<table>
<thead>
<tr>
<th>Category</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Auto Allowance:</strong></td>
<td>None</td>
</tr>
<tr>
<td><strong>Bereavement Leave:</strong></td>
<td>2-4 days depending upon relationship of employee to deceased. Additional 2 days discretionary. See Personnel Rules.</td>
</tr>
<tr>
<td><strong>Bilingual Pay:</strong></td>
<td>Employees possessing and utilizing bilingual skills on duty shall receive an additional 5% of their hourly rate of pay. The number of individuals to receive this pay, the languages eligible, and the qualification requirements will be determined by the City.</td>
</tr>
<tr>
<td><strong>Deferred Compensation:</strong></td>
<td>½ % of base salary plus $10 per month.</td>
</tr>
<tr>
<td><strong>Educational Incentive Program:</strong></td>
<td>$75 per month for 60 college semester units ($34.62/pp); $120 per month for 90 college semester units ($55.38/pp).</td>
</tr>
<tr>
<td><strong>Holidays:</strong></td>
<td>10 set and 3.5 floating.</td>
</tr>
<tr>
<td><strong>Long-Term Disability:</strong></td>
<td>Standard LTD Paid by City. (cost = 1% of gross wages)</td>
</tr>
</tbody>
</table>
| **Medical, Dental & Vision After Retirement:** | *For employees and retirees hired before 7/1/2019:* Medical and dental premiums to be paid by the City according to the formula below:  
10-14 years of service = $50 + 25% of premiums  
15-19 years of service = $75 + 30% of premiums  
20+ years of service = $100 + 50 % of premiums  
Benefit never to exceed 75% of total premium or $750 per month, whichever is less.  
Vision is offered for up to 18 months (COBRA) and is paid by the retiree.  
*For employees hired after 6/30/2019:* The City’s maximum monthly medical contribution for each eligible retiree shall be equal to the minimum employer contribution required for active employees pursuant to the Public Employees Medical and Hospital Care Act (PEMHCA). In addition to the PEMHCA minimum, employees will receive the following contributions to their Retiree Health Savings account:  
• From zero (0) to five (5) years of service, employees shall receive twenty-five ($25) per month into be deposited to the employee’s RHS account  
• After completion of five (5) years of continuous service with the City, employees shall receive one hundred dollars ($100.00) per month to be deposited into their RHS account.  
• After completion of ten (10) years of continuous service with the City, employees shall receive one hundred and fifty dollars ($150.00) per month to be deposited into their RHS account.  
• After completion of twenty (20) years of continuous service with the City, employees shall receive two hundred dollars ($200.00) per month to be deposited into their RHS account.  
Employees who terminate City service for reasons other than retirement or layoff prior to ten (10) years of continuous service with the City will forfeit any City contribution.  
Employees will fall under the medical retirement tier based on original date of hire as a regular employee. |
### Medical, Dental, Vision, and Life Insurance:

Medical plans are offered through the CalPERS medical program (PEHMCA) using the unequal, minimum contribution methodology. Dental plan is self-insured through Delta Dental. Vision plan is Vision Service Plan. The life insurance is a $24,000 term life insurance with $1,000 coverage for a spouse and children aged 6 months to 23 years, and $100 coverage for children aged 14 days to 6 months.

Effective July 1, 2019, the City will allot $950 per month per employee towards a cafeteria plan. The employee must purchase dental, vision and life and has the option to purchase medical insurance with the remainder of the allotment. If the employee still has money left over after the purchase of medical, vision, life, and dental insurance plans, the employee can divert the remainder to a city deferred compensation plan or supplemental salary according to the procedures governing cafeteria plans as established by law.

Effective January 1, 2020, the employer contributed cafeteria plan amounts for employees to apply toward health benefits (medical, dental and vision) shall be as listed below. The employee must purchase dental, vision and life at the employee only level at minimum.

- **Employee only:** City will pay up to actual premium amount of medical, dental, and vision for employee only, not to exceed $865 per month.
- **Employee plus one:** City will pay up to actual premium amount of medical, dental, and vision for employee plus one, not to exceed $1,255 per month.
- **Employee plus two or more:** City will pay up to actual premium amount of medical, dental, and vision for employee plus two or more, not to exceed $1,625 per month.
- In no event shall the City contribution exceed 100% of the selected plan premium cost including dental and vision.
- **Medical Opt Out:** City will pay $865 per month upon showing proof of other group medical coverage, but employee must purchase dental, vision and life at the employee-only level. Remainder may be diverted to supplemental salary according to the procedures governing cafeteria plans as established by law.

Medical One-Time Bonus: For employees who opt-out of coverage for the entire calendar year of 2020, a bonus equal to the annual difference between $950/mo and $865/mo (approx. $1,020). For employees who select employee only coverage for the entire calendar year of 2020, a bonus equal to the annual difference between $950/mo and actual premium paid for medical/dental/vision/life. These bonuses will be paid in the second pay period of January 2021.
## Retirement:

For employees hired on or after January 1, 2013, who are new CalPERS members, the retirement formula will be 2% @ 62, in accordance with the Public Employees’ Pension Reform Act of 2013 (PEPRA) and includes highest thirty-six months for final compensation determination and Unused Sick Leave Credit. Employees shall have a member contribution rate of fifty percent (50%) of the total normal cost rate.

For employees hired on or after February 11, 2012, the retirement program shall be the CalPERS 2% @ 60 formula, highest thirty-six months for final compensation determination, 3rd level of the 1959 Survivor Benefit, Military Service Credit as Public Service, the Unused Sick Leave Credit option. Employee pays entire 7% employee contribution.

For employees hired before February 11, 2012, the retirement program shall be the 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.

New employees covered by a public retirement system with reciprocity (i.e., 37 Act), will be placed in the 2% @ 60 plan, in accordance with PEPRA.

## Salary:

Pay Period Inclusive of July 1, 2019 – Various Equity Adjustments Per Chart.

<table>
<thead>
<tr>
<th>POSITION TITLE</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Assistant</td>
<td>7.60%</td>
</tr>
<tr>
<td>Executive Assistant to the City Manager</td>
<td>3.00%</td>
</tr>
<tr>
<td>Human Resources Technician I</td>
<td>0.89%</td>
</tr>
<tr>
<td>Human Resources Technician II</td>
<td>7.60%</td>
</tr>
<tr>
<td>Payroll Technician</td>
<td>7.60%</td>
</tr>
</tbody>
</table>

Pay Period Inclusive of July 6, 2019 – 3.00% GSI.
Pay Period Inclusive of July 1, 2020 – 3.00% GSI.

One-Time Retention Bonus Payment: A one-time, non-PERSable retention bonus payment of 1% of annual base salary paid in the second pay period in July 2019.

## Sick Leave:

12 days per year. Unlimited accumulation and no payoff. However, an employee shall be paid one-half of the value of his/her accumulated sick leave upon layoff or death based upon his/her salary at the time of termination. At retirement, employee may choose to have up to 50% of the value of his/her accumulated sick leave paid out in cash or have up to 100% of unused sick leave reported to CalPERS as service credit.

## Unfunded Liability:

Employee contributes $10 per month to be used to reduce the unfunded liability for retiree medical.

## Uniform Allowance:

Not applicable
| Vacation: | 1-5 yrs = 10 days; 6-10 yrs = 15 days; 11-19 yrs = 20 days; 20+ yrs - 25 days. Maximum accumulation = 296 hours per year. 356 hours maximum at 20+ years. Total payoff at separation. Effective January 2021, employees will be eligible to sell back unused accrued vacation hours annually in the second pay period of January. To qualify to participate in the vacation sell back program, the employee must use a minimum of 40 hours of accrued leave time (not including sick leave or paid holidays) in the preceding calendar year, and submit a request form by December prior to the sell back. If qualified, the number of hours eligible for sell back each year would be based on vacation accrual cap. If employee’s cap is 296 hours, then the employee can sell back up to 20 hours of accrued vacation time; if employee’s cap is 356 hours, then the employee can sell back up to 40 hours of accrued vacation time. |

Employees in this group should refer to the City Personnel Rules for further information on Employer/Employee relations, personnel practices, and terms and conditions of employment.