



# KEY & MANAGEMENT COMPENSATION PLAN

# Benefits Summary

Term: January 1, 2022 - December 31, 2025

## Schedules/WFH

Employees may work a 5/40, 9/80, or 4/10 schedule. A telecommuting pilot program provides 80 hours of telecommuting per calendar year.

## Salary Adjustments

January 2022 – 2.0%      January 2024 – 3.0%  
January 2023 – 3.0%      January 2025 – 3.0%

Administrative Management (Safety): The Assistant Police Chief, Assistant Chief Lifeguard Operations, and Police Chief positions align with the cost-of-living adjustments received by their respective safety management groups.  
Fire Chief: See employment agreement.

## Additional Step

Effective 7/1/2023, an additional 5% will be added to each classification, either in the form of an additional step or as an adjustment to the top of the range.

## Retirement Benefits

The City contracts with the California Public Employees Retirement System (CalPERS) to provide retirement benefits and has implemented first (2.5%@55), second (2%@60), and third (2%@62) tiers for non-safety employees, and first (3%@50), second (2%@50 (Lifeguards and Fire), 3%@55 (Police)), and third (2.7%@57) tiers for safety employees.

Member Contributions: Range from 11.5% to 13.1%\*

\*Member contributions increase to 13% or higher effective January 2025. See Plan for details.

## City-Paid Deferred Compensation

The City contributes two percent (2%) of base salary to each executive management employee's 401(a) defined contribution account.

## Flex Leave

Flex Leave accrues based on years of continuous service, starting at 156 annual hours. Executive Management accrual starts at 228 annual hours.

## Holidays

There are 12 observed and one floating holiday per year.

## Cafeteria Plan

Medical plan participants receive a monthly cafeteria allowance of \$1,725 (plus the CalPERS medical premium contribution). Employees hired on or after April 13, 2019 are ineligible to receive any remaining balance in taxable cash.

## Medical Opt-Out

Eligible employees receive \$1,000/\$500 per month as taxable cash back, depending on hire date.

## Bilingual Pay

\$150 per month upon Department Director approval.

# BENEFITS SUMMARY

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<b>Compensatory Time Off</b>	Non-exempt employees may receive Compensatory Time Off in lieu of cash for each overtime hour at the rate of one and one half (1.5) hours.
<b>Administrative Leave</b>	Exempt employees may receive up to 80 hours each calendar year, as determined by the Department Director. The hours have no value and cannot be carried over from year to year.
<b>Bereavement Leave</b>	Forty (40) hours of paid leave.
<b>Life Insurance</b>	City-paid policy up to \$50,000 in coverage based on annual salary. Supplemental available at employee cost.
<b>Disability Insurance</b>	City-paid benefit.
<b>Employee Assistance Program (EAP)</b>	The EAP provides confidential counseling, education and referral on work and life issues at no cost to the employee; subject to provider guidelines.
<b>Tuition Reimbursement</b>	Maximum tuition reimbursement is \$2,000 per fiscal year.
<b>Executive Management Physicals</b>	Executive Management employees receive reimbursement up to \$1,000, annually for a wellness physical.
<b>Auto Allowance</b>	Executive and Administrative Management positions may be eligible for an auto allowance up to \$400 per month.
<b>LIUNA</b>	Employees participate in LIUNA (Laborer's International Union of North America), a supplemental defined benefit retirement plan. Benefit payouts are based on age at retirement and years of service. Employees pick up the entire cost for this benefit.
<b>Retiree Health Benefits Program</b>	The City participates in a Retiree Health Savings (RHS) defined contribution plan with City and employee contributions.

**This summary is intended for informational purposes only and is not binding. For a complete explanation of all benefits and compensation, benefit eligibility, and restrictions, refer to the current Key & Management Compensation Plan (Plan) and the Employee Policy Manual.**