

AMPX Unrepresented Mid Managers

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 HDHP	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 \$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

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
96		32		0	

Maximum vacation accrual is 280 hours

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 PEPPRA ¹ qualified employment
2.0% @ 62	Three year average	11.25%	10.12	Yes

1. PEPPRA 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.

- 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
- Deferred Compensation** City contributes \$100 per month to 401A plan
Members are eligible to contribute to a 457 plan