

AMP - Administrative, Managerial and Professional Employees

Effective 1/1/23 to 12/31/24

General Salary Information:

- Salary increases** Salary increase effective with the 1st full pay period following the dates outlined:
12/24/23 = 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** \$210 per year as assigned
- Tuition Reimbursement** \$2,000 per year
- Class A or B License Pay** \$475 per year for designated classifications

Health and Welfare:

Coverage Type	City's Max Monthly Contribution	Employee's Monthly Contribution				
		Kaiser HMO	Kaiser DHMO	Kaiser HDHDP*	WHA HMO	WHA HDHP*
Single	\$728.30	\$128.52	\$0.00	\$0.00	\$0.00	\$0.00
2-party	\$1,456.59	\$257.05	\$0.00	\$0.00	\$0.00	\$0.00
Family	\$1,937.27	\$341.87	\$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.

HSA Contribution with HDHP Choice

Carrier	Tier	City Monthly HDHP Contribution	City HSA Monthly Contribution
Kaiser HDHP*	Single	\$690.88	\$37.42
	2-party	\$1,381.78	\$74.81
	Family	\$1,837.76	\$99.51
WHA HDHP*	Single	\$519.64	\$208.66
	2-party	\$1,039.32	\$417.27
	Family	\$1,382.30	\$554.97

If an AMP members chooses a High Deductible Health Plan (HDHP*), they are eligible to enrolled in a Health Savings Account (HSA). The city will contribute these amounts to an HSA

Coverage Type	City's Monthly Contribution	Employee's Monthly	
		Delta Care HMO	Delta Dental PPO
Single	\$53.00	\$0.00	\$0.70
2-party	\$90.00	\$0.00	\$0.80
Family	\$138.00	\$0.00	\$0.00

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 320 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	138	5-9	170	5-9	186
10-12	155	10-12	187	10-12	203
13-16	172	13-16	204	13-16	220
17-19	189	17-19	221	17-19	237
20+	206	20+	238	20+	254
96		32		0	

Sick Leave Accrual

- Holidays** Employees receive 15 paid holidays per year.
- Management Leave Hours** 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.

AMP - Administrative, Managerial and Professional Employees

Effective 1/1/23 to 12/31/24

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%	6.97	No
2.0% @ 60	Three year average	11.5%	6.97	Yes with prior PEPRA ¹ qualified employment
2.0% @ 62	Three year average	11.75%	6.97	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.

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 \$142 per month to 401A plan
Deferred Compensation	Members are eligible to contribute to a 457 plan voluntarily