

Management Employees 2024 Summary of Benefits

Medical	
Effective January 1, 2024, the City agrees to provide the following monthly contributions:	
▪ Employee Only	= \$915
▪ Employee + 1	= \$1,650
▪ Employee + Family	= \$1,950
Dental	
The City agrees to provide up to \$75.00 per month for employee and dependent dental coverage through Delta Dental Services.	
Vision	
The City agrees to provide up to \$20.00 per month for employee and dependent vision care coverage through Ameritas Eye Care.	
Life Insurance	
The City agrees to provide each management employee with a \$50,000 Life Insurance policy at no cost to the employee.	
Accidental Death & Dismemberment	
The City agrees to provide each management employee with an Accidental Death & Dismemberment Insurance policy in the sum of \$50,000. Additional coverage up to \$500,000 can be purchased at the employee's expense.	
Long Term Disability	
The City shall provide Long Term Disability coverage under self-insured status for all full-time management employees who have been employed for six (6) months.	
Merit Pay	
Merit incentive pay, up to 2% above the salary step in the pay schedule in recognition of outstanding performance, special project assignment, or successful completion of Department Key Performance Indicators.	
Holidays	
The City shall grant eleven (11) federally recognized holidays to all management employees with compensation based on the number of hours they were scheduled to work on that day.	
Winter Holiday Closure	
City Hall shall close each year from December 25 th to January 1 st . Management employees shall receive three (3) days of holiday pay during this period in addition to December 25 th and January 1 st	

Floating Holidays
Management employees shall receive two (2) floating holidays per fiscal year. Floating holidays may not be carried over to the next fiscal.
Management Leave
Management employees shall receive ninety (90) hours of management leave each fiscal year. Employees may cash out up to sixty (60) hours of unused management leave available to them for that period.
Vacation
Management employees shall accrue vacation hours at regular intervals based on years of service beginning at one hundred and twenty (120) hours per year during years 1-5. Refer to Management Employees MOU for subsequent accrual rates.
Management employees hired after July 1, 2022 may recuperate vacation accruals accumulated at other public agencies at the discretion of the City Manager. Relevant and verifiable documentation of public service is required for the recuperation of vacation accruals.
Sick Leave
Management employees shall accrue paid sick leave at the rate of eight (8) hours per month of service to the City. Unused sick leave shall accumulate with no limit maximum and can be converted to service credits upon retirement.
Conversion to service credits shall be based on the predetermined formula set forth by CalPERS.
Bereavement Leave
Management employees shall receive three (3) days of paid bereavement leave.
Work Schedule
Management employees working at City Hall will work a 4-day/10-hour work schedule with Fridays as the day off.
Remote Work Policy
Employees may work remotely one day out of the week upon approval of the City Manager.
Retired Employee Medical Coverage
For employees hired on or after July 1, 2020, the City's retiree medical contributions shall be limited to the PEMHCA minimum employer contribution (\$157.00 for 2024) for all employees who are eligible and elect to enroll in CalPERS' health insurance plans.
For employees hired between July 1, 2012 and June 30, 2020, refer to Resolution Number 7775 - Unrepresented Management Employee Benefits Listing and Management Salary Schedule.

CalPERS Retirement	
<u>Classic Members – Safety Members</u> ▪ 2% at 50 computed on the highest single year’s salary (per Section 20042 of the Government Code) ▪ 9% employee contribution	<u>New PEPR – Safety Members</u> ▪ 2.7% at 57 computed on the highest average annual salary (pensionable compensation earned) during a consecutive period of 36 months ▪ 14.5% employee contribution
<u>Classic Members – Non-Safety</u> ▪ 2% at 55 computed on the highest single year’s salary (per Section 20042 of the Government Code) ▪ 7% employee contribution	<u>New PEPR – Non-Safety</u> ▪ 2% at 62 computed on the highest average annual salary (pensionable compensation earned) during a consecutive period of 36 months ▪ 8.25% employee contribution
Deferred Comp	
The City shall contribute 1% of a management employee’s base salary to their deferred compensation plan.	

***This summary is NOT an exhaustive description of the benefits outline above. Refer to Resolution No. 7775 - Unrepresented Management Employee Benefits Listing and Management Salary Schedule for a complete description. ***