

EXECUTIVES (not including Fire and Police Chiefs)

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

Salary increases:

Salary increase effective with the 1st full pay period following the dates outlined:
 12/24/23 = 3.0%
 12/24/23 = 3.0%

Special Pays:

\$500 per month (City Manager/City Attorney/Assistant City Manager)
Auto Allowance \$400 per month (All Other Department Heads)
 Up to \$100 per year for equipment
Phone Stipend Up to \$110 per month for usage
Tuition Reimbursement \$2,000 per fiscal year reimbursed for qualifying educational expenses

Health and Welfare:

Medical Insurance	Coverage Type	City's Max Monthly Contribution	Employee's Monthly Contribution				
			Kaiser HMO	Kaiser DHMO	Kaiser HDHP	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/mo. 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 EXEC members chooses a High Deductible Health Plan (HDHP*), they are eligible to enroll in a Health Savings Account (HSA). The city will contribute these amounts to an HSA

Dental Insurance

Coverage Type	City's Monthly Contribution	Employee's Monthly Contribution	
		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

Vision Insurance *Optional*

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
State Disability Insurance (SDI) 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
Sick Leave Accrual 96		32		0	

Holidays Employees receive 15 paid holidays per year

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Management Leave 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

Retirement and Deferred Compensation:

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 PEPRAs ¹ qualified employment
	2.0% @ 62	Three year average	11.75%	6.97%	Yes

1. PEPRAs 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.

Sick Leave to Service Credit All members eligible to convert unused sick leave to retirement service credit at the time of retirement
PERS Survivor Benefit City contributes \$1.11 per pay period for the 1959 Indexed Survivor Benefit

Retiree Health Insurance City contributes up to \$374 a month for retired employees with at least 10 years of service
Deferred Compensation

457 Members are eligible to enroll.

401(a) City contributes \$322 per month

Employee contributes \$300 per month

City contributes an additional \$1,250 per month for the City Manager

City contributes and additional \$1,000 per month for the Assistant City Manager, City Attorney & City Clerk