



CITY OF PINOLE

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August 17, 2010

Dear Community Members and Other Interested Parties:

Much has been made of the recent revelations of salaries being paid to executives and Council members at the City of Bell. I wanted to take a moment to comfort those who may have concerns that similar practices are occurring here in Pinole.

First, our salary schedule and benefit matrix are available on the Human Resources page of our website at www.ci.pinole.ca.us. The salary schedule shows the salary ranges for all of the City's classifications, including our elected officials. For management staff, you will know the employee's exact salary, as we only have one person in each of the classifications. The benefit matrix tells you not only what benefit the City provides, but also the cost of the benefit and whether or not the employees share in that cost. These documents have been available on our website for four years because we believe that the public has a right to know this information.

I have now also posted my employment contract on our website. You can find that document on the Administration page of the website, under the City Manager's Message and Weekly Report link. It is also available on the Human Resources page of the website under the Salary/Benefits link. If you were to compare City Manager salaries/compensation packages in Contra Costa County you would find that my position is compensated at far less than any of my colleagues.

Please feel encouraged to view these documents on our website. I guarantee you that you will find none of our employees are over compensated. In fact, when we compare our base salaries to surrounding public agencies our salaries are usually less than the average salary paid for the same jobs. While we want to provide a fair and equitable wage to our employees, we recognize that Pinole is a small agency with severe financial constraints.

We are not inappropriately utilizing public monies for over-inflated salaries, and would not sacrifice vital public services for higher wages. If you have been following our activities over the last two years you know that we have been reducing our expenditures and freezing cost-of-living increases. Our managers have actually forgone merit increase consideration for over a year as well. We have also been dialoguing with our employee unions to reduce our benefit costs by sharing in the expenses.

While I believe in local control and each city being responsible for their decisions, I do not believe in or condone the conduct of the executives and Council members at the City of Bell. They do not represent the ethics of the majority of public employees or elected officials and have tainted the City Management profession. Please rest assured that something like that will not occur in the City of Pinole.

Sincerely,

Belinda B. Espinosa
City Manager