

RESOLUTION NO. 2016-75

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CAMARILLO ADOPTING THE COMPENSATION, CLASSIFICATION AND BENEFITS PROGRAM; AND, APPROVING A STATEMENT OF UNDERSTANDING PERTAINING TO TERMS AND CONDITIONS OF EMPLOYMENT FOR CITY EMPLOYEES

The City Council of the City of Camarillo resolves as follows:

SECTION 1: The City Council of the City of Camarillo finds and declares as follows:

A. The City Council annually approves a compensation and classification plan and sets forth a program of benefits for City employees;

B. Subsequent to proper Meet and Discuss procedures, discussions have been held regarding salaries, benefits, and personnel rules.

SECTION 2: The Statement of Understanding (S.O.U.) pertaining to terms and conditions of employment for City employees is attached as Exhibit "A" and is hereby approved.

SECTION 3: The Compensation and Classification Schedule subject to this resolution is attached as Exhibit "B" and will be effective as of July 1, 2016.

SECTION 4: The various benefit programs are as set forth in the summary contained in Exhibit "C."

SECTION 5: The compensation, classification and benefits programs and S.O.U. set forth herein shall supersede any programs or S.O.U. previously established for City employees and any portion of any previous resolutions in conflict are hereby repealed.

PASSED AND ADOPTED June 22, 2016.

*Mike Morgan*  
\_\_\_\_\_  
Mayor

ATTEST: *6/23/16*  
*Jamadland*  
\_\_\_\_\_  
City Clerk

I, Jeffrie Madland, City Clerk of the City of Camarillo, certify Resolution No. 2016-75 was adopted by the City Council of the City of Camarillo at a regular meeting held June 22, 2015, by the following vote:

AYES: Councilmembers: Craven, Kildee, Little, McDonald, Mayor Morgan  
NOES: Councilmembers: None  
ABSENT: Councilmembers: None

*Jamadland*  
\_\_\_\_\_  
City Clerk



cc: Human Resources (3)  
Finance Department (1)  
Finance Department (Payroll)

**STATEMENT OF UNDERSTANDING  
OF THE CITY OF CAMARILLO  
PERTAINING TO TERMS AND CONDITIONS OF  
EMPLOYMENT FOR CITY EMPLOYEES**

The City of Camarillo has met with the employees of the City relative to the Personnel Rules and the restatement of the City's Compensation Plan within the context of said rules. Subsequent to the completion of said Meet and Discuss process, it is now appropriate to approve this STATEMENT OF UNDERSTANDING (S.O.U.) setting forth provisions pertaining to wages, hours and other terms and conditions of employment.

1. **TERMS.** This S.O.U. shall apply to Fiscal Year 2016/2017 commencing on July 1, 2016 and shall remain in effect until otherwise amended or repealed.
2. **PURPOSE.** The purpose of this S.O.U. is to set forth wages, benefits and other terms and conditions of employment.
3. **APPLICABILITY.** This S.O.U. shall apply to all persons who are currently or hereafter employed by the City as defined in the Personnel Rules.
4. **SCOPE.** The general conditions of employment pertaining to both the rights and obligations of both the employees and the City, shall include, in addition to language set forth herein, the Personnel Rules of the City, dated March 26, 2014, and as amended, which are incorporated herein by reference.

The City reserves the right to amend such rules at any time. However, any amendment to the Personnel Rules, which are subject to Meet and Discuss between the City and employees of the City, shall not become effective until the conclusion of such process either by agreement having been reached or by unilateral adoption by the City as authorized by law.

5. **MANAGEMENT RIGHTS.** The City has the authority to manage and direct, on behalf of the public, all operations and activities of the City to the full extent authorized by law, including full authority to:
  - a. determine and modify the organization of City government and its constituent work units;
  - b. determine the nature, standards, levels and mode of delivery of services to be offered to the public;
  - c. determine methods, means and the numbers and kinds of personnel by which services are to be provided;
  - d. determine whether goods or services shall be made, purchased, or contracted for;
  - e. direct employees, including scheduling and assigning work and overtime;
  - f. establish employee performance standards and require compliance therewith;

- g. discharge, suspend, demote, reduce in pay, reprimand, withhold salary increases and benefits, or otherwise discipline employees subject to the requirements of applicable law;
  - h. relieve employees from duty because of lack of work, lack of funds or for other legitimate reasons;
  - i. implement rules, regulations and directives consistent with law and the specific provisions of this S.O.U.; and
  - j. take all necessary actions to protect the public and carry out its mission in emergencies.
6. **SALARIES.** The titles and salary ranges for all classes of employment for the term of this S.O.U. shall be as set forth in Exhibit "B."
7. **BENEFITS.** Employee benefits are addressed in the Personnel Rules. A summary of the various benefit plans offered by the City is set forth in Exhibit "C."
8. **SAVINGS CLAUSE.** Should any provision of this understanding or any application thereof, be unlawful by virtue of any Federal, State or local laws and regulations, such provisions of this understanding shall be effective and implemented only to the extent permitted by such laws and regulations. But in all other respects, the provisions of this understanding shall continue in full force and effect for the life therefore.

6/22/16  
\_\_\_\_\_  
Date

Mike Morgan  
\_\_\_\_\_  
Mayor

**CITY OF CAMARILLO**  
**Salary Bands Per Job Class**  
**Effective July 1, 2016**

**EXHIBIT "B"**

Job Code	Occupational Job Families and Job Classes	Salary Band	Annual Min.	Annual Max.	Monthly Min.	Monthly Max.	Hourly Min.	Hourly Max.
	<b><u>City Manager</u></b>							
101	City Manager		234,000	234,000	19,500	19,500	112.5000	112.5000
102	Assistant City Manager	257	166,041	223,965	13,837	18,664	79.8275	107.6754
107	Assistant to the City Manager	198	92,311	124,514	7,693	10,376	44.3804	59.8625
	<b><u>Administrative/Program Support</u></b>							
106	Senior Management Analyst	184	80,307	108,323	6,692	9,027	38.6094	52.0782
104	Management Analyst	174	72,701	98,063	6,058	8,172	34.9525	47.1458
105	Management Assistant	159	62,621	84,467	5,218	7,039	30.1064	40.6090
206	Executive Assistant	163	65,164	87,896	5,430	7,325	31.3288	42.2578
205	Senior Administrative Specialist	136	49,812	67,188	4,151	5,599	23.9478	32.3021
203	Administrative Specialist II	131	47,394	63,927	3,949	5,327	22.7855	30.7343
204	Administrative Specialist I	118	41,643	56,171	3,470	4,681	20.0208	27.0051
201	Staff Assistant II	113	39,622	53,444	3,302	4,454	19.0491	25.6944
202	Staff Assistant I	102	35,514	47,903	2,960	3,992	17.0742	23.0305
	<b><u>Administrative Services</u></b>							
302	Director, Administrative Services	246	148,827	200,745	12,402	16,729	71.5513	96.5120
305	Assistant Director, Administrative Services	223	118,383	159,681	9,865	13,307	56.9149	76.7697
313	Information Systems Analyst	198	92,311	124,514	7,693	10,376	44.3804	59.8625
311	Information Systems Administrator	180	77,174	104,096	6,431	8,675	37.1028	50.0461
315	Geographic Information Systems Specialist	180	77,174	104,096	6,431	8,675	37.1028	50.0461
321	Human Resources Analyst	184	80,307	108,323	6,692	9,027	38.6094	52.0782
329	Fleet and Facilities Manager	182	78,725	106,188	6,560	8,849	37.8486	51.0521
330	Facilities Maintenance Assistant	132	47,868	64,567	3,989	5,381	23.0134	31.0416
332	Senior Equipment Mechanic	159	62,621	84,467	5,218	7,039	30.1064	40.6090
333	Equipment Mechanic	147	55,573	74,960	4,631	6,247	26.7179	36.0384
	<b><u>City Clerk</u></b>							
401	City Clerk	224	119,567	161,278	9,964	13,440	57.4840	77.5374
402	Deputy City Clerk	161	63,880	86,164	5,323	7,180	30.7115	41.4252
	<b><u>Finance</u></b>							
601	Director, Finance	243	144,450	194,841	12,037	16,237	69.4470	93.6736
602	Assistant Director, Finance	220	114,901	154,985	9,575	12,915	55.2410	74.5119
609	Finance/Accounting Manager	193	87,831	118,471	7,319	9,873	42.2265	56.9572
610	Accounting Supervisor	184	80,307	108,323	6,692	9,027	38.6094	52.0782
603	Senior Accountant	179	76,410	103,065	6,367	8,589	36.7355	49.5506
604	Accountant	165	66,474	89,663	5,539	7,472	31.9585	43.1072

**CITY OF CAMARILLO  
Salary Bands Per Job Class  
Effective July 1, 2016**

**EXHIBIT "B"**

Job Code	Occupational Job Families and Job Classes	Salary Band	Annual Min.	Annual Max.	Monthly Min.	Monthly Max.	Hourly Min.	Hourly Max.
	<b><u>Finance (Continued)</u></b>							
605	Budget Analyst	175	73,428	99,044	6,119	8,254	35.3021	47.6172
613	Finance Assistant	154	59,582	80,367	4,965	6,697	28.6452	38.6380
611	Accounting Specialist II	127	45,545	61,433	3,795	5,119	21.8965	29.5350
612	Accounting Specialist I	116	40,823	55,064	3,402	4,589	19.6263	26.4729
620	Customer Service Supervisor	170	69,865	94,237	5,822	7,853	33.5887	45.3061
623	Senior Customer Service Specialist	139	51,321	69,224	4,277	5,769	24.6735	33.2808
621	Customer Service Specialist II	125	44,647	60,222	3,721	5,019	21.4650	28.9531
622	Customer Service Specialist I	114	40,018	53,979	3,335	4,498	19.2396	25.9514
	<b><u>Community Development</u></b>							
701	Director, Community Development	243	144,450	194,841	12,037	16,237	69.4470	93.6736
702	Assistant Director, Community Development	220	114,901	154,985	9,575	12,915	55.2410	74.5119
708	Principal Planner	192	86,961	117,298	7,247	9,775	41.8084	56.3933
703	Senior Planner	182	78,725	106,188	6,560	8,849	37.8486	51.0521
704	Associate Planner	172	71,269	96,131	5,939	8,011	34.2638	46.2168
705	Assistant Planner	156	60,780	81,983	5,065	6,832	29.2209	39.4147
709	Planning Technician	140	51,834	69,916	4,320	5,826	24.9202	33.6136
706	Code Compliance Manager	175	73,428	99,044	6,119	8,254	35.3021	47.6172
707	Code Compliance Officer	152	58,408	78,784	4,867	6,565	28.0807	37.8767
	<b><u>Public Works – Engineering</u></b>							
801	Director, Public Works	250	154,870	208,896	12,906	17,408	74.4566	100.4308
529	Assistant Director Public Works/City Engineer	234	132,076	178,151	11,006	14,846	63.4981	85.6495
528	Deputy Director Public Works/Environmental	218	112,637	151,931	9,386	12,661	54.1526	73.0437
530	Deputy Director Public Works/Transportation	218	112,637	151,931	9,386	12,661	54.1526	73.0437
527	Public Works Administrator	207	100,960	136,179	8,413	11,348	48.5382	65.4708
512	Principal Civil Engineer	212	106,109	143,126	8,842	11,927	51.0142	68.8105
511	Senior Civil Engineer	202	96,060	129,570	8,005	10,797	46.1825	62.2932
531	Traffic Engineer	208	101,969	137,541	8,497	11,462	49.0236	66.1255
533	Supervising Traffic Signal Technician	166	67,138	90,560	5,595	7,547	32.2781	43.5383
532	Traffic Signal Technician	154	59,582	80,367	4,965	6,697	28.6452	38.6380
544	Associate Civil Engineer	191	86,100	116,136	7,175	9,678	41.3945	55.8349
542	Associate Engineer	182	78,725	106,188	6,560	8,849	37.8486	51.0521
543	Assistant Engineer	172	71,269	96,131	5,939	8,011	34.2638	46.2168
539	Engineering Technician III	159	62,621	84,467	5,218	7,039	30.1064	40.6090
540	Engineering Technician II	149	56,690	76,466	4,724	6,372	27.2549	36.7627
541	Engineering Technician I	133	48,347	65,212	4,029	5,434	23.2435	31.3521
815	Stormwater Program Manager	175	73,428	99,044	6,119	8,254	35.3021	47.6172

**CITY OF CAMARILLO  
Salary Bands Per Job Class  
Effective July 1, 2016**

**EXHIBIT "B"**

Job Code	Occupational Job Families and Job Classes	Salary Band	Annual Min.	Annual Max.	Monthly Min.	Monthly Max.	Hourly Min.	Hourly Max.
	<b><u>Public Works – Engineering (Continued)</u></b>							
817	Stormwater Assistant	161	63,880	86,164	5,323	7,180	30.7115	41.4252
816	Stormwater Inspector	151	57,830	78,004	4,819	6,500	27.8027	37.5017
550	Supervising Public Works Inspector	169	69,173	93,304	5,764	7,775	33.2561	44.8575
551	Public Works Inspector	157	61,387	82,802	5,116	6,900	29.5131	39.8088
	<b><u>Public Works – Streets</u></b>							
820	Public Works Maintenance Superintendent	198	92,311	124,514	7,693	10,376	44.3804	59.8625
819	Assistant Superintendent, Public Works Maintenance	175	73,428	99,044	6,119	8,254	35.3021	47.6172
818	Public Works Maintenance Supervisor	163	65,164	87,896	5,430	7,325	31.3288	42.2578
814	Landscape Inspector	158	62,001	83,630	5,167	6,969	29.8083	40.2069
810	Lead Public Works Maintenance Worker	144	53,939	72,755	4,495	6,063	25.9321	34.9785
811	Public Works Maintenance Worker III	132	47,868	64,567	3,989	5,381	23.0134	31.0416
812	Public Works Maintenance Worker II	122	43,334	58,451	3,611	4,871	20.8337	28.1016
813	Public Works Maintenance Worker I	111	38,841	52,391	3,237	4,366	18.6738	25.1881
	<b><u>Public Works – Water Reclamation</u></b>							
830	Water Reclamation Superintendent	211	105,059	141,709	8,755	11,809	50.5091	68.1292
831	Assistant Superintendent, Water Reclamation	188	83,568	112,721	6,964	9,393	40.1770	54.1928
837	Chemist	182	78,725	106,188	6,560	8,849	37.8486	51.0521
844	Source Control Inspector	161	63,880	86,164	5,323	7,180	30.7115	41.4252
840	Lead Water Reclamation Plant Operator	172	71,269	96,131	5,939	8,011	34.2638	46.2168
841	Water Reclamation Plant Operator III	160	63,247	85,311	5,271	7,109	30.4074	41.0150
842	Water Reclamation Plant Operator II	150	57,257	77,231	4,771	6,436	27.5274	37.1304
843	Water Reclamation Plant Operator I	139	51,321	69,224	4,277	5,769	24.6735	33.2808
839	Electrician/Instrumentation Technician	156	60,780	81,983	5,065	6,832	29.2209	39.4147
832	Water Reclamation Plant Maintenance Leadworker	168	68,488	92,380	5,707	7,698	32.9269	44.4134
833	Water Reclamation Plant Mechanic II	146	55,023	74,218	4,585	6,185	26.4533	35.6816
834	Water Reclamation Plant Mechanic I	135	49,318	66,523	4,110	5,544	23.7107	31.9822
838	Lead Collection Systems Mechanic	158	62,001	83,630	5,167	6,969	29.8083	40.2069
835	Collection Systems Mechanic II	146	55,023	74,218	4,585	6,185	26.4533	35.6816
836	Collection Systems Mechanic I	130	46,925	63,294	3,910	5,275	22.5599	30.4300
	<b><u>Public Works – Water</u></b>							
850	Water Superintendent	211	105,059	141,709	8,755	11,809	50.5091	68.1292
851	Assistant Superintendent, Water	188	83,568	112,721	6,964	9,393	40.1770	54.1928
852	Water Inspector	157	61,387	82,802	5,116	6,900	29.5131	39.8088
854	Lead Water Services Technician	145	54,478	73,483	4,540	6,124	26.1914	35.3283
864	Water Services Technician II	124	44,205	59,626	3,684	4,969	21.2525	28.6664

**CITY OF CAMARILLO**  
**Salary Bands Per Job Class**  
**Effective July 1, 2016**

**EXHIBIT "B"**

<b>Job Code</b>	<b>Occupational Job Families and Job Classes</b>	<b>Salary Band</b>	<b>Annual Min.</b>	<b>Annual Max.</b>	<b>Monthly Min.</b>	<b>Monthly Max.</b>	<b>Hourly Min.</b>	<b>Hourly Max.</b>
	<b>Public Works – Water (Continued)</b>							
855	Water Services Technician I	113	39,622	53,444	3,302	4,454	19.0491	25.6944
859	Lead Water Distribution Operator	157	61,387	82,802	5,116	6,900	29.5131	39.8088
856	Water Distribution Operator III	145	54,478	73,483	4,540	6,124	26.1914	35.3283
857	Water Distribution Operator II	135	49,318	66,523	4,110	5,544	23.7107	31.9822
858	Water Distribution Operator I	124	44,205	59,626	3,684	4,969	21.2525	28.6664
860	Lead Water Production Operator	157	61,387	82,802	5,116	6,900	29.5131	39.8088
861	Water Production Operator III	145	54,478	73,483	4,540	6,124	26.1914	35.3283
862	Water Production Operator II	135	49,318	66,523	4,110	5,544	23.7107	31.9822
863	Water Production Operator I	124	44,205	59,626	3,684	4,969	21.2525	28.6664

**SUMMARY OF 2016/2017 BENEFIT PROGRAMS**

**I. MEDICAL INSURANCE**

The City contracts with the California Public Employees' Retirement System (CalPERS) for participation under the Public Employees' Medical and Hospital Care Act (PEHMCA) for the purpose of providing medical insurance benefits for eligible employees, City Councilmembers and qualifying annuitants. The City contributes towards the cost of eligible employees', City Councilmembers', and annuitants' health premiums under the equal contribution method as defined in Government Code Section 22892 (b)(1). The maximum monthly medical benefit provided to eligible employees and annuitants is \$125.00 as of January 1, 2016. The amount increases to \$128.00 per month as of January 1, 2017. Newly hired eligible employees are able to enroll in a health plan effective the 1<sup>st</sup> of the month following their date of hire.

**II. DENTAL AND VISION INSURANCE**

The City's dental and vision plans are self-funded through Delta Dental and Vision Service Plan (VSP). Regular, full-time employees and their eligible dependents are enrolled in the dental and vision plans on the 1<sup>st</sup> of the month following their date of hire, with the City paying 100% of the premium. Regular, part-time employees may enroll in the dental and vision insurance plans with the City paying a percentage of the premium equal to their employment classification (½-time = 50%; ¾-time = 75%). City Councilmembers may receive family dental and vision insurance benefits equal to regular, full-time employees.

**III. IRS SECTION 125 PLAN (CAFETERIA PLAN)**

The City shall maintain, in accordance with Section 125 of the IRS Code, a Cafeteria Plan for the purpose of providing employees with access to various health and welfare benefits on a pre-tax basis. Benefits available through the Cafeteria Plan include, but are not limited to:

- Group Health Plan Medical Premiums
- Dental and Vision Insurance Premiums
- Flexible Spending Account for Dependent Care
- Flexible Spending Account for Medical Expenses
- Voluntary Optional Benefits offered under a City-sponsored supplemental insurance program (e.g. Cancer Insurance Premiums, Accident Insurance Premiums, Critical Illness Insurance Premiums, etc.)

The City's contribution to the Cafeteria Plan ("Flex Dollars") for regular full-time employees will be equal to ninety percent (90%) of the premium for the PERS Choice PPO family health plan offered in the area, rounded to the nearest whole dollar, reduced by the City's medical benefit paid directly to CalPERS. Regular part-time employees will receive a pro-rated portion of Flex Dollars based on their employment



classification (½-time = 50%; ¾-time = 75%). Eligible employees who opt out of the City's health program or do not fully utilize the City's Medical Benefit and Flex Dollar contributions will receive 100% cash-back of the unutilized City contributions. City Councilmembers are not eligible for cash-back of unutilized Cafeteria Plan contributions. Flex Dollar contributions begin for eligible employees on the 1<sup>st</sup> of the month following their date of hire.

#### IV. RETIREMENT

The City contracts with CalPERS to provide retirement benefits to eligible employees.

**Classic Employees.** Employees hired on or before December 31, 2012; and employees hired on or after January 1, 2013 who qualify for pension system reciprocity have the following retirement contract provisions apply:

- 2% @ 55 Retirement Formula
- Final Compensation Period, Single Highest Year
- 1959 Survivor Benefit Level 4
- Pre-Retirement Option 2W Death Benefit, continues after remarriage of survivor
- Post-Retirement Survivor Allowance , continues after remarriage of survivor
- 2% Annual Cost-of-Living Allowance Increase
- \$500 Retired Death Benefit
- Unused Sick Leave Credit
- Purchase of Prior Service Credit
- Military Service Credit
- Public Service Credit for Peace Corps, AmeriCorps VISTA, or AmeriCorps Service

The City pays both the employer and employee contributions to CalPERS in accordance with the provisions of the contract between the City and CalPERS.

**New Members.** As defined by AB340 (the California Public Employees' Pension Reform Act of 2013 "PEPRA"), employees hired on or after January 1, 2013 who do not qualify for pension system reciprocity or who were CalPERS members while employed by another public agency and hired by the City after a break in service of more than six (6) months have the following retirement contract provisions apply:

- 2% @ 62 Retirement Formula
- Final Compensation Period, Average of highest paid consecutive 36 months
- 1959 Survivor Benefit Level 4
- Pre-Retirement Option 2W Death Benefit, continues after remarriage of survivor
- Post-Retirement Survivor Allowance , continues after remarriage of survivor
- 2% Annual Cost-of-Living Allowance Increase
- \$500 Retired Death Benefit
- Unused Sick Leave Credit
- Purchase of Prior Service Credit
- Military Service Credit

- Public Service Credit for Peace Corps, AmeriCorps VISTA, or AmeriCorps Service

The City pays only the employer contribution to CalPERS and employees pay the employee contribution in accordance with the provisions of the contract between the City and CalPERS.

## **V. LIFE INSURANCE**

The City provides group life insurance for all regular, full- and part-time employees. The amount of insurance coverage is the amount equal to the employee's annual salary, based on their employment classification as a full, ½-, or ¾-time employee, plus \$5,000, rounded to the next increment of \$5,000 (\$200,000 max.). City Councilmembers are provided coverage in the amount of \$50,000. All eligible dependents are covered by life insurance in the amount of \$2,000. NOTE: Accidental death and dismemberment coverage matches the life insurance schedule above; however, the amount payable for certain losses will differ.

## **VI. SHORT/LONG TERM DISABILITY**

The City provides short/long term disability benefits to all regular employees. Eligible employees are enrolled in the disability program effective the 1<sup>st</sup> of the month following their date of hire. In the event a regular employee becomes disabled through a non-work related illness or sudden injury, short term disability coverage provides a weekly income benefit equal to 66 2/3% of covered earnings up to a maximum benefit of \$2,192 per week (\$9,500 per month). The waiting period for short term disability benefits to begin is after 7 days for an illness or 0 days for injury or date of hospitalization. After 180 days of being disabled, the employee is eligible for long term disability which provides the same level of benefits as short term disability. Long term disability's maximum benefit period is to age 65 for those 61 or younger at the time of disablement. The maximum benefit period varies for those 62 or older at the time of disablement.

## **VII. WORKERS' COMPENSATION**

Workers' Compensation benefits are for work-related illnesses or injuries. All medical and hospital costs are covered. Temporary disability income is computed at approximately 66 2/3% of weekly wages up to the state law maximum. The City's Workers' Compensation program is administered by York Insurance Services, Inc. All work-related illnesses/injuries are required to be immediately reported to a supervisor and Human Resources.

**VIII. EMPLOYEE ASSISTANCE PROGRAM**

The City provides an Employee Assistant Program (EAP) for all regular employees and City Councilmembers. The EAP offers 24-hour confidential services that can assist employees and members of their household to resolve personal issues and meet life's challenges. The program offers up to six face-to-face counseling sessions per issue per year.

**IX. ICMA VANTAGECARE RETIRMENT HEALTH SAVINGS (RHS) PLAN**

The City provides an RHS Plan for eligible employees. The RHS Plan allows employees to accumulate assets on a pre-tax basis to pay for medical expenses on a tax-free basis upon separation from the City.

**X. OTHER BENEFITS**

- Arborist Certification Pay ..... \$150/month\* for eligible employees
- Backflow Proficiency Pay ..... \$100/month\* for eligible employees
- Bilingual Pay ..... \$50/month\* for eligible employees
- Class A CDL Proficiency Pay ..... \$50/month\* for eligible employees, plus costs associated with obtaining and retaining Class A CDL and endorsements
- Class B CDL Proficiency Pay ..... \$25/month\* for eligible employees, plus costs associated with obtaining and retaining Class B CDL and endorsements
- Pesticide Applicator Proficiency Pay ... \$100/month\* for eligible employees

*\*Amounts are pro-rated for regular, part-time employees*

- On-Call Pay ..... \$1.25/hour
- Safety Boot Allowance ..... \$180/FY for eligible employees
- Defined Contribution (401a Plan) ..... 7% of salary for all employees and City Councilmembers
- Deferred Compensation (457 Plan) ..... 3% of salary for City Manager, Assistant City Manager, Directors, and City Clerk; all other employees are eligible to participate
- Education Reimbursement ..... 75% of expenses up to \$1,800/FY
- Mileage Reimbursement ..... Amount recognized by the IRS for business travel
- Holidays ..... 88 hours plus 24 hours floating holiday/year  
*(pro-rated for regular, part-time employees)*

Management Leave.....	City Manager.....	80 hours/year
	Assistant City Manager, Directors, and City Clerk .....	64 hours/year
	Assistant Directors, Deputy Directors, and Deputy City Clerk .....	48 hours/year
	Mid-Managers .....	32 hours/year
Auto Allowance .....	City Manager.....	\$500/month
	Assistant City Manager, Directors, and City Clerk .....	\$250/month
	Assistant Directors, Deputy Directors, Principal Civil Engineer, and Principal Planner.....	\$200/month
	Assistant to the City Manager, Senior Civil Engineer, Traffic Engineer, Senior Planner, and Deputy City Clerk .....	\$175/month
Physical Examination (UCLA) .....	Once every two (2) years for City Manager, Assistant City Manager, Directors, City Clerk, and City Councilmembers	