



*"Small Town Atmosphere
Outstanding Quality of Life"*

A MESSAGE TO THE COMMUNITY

Danville's Town government is committed to enhancing the quality of life in this community. We uphold high ethical standards, effectively use public funds, provide the best possible service and are personally responsible and accountable to our community.

The five members of Danville's Town Council are committed, accessible and engaged throughout the Town. They are generous with their time, always willing to meet with residents and community members as well as representing the Town on a variety of sub-regional, regional and State-wide organizations. Council members are paid a monthly stipend of \$675 and are eligible to be reimbursed up to \$208 per month for medical expenses. They don't receive any additional compensation for the many other roles they fill in the Town and are not eligible to receive the same benefits as Town employees.

The Town Council receives excellent support from numerous residents who serve as appointed Commissioners, Board Members and appointees who volunteer to represent the Town in various capacities. Volunteerism is a vital and active part of Danville. Each year countless volunteers contribute thousands of hours to support community and Town events, services and activities. Our citizenry is engaged at many different levels and through many different organizations with the common goal of maintaining the quality of life that our resident's value so highly.

Danville practices strong fiscal conservancy with our tax dollars, evidenced by the fact that the Town has been recognized for excellence in financial reporting by the Government Finance Offices Association for the past 11 years running, while receiving unqualified financial audits from its independent auditors.

As a way of maintaining open communication with our residents, the Town posts salary and compensation information for the Town Council and staff on the [Town's website](#). Danville's 2013/14 compensation budget represents approximately 29.3% of the Town's annual operating and capital budget. Because the Town continues to rely heavily on contracting significant portions of our total service delivery, this percentage is significantly smaller than that of most comparably sized cities.

510 LA GONDA WAY, DANVILLE, CALIFORNIA 94526

Administration Recreation (925) 314-3388 3400	Building (925) 314-3330	Engineering & Planning (925) 314-3310	Transportation (925) 314-3320	Maintenance (925) 314-3450	PoliceParks (925) 314-3700(925) 314-	and 3400
--	----------------------------	--	----------------------------------	-------------------------------	---	-------------

MESSAGE TO THE COMMUNITY

Page 2

Town employees are classified and compensated based upon salary ranges that are set for various job classifications. The Town Manager and City Attorney have their duties and compensation set through employment agreements with the Town.

All Employees are compensated base upon "Pay for Performance", a purely merit-based system. There are no automatic "step" increases or cost of living adjustments. Town employees are enrolled in a 401 defined contribution pension plan. Because the Town participates in no defined benefit plans, there are no unfunded pension liabilities or other post employment benefit costs that will burden the current and future generations of taxpayers.

We encourage you to stay engaged, involved and active. We welcome your questions, feedback, thoughts and ideas about what we, in partnership with our residents, can do to preserve and nurture the many things that make Danville special.

Respectfully,


Joseph A. Calabrigo
Town Manager