

AMP - Administrative, Managerial and Professional Employees

Effective 1/1/20 to 12/31/22

General Salary Information:

Salary increase effective with the 1st full pay period following the dates outlined:
 01/25/2020 = 3.0%
 12/26/2020 = 3.0%
 12/25/2021 = 3.0%

Phone Stipend Up to \$100 per year for equipment
 Up to \$110 per month for usage

Specialty Pays

Bilingual Pay 3.5% or 4% of employee's salary
Safety Shoe Allowance \$190 per year as assigned
Tuition Reimbursement \$1,200 per year

Health and Welfare:

Health Insurance

| Coverage Type | City's Monthly Contribution | Employee's Monthly Contribution | | | | |
|----------------|-----------------------------|---------------------------------|-------------|--------------|---------|----------|
| | | Kaiser HMO | Kaiser DHMO | Kaiser HDHDP | WHA HMO | WHA HDHP |
| Single | \$675.00 | \$100.06 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2-party | \$1,350.00 | \$200.10 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Family | \$1,795.00 | \$266.62 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |

City coverage may be waived for health in-lieu at \$500.00 monthly. Proof of coverage is required.

Dental Insurance

| Coverage Type | City's Monthly Contribution | Employee's Monthly Contribution | |
|----------------|-----------------------------|---------------------------------|------------------|
| | | Delta Care HMO | Delta Dental PPO |
| Single | \$53.00 | \$0.00 | \$7.06 |
| 2-party | \$90.00 | \$0.00 | \$11.52 |
| Family | \$138.00 | \$0.00 | \$12.91 |

Vision Insurance

| Coverage Type | City's Monthly Contribution | Employee's Monthly Contribution |
|----------------|-----------------------------|---------------------------------|
| Single | \$0.00 | \$7.28 |
| 2-party | \$0.00 | \$10.56 |
| Family | \$0.00 | \$18.93 |

Life Insurance \$100,000 of coverage paid for by City.

AD & D Insurance \$100,000 of coverage paid for by City.

Long Term Disability Insurance Premiums paid 100% by employee

SDI -State Disability Insurance Premiums paid 100% by employee

Accruals and Leaves:

Vacation Accrual Maximum vacation accrual is 280 hours

| Option 1 | | Option 2 | | Option 3 | |
|------------------|------------|------------------|------------|------------------|------------|
| Years of Service | Hours/Year | Years of Service | Hours/Year | Years of Service | Hours/Year |
| 0-4 | 120 | 0-4 | 152 | 0-4 | 168 |
| 5-9 | 137.14 | 5-9 | 169.12 | 5-9 | 185.12 |
| 10-12 | 154.28 | 10-12 | 186.32 | 10-12 | 202.32 |
| 13-16 | 171.43 | 13-16 | 203.44 | 13-16 | 219.44 |
| 17-19 | 188.57 | 17-19 | 220.56 | 17-19 | 236.56 |
| 20+ | 205.71 | 20+ | 237.68 | 20+ | 253.68 |

Sick Leave Accrual 96 32 0

Holidays Employees receive 15 paid holidays per year.

Management Leave Hours Members receive 104 hours annually on January 1st. Employees may cash out up to 50% of eligible management leave each calendar year. Management leave must be used within the calendar year granted or it will be forfeited.

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Retirement and Deferrals:

PERS

| PERS Plan | Final Compensation Calculation | Employee Contribution | Employer Contribution | Plan available to new hires? |
|-----------|--------------------------------|-----------------------|-----------------------|--|
| 2.7% @ 55 | Single-highest year | 12.5% | 10.12 | No |
| 2.0% @ 60 | Three year average | 11.5% | 10.12 | Yes with prior PEPRA ¹ qualified employment |
| 2.0% @ 62 | Three year average | 11.25% | 10.12 | Yes |

1. PEPRA is Public Employees' Pension Reform Act 2013 which applies to all public employers and public pension plans which includes CalPERS, CalSTRS, 37 Act Counties and California Independent Public Retirement Plans. The only exclusion is the University of California.

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| PERS Survivor Benefit | City contributes \$1.11 per pay period for the 1959 Indexed Survivor Benefit. |
| Sick Leave to PERS Service Credit | All members eligible. |
| Retiree Health Insurance | City contributes up to \$274 a month for retired employees with at least 10 years of service |
| | City contributes \$100 per month to 401A plan |
| Deferred Compensation | Members are eligible to contribute to a 457 plan |