

**City of West Sacramento
Benefits Summary**

EXHIBIT A

CITY MANAGER
Effective: 07/01/2018
Revised: 11/7/2018
Revised: 10/16/2019

Annual Physical:	Employee shall submit to an annual physical at City's expense. Cost not to exceed \$500.
Car Allowance:	City shall pay employee \$500 per month as a car allowance.
Cellular Phone:	City provided phone or stipend as per Administrative Policy II-E-12.
Holidays:	Ten (10) set in Personnel Rules and 3.5 floating holidays. Floating holidays are credited each July.
Life Insurance:	City pays premium for \$300,000 term life insurance policy.
Long-Term Disability:	City pays premium for Standard LTD program offered to management employees.
Management Leave:	Eighty (80) hours per fiscal year. No accumulation. Eighty (80) hours is credited at the beginning of each fiscal year.
Medical, Dental, & Vision Insurance:	City shall pay 100% of the premiums for coverage for employee and family.
Medical after Retirement:	City shall pay 100% of the premiums for medical and dental coverage for employee and family. Vision is offered for up to 18 months (COBRA) and is paid by the retiree.
Money Purchase Plan (401a):	City contributes 4.5% of base salary, mandatory employee contribution of 5.5%. Contributions to be in equal, proportional amounts each pay period.
Retirement:	CalPERS 2.5% @ 55 plan, includes highest thirty-six months for final compensation determination, 1959 Survivor's Benefit (3rd Level) and Unused Sick Leave Credit. Employee pays entire 8% employee contribution.
Salary:	Effective the beginning of the pay period inclusive of September 1, 2019: Base salary of \$210,000 annually; Following an evaluation by Council in February 2020 and effective the beginning of the pay period inclusive of March 1, 2020: Base salary of \$220,500 annually.
Sick Leave:	Accrual rate is eight (8) hours a month.
Vacation:	Accrual per year based on years of employment with the City: 1-5 yrs = 10 days; 6-10 yrs = 15 days; 11-19 yrs = 20 days; 20+ yrs = 25 days. Maximum accumulation = 456 hours per year. Total payoff at separation.

See Personnel Rules for further information on Employer/Employee relations, personnel practices, and terms and conditions of employment.