

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

Effective 7/1/15 to 6/30/16

## 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:

### Medical Insurance

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

### Dental Insurance

Coverage Type	Monthly Amount of City Contribution	Employee's Monthly Contribution	
		Delta Care HMO	Delta Dental PPO
Single	\$52.85	\$0.00	\$0.00
2-party	\$89.86	\$0.00	\$0.00
Family	\$137.43	\$0.00	\$0.00

## Accruals and Leaves:

### Vacation Accrual

Years of Service	Days per Year
0-4	15
5-9	17.14
10-12	19.29
13-16	21.43
17-19	23.57
20+	25.71

Maximum accrual is 280 hours.  
 Eligible for 80 hours of cash out annually.

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

**Sick Leave Accrual** 12 days per year.

**Holidays** Employees receive 14 paid holidays per year.

**Management Leave hours** 120 hours each FY. Employees may cash out up to 60 hours of eligible Management leave each FY.

**Paid Closure Days** In 2015, the City will be closed for business on December 28 and 29. Employees will be paid for this time off.

**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	8%	No	No
	<b>2.0% @ 60</b>	Three year average	7%	Yes with prior PEPR <sup>1</sup> qualified employment	No
	<b>2.0% @ 62</b>	Three year average	6.25%	Yes	Yes, FY15 = \$140,424

1. PEPR 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 Cost Share*** In addition to the required employee contribution towards PERS (see table above), employees pay 4.5% (pre-tax) towards the employer's share of PERS.

***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 \$300 per month with matching \$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.