

Executives - Department Heads (excl. Fire and Police Chiefs)

Effective 1/1/2020

Salary increases: 12/25/21 = 3.0% (effective the pay period beginning on the following dates)

Special Pays:

- Auto Allowance** \$500 per month City Manager/City Attorney/Assistant City Manager
\$400 per month All Other Department Heads
- Phone Stipend** Up to \$100 per year for equipment
Up to \$110 per month for usage
- Tuition Reimbursement** \$1,000 per year reimbursed for qualifying educational expenses.

Health and Welfare:

Medical 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 City coverage and opt for health in-lieu at \$500 monthly. Annual proof of alternative coverage is required.

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

Long Term Disability Insurance Premiums paid 100% by employee
SDI -State Disability Insurance Premiums paid 100% by employee

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

Accruals and Leaves:

Vacation Accrual

Years of Service	Hours per Year	# of 8 hour days per year
0-4	120	15.00
5-9	137.14	17.14
10-12	154.28	19.29
13-16	171.43	21.43
17-19	188.57	23.57
20+	205.71	25.71

Maximum carryover accrual is 280 hours.

Individual contracts stipulate that on average vacation accrual levels begin at the "10-12 Years of Service" rate.

Members must make an irrevocable election in December to cash out up to 80 hours by December of the following year.

Sick Leave Accrual 96 hours per year

Holidays Employees receive 15 paid holidays per year

Management Leave hours 120 hours each calendar year (CY). Employees may cash out up to 50% of eligible management leave each CY. Management leave must be used within the CY granted or it will be forfeited.

Retirement and Deferred Compensation:

<i>PERS</i>	PERS Plan	Final Compensation Calculation	Pre-Tax EE 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 employment	No
	2.0% @ 62	Three year average	4.5% plus One-Half Normal Cost (currently 11.25%)	Yes	Yes, CY19 = \$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.

Sick Leave to Service Credit All members eligible to convert unused S/L 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 For retired employees who have at least 10 years of service at retirement, the City contribution is \$347 a month.

Deferred Compensation
457 Members are eligible to enroll.

401(a) City contributes \$322 per month with a \$300 contribution from employee.

City Manager City contributes an additional \$1,250 per month.
Assistant City

Manager, City City contributes and additional \$1,000 per month.
Attorney & City
Clerk