

Unrepresented Mid-Managers

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

General Salary Information:

Salary range is actually 20 steps, with 1% increment between steps. Appointment within the range is DOQ. Salary adjustments within the range occur at 6 months, and annually there after (to top of range).

Salary increases
(effective the pay period beginning on the following dates)

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
Boot Allowance \$190/year as assigned
Tuition Reimbursement \$1,200 per year

Health and Welfare:

Health Insurance

Coverage Type	City's Monthly Contribution (Based on the cost of Kaiser's HMO premium.)	Employee's Monthly Contribution	
		Kaiser Premium Amount	Western Health Advantage Premium Amount
Single	\$675.00	\$32.82	\$0.00
2-party	\$1,350.00	\$65.62	\$0.00
Family	\$1,795.00	\$87.78	\$0.00

- Employees may waive coverage and opt for health in-lieu at \$500.00 monthly. Annual 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

Health and Welfare (cont.):

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

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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
Sick Leave Accrual	96		32		0	

Maximum accrual is 280 hours. Members must make an irrevocable election to cash out vacation in the following year as described. Accrued vacation balance between 220-279 hours = 40 hour cash out. Accrued vacation balance exceeds 280 hours = 80 hour cash out. Only one of these options may be exercised per calendar year.

Holidays Employees receive 15 paid holidays per year.

Management Leave Hours Members receive 104 hours annually on January 1st.
Half of the total hours are eligible to be cashed out by the first payroll in December.

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Retirement and Deferrals:

PERS

PERS Plan	Final Compensation Calculation	Total Pre-Tax Employee Contribution	Plan available to new hires?	Pensionable Cap?
2.7% @ 55	Single-highest year	12.5%	No	No
2.0% @ 60	Three year average	11.5%	Yes with prior PEPRA ¹ qualified	No
2.0% @ 62	Three year average	4.5% plus One-Half Normal Cost (currently 11.25%)	Yes	Yes, CY20 = \$153,671

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

For retired employees who had at least 10 years of service at retirement, the City contribution is \$274 a month.

Deferred Compensation

Members are eligible to enroll in 457 plan.
City contributes \$100 per month to 401A plan.