executive Director	776,756	2.7	122,593	124,800					33					124,800	12,696	30,766				

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	1,700	3	1	3.7	\$ 766,756	473

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District Casmalia Community Services District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ -		\$ -	\$ 0	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -			\$ -
General Manager/Executive Director				3,600										3,600						3,600
Ass't Manager or second-highest ranking executive				2,400										2,400						2,400

2. Do any of the incumbents have additional consulting contracts or the like with your organization? If so, please list the positions and amount paid or to be paid under the terms of the contract NO

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	200		2	2	\$ 92,000	200

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair
William Ostini

8-Nov-10
Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District Cuyama Community Services District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700
General Manager	300,120	1	43,155	43,155					112				43,155		2,194		yes		
Controller	300,120	1	32,344	32,344					36				32,344	11,417	1,381				
Assistant Operator		1	21,936	21,936									21,936	5,422					

2. Do any of the incumbents have additional consulting contracts or the like with your organization? If so, please list the positions and amount paid or to be paid under the terms of the contract

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	820	3	3	6	\$ 300,120	225

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District

Mission Hills Community Services District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			\$ -
Director/Trustee 1	1,500,000		1,500	1,500										1,500						
Director/Trustee 2	1,500,000		1,685	1,685										1,685						
Director/Trustee 3	1,500,000		1,685	1,685										1,685						
Director/Trustee 4	1,500,000		1,625	1,625										1,625						
Director/Trustee 5	1,500,000		66	750										750						
General Manager/Executive Director	1,500,000		143,779	138,779	5,000				30					143,779		3,792				

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	3,800	8	1	9	\$ 1,500,000	1,250

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District Santa Rita Hills Community Services District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	NO		\$ -

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	39 lots				09/10 - \$12,311.31	39 lots

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District Vandenberg Village Community Services District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board President	\$ 2,500,000	1	\$ 1,200	\$ -	\$ -	\$ -	\$ 1,200	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 1,200	\$ -	\$ -	\$ -	No		\$ -
Board Member	2,500,000	1	950				950							950				No		
Board Member	2,500,000	1	1,250				1,250							1,250				No		
Board Member	2,500,000	1	800				800							800				No		
Board Member	2,500,000	1	1,300				1,300							1,300				No		
General Manager	2,500,000	8	113,493	113,493					39					113,493	1,185	25,246	No			
Operations and Maintenance Manager	1,700,000	3	86,833	86,833					41					86,833	7,941	20,090	Yes			
Office Manager	800,000	3	75,735	75,735					41					75,735	6,609	17,523	No			

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	6,000	9		9	\$2.5 million	2,400

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Vice-President¹ Date

¹ Our Board President was unavailable. District Ordinance 1.3.1 calls for the Vice-President to perform the duties of the President in his absence.

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District Carpinteria Valley Water District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 11,056,000	1	\$ 5,700	\$ -	\$ -	\$ -	\$ 5,700	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 5,700	\$ 11,972		\$ -	No		\$ -
Director/Trustee 1	11,056,000	1	4,200				4,200							4,200	14,685			No		
Director/Trustee 2	11,056,000	1	5,100				5,100							5,100	5,476			No		
Director/Trustee 3	11,056,000	1	4,200				4,200							4,200	17,363			No		
Director/Trustee 4	11,056,000	1	3,500				3,500							3,500	923			No		
General Manager/Executive Director	11,056,000	16	142,127	139,867					34					139,867	14,685	42,102		YES		
CFO	11,056,000	4	109,825	113,831					27		1,251			115,082	17,363	32,310		NO		

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	18,500	17	1	18	\$ 11,056,000	4,156

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District

Goleta Water District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	2009 Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 26,857,000		\$ -	\$ -	\$ -	\$ -	\$ 15,600	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 15,600	\$ -	\$ -	\$ -	No		\$ -
Director/Trustee 1	26,857,000						15,450							15,450				No		
Director/Trustee 2	26,857,000						13,350							13,350				No		
Director/Trustee 3	26,857,000						10,200							10,200				No		
Director/Trustee 4	26,857,000						7,650							7,650				No		
General Manager/Executive Director	26,857,000	60	11,731	10,513		692		526	8					11,731	1,377	3,346	N/A	No		
Ass't Manager or second-highest ranking executive (Operations Manager)	17,374,000	35	161,677	154,576				7,101	45					161,677	12,164	44,077	N/A	No		
CFO	26,857,000	8	178,974	171,873				7,101	45					178,974	6,241	46,934	N/A	No		

2. Do any of the incumbents have additional consulting contracts or the like with your organization? If so, please list the positions and amount paid or to be paid under the terms of the contract

No

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	85,000	60		60	\$ 26,857,000	16,679

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____

Board Chair - William C. Rosen

Date

**2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts**

Special District

Montecito Water District

Job Title	Responsibilities		2009 Compensation												Employee Benefits		Loans	Auto	Gifts - Form 700	
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 15,271,570	\$ -	\$ -	\$ -	\$ -		\$ 5,820	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 5,820	\$ -	\$ -	\$ -	\$ -		\$ -
Director/Trustee 1	15,271,570						3,410							3,410						
Director/Trustee 2	15,271,570						5,500							5,500						
Director/Trustee 3	15,271,570						7,590							7,590						
Director/Trustee 4	15,271,570						4,400							4,400						
General Manager/Executive Director	15,271,570	25	155,357	155,357	None				26					155,357	14,684	27,833		No		
CFO	15,271,570	5	86,956	107,192	None				27					107,192	9,407	20,961		No		

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	13,500	23	1	24	\$ 13,298,100	4,405

(1) The Directors receive 1099 forms and do not have an annual base salary.

Please provide a copy of your Conflict of interest ordinance as required by the Fair Political Practices Act

I hereby certify that the data entered in this Survey response is complete and accurate _____
Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District Santa Maria Water Conservation Distict

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 287,400	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			\$ -

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	137,760	1	1	2	\$ 287,400	

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Board Chair Date

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District Santa Ynez River Water Conservation District

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board President (A)	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 375	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 375	\$ -	\$ -	\$ -	No		\$ -
Director 1							300							300				No		
Director 2							300							300				No		
Director 4							375							375				No		
Director 5							375							375				No		
General Manager ⁽¹⁾ (B)	557,000		3,884	25,884										25,884		96,356		No		

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	80,000		1	1	\$ 557,000	80,000

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Board Chair Date

1) The General Manager also functions as Secretary/Treasurer and is paid an hourly total compensation rate (\$64 in 2009) for hours worked. There are no benefits and no District benefit costs other than Social Security, Medicare and the administrative cost of the retirement plans. Employee only wages are received and paid by the employee to the District's 401k deferred compensation plan/trust (\$22,000 in 2009) and are paid directly by the District to the District's defined benefit pension plan/trust (\$96,356 in 2009). Other positions are outsourced. Given the function and size of the District, its operations are conducted more like a small business than a traditional government entity.

2010-11 Santa Barbara County Civil Grand Jury
Total Compensation Survey
Special Districts

Special District **Santa Ynez River Water Conservation District - Improvement District No. 1**

Job Title	Responsibilities		2009 Compensation											Employee Benefits		Loans	Auto	Gifts - Form 700		
	Annual Budget Managed	#FTE's managed	Total Reported W-2 Gross Income	Annual Base Salary	Bonus	Deferred Income Amount	Commission/ Agency Stipends Received	Car Allowance Received	# days Annual PTO	Paid Accrued Vacation and Sick Days	Club membership fees paid	Housing Allowance Received	Relocation costs reimbursed or "Bonus"	Total Compensation Costs, including Deferred	Employer Health Care costs	Employer Pension Costs	Amount of home or other loans outstanding at 12-31-09	Is an Auto assigned to Employee - Yes or No	# Gifts reported on 2009 Form 700	Total \$ amount received
Board Chair	\$ 8,200,000	1	\$ -	\$ -	\$ -	\$ -	\$ 3,400	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 3,400	\$ -	\$ -	\$ -	No	1	\$ 109
Director/Trustee 1	8,200,000	1					1,500							1,500				No	1	109
Director/Trustee 2	8,200,000	1					4,400							4,400				No	1	109
Director/Trustee 3	8,200,000	1					3,000							3,000				No	1	109
Director/Trustee 4	8,200,000	1					1,200							1,200				No	1	109
General Manager/Executive Director	8,200,000	12	185,404	183,366					43					183,366	14,680	24,153		Yes	2	229
Ass't Manager or second-highest ranking executive			114,774	116,386					43					116,386	14,680	14,971		Yes		

Scope Measures	population	total full time staff	total part-time staff	Total Headcount	Annual Budget	Customers /ratepayers served
Amounts	8,920	12	2	14	\$ 8,200,000	2,589 connections

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Board Chair Date