

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

Effective 1/1/16

**Special Pays:**

- Auto Allowance** \$500 per month City Manager/City Attorney/Assistant City Manager  
\$375 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:**

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

- Employees may waive City coverage and opt for health in-lieu at \$500 monthly. Proof of alternative coverage is required.

- Life Insurance and AD&D** \$100,000 each of coverage paid for by City.  
**City Manager** Additional \$300,000 of coverage paid for by City.

- Long Term Disability Insurance** Premiums paid 100% by employee
- SDI -State Disability Insurance** Premiums paid 100% by employee (effective 4-1-16)

<b>Dental Insurance</b>		<b>Employee's Monthly Contribution</b>	
		<b>Delta Care HMO</b>	<b>Delta Dental PPO</b>
<b>Coverage Type</b>	<b>City's Monthly Contribution</b>		
<b>Single</b>	\$52.85	\$0.00	\$5.82
<b>2-party</b>	\$89.86	\$0.00	\$9.30
<b>Family</b>	\$137.43	\$0.00	\$9.99

**Accruals and Leaves:**

<b>Vacation Accrual</b>	<b>Years of Service</b>	<b>Hours per Year</b>	<b># of 8 hour days per year</b>
	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

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

Maximum carryover accrual is 280 hours.

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 14 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>	<b>PERS Plan</b>	<b>Final Compensation Calculation</b>	<b>Pre-Tax EE contribution</b>	<b>Plan available to new hires?</b>	<b>Pensionable Cap?</b>
	<b>2.7% @ 55</b>	Single-highest year	12.5%	No	No
	<b>2.0% @ 60</b>	Three year average	11.5%	Yes with prior PEPRA <sup>1</sup> qualified employment	No
	<b>2.0% @ 62</b>	Three year average	10.75%	Yes	Yes, CY16 = \$140,424

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 also contributes \$1,250 per month.  
**City Attorney & Assistant City Manager** City also contributes \$1,000 per month.