

CSD RESOLUTION NO. 2018-3

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE CAMARILLO SANITARY DISTRICT ADOPTING THE COMPENSATION, CLASSIFICATION AND BENEFITS PROGRAM; AND, APPROVING A STATEMENT OF UNDERSTANDING PERTAINING TO TERMS AND CONDITIONS OF EMPLOYMENT FOR DISTRICT EMPLOYEES

The Board of Directors of the Camarillo Sanitary District resolves as follows:

SECTION 1: The Board of Directors of the Camarillo Sanitary District finds and declares as follows:

A. The Board of the Camarillo Sanitary District (District) annually approves a compensation and classification plan and sets forth a program of benefits for District 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 the terms and conditions of employment for District employees attached as Exhibit A is hereby approved.

SECTION 3: The Compensation and Classification Schedule is attached as Exhibit B and will be effective July 1, 2018. The hourly rates for non-classified positions are included on Exhibit B and provide for an adjustment to those hourly rates to comply with the State of California's increased minimum wage effective January 1, 2018.

SECTION 4: The various benefit programs are set forth in Exhibit C.

SECTION 5: All District employees except the Water Reclamation Superintendent and the Assistant Superintendent, Water Reclamation shall receive Comprehensive Annual Leave (CAL) time.

SECTION 6: The compensation, classification and benefits programs and S.O.U. set forth herein supersedes any programs or S.O.U. previously established for District employees and any portion of any previous resolutions in conflict are hereby repealed.

PASSED AND ADOPTED June 27, 2018.

Attested to on 6/28/18
Amadland
Assistant Secretary


Chairman

I, Jeffrie Madland, Assistant Secretary of the Camarillo Sanitary District, certify CSD Resolution No. 2018-3 was adopted by the Board of Directors of the Camarillo Sanitary District at a regular meeting held June 27, 2018, by the following vote:

AYES: Directors: Craven, Kildee, McDonald, Morgan, Chairman Trembley
NOES: Directors: None
ABSENT: Directors: None


Assistant Secretary



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

The Camarillo Sanitary District (District) has met with the employees of the District relative to the Personnel Rules and the restatement of the District'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 2018/2019 commencing on July 1, 2018 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 District 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 District, 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 District 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 District and employees of the District, shall not become effective until the conclusion of such process either by agreement having been reached or by unilateral adoption by the District as authorized by law.

5. **MANAGEMENT RIGHTS.** The District has the authority to manage and direct, on behalf of the public, all operations and activities of the District to the full extent authorized by law, including full authority to:
 - a. determine and modify the organization and 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 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 bands 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 District is set forth in Exhibit "C."
8. **RULES AND REGULATIONS.** All District employees will be governed by the City of Camarillo's Personnel Rules.
9. **SAVINGS CLAUSE.** Should any provision of this understanding or any application thereof, be unlawful by virtue of and 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 thereof.

6/27/2018

Date


Chairman

CITY OF CAMARILLO
Salary Bands Per Job Class
Effective July 1, 2018

EXHIBIT B

Job Code	Occupational Job Families and Job Classes	A	B	Salary Band	Annual Salary		Monthly Salary		Hourly Salary	
					Min	Max	Min	Max	Min	Max
	City Manager									
101	City Manager	E			245,700	245,700	20,475	20,475	118.1250	118.1250
102	Assistant City Manager	E	k	261	172,783	233,059	14,399	19,422	83.0688	112.0474
107	Assistant to the City Manager	M	a	203	97,020	130,866	8,085	10,905	46.6443	62.9162
	Administrative/Program Support									
106	Senior Management Analyst	M	a	189	84,404	113,848	7,034	9,487	40.5788	54.7347
104	* Management Analyst	M	A	179	76,410	103,065	6,367	8,589	36.7355	49.5506
105	* Management Assistant	M	B	163	65,164	87,896	5,430	7,325	31.3288	42.2578
206	Executive Assistant	G	b	167	67,810	91,465	5,651	7,622	32.6009	43.9737
205	Senior Administrative Specialist	G	b	147	55,573	74,960	4,631	6,247	26.7179	36.0384
203	* Administrative Specialist II	G	b	136	49,812	67,188	4,151	5,599	23.9478	32.3021
204	Administrative Specialist I	G	b	123	43,768	59,036	3,647	4,920	21.0421	28.3826
201	* Staff Assistant II	G	b	113	39,622	53,444	3,302	4,454	19.0491	25.6944
202	Staff Assistant I	G	b	100	34,815	46,960	2,901	3,913	16.7377	22.5767
	Administrative Services									
302	Director, Administrative Services	E	k	250	154,870	208,896	12,906	17,408	74.4566	100.4308
305	Assistant Director, Administrative Services	M	k	227	123,190	166,164	10,266	13,847	59.2259	79.8868
313	Information Systems Analyst	M	e	203	97,020	130,866	8,085	10,905	46.6443	62.9162
311	* Information Systems Administrator	G	E	185	81,111	109,406	6,759	9,117	38.9954	52.5990
315	Geographic Information Systems Specialist	G	e	185	81,111	109,406	6,759	9,117	38.9954	52.5990
323	Human Resources Manager	M	a	211	105,059	141,709	8,755	11,809	50.5091	68.1292
321	Human Resources Analyst	M	a	189	84,404	113,848	7,034	9,487	40.5788	54.7347
329	Fleet and Facilities Manager	M	f	186	81,922	110,500	6,827	9,208	39.3854	53.1250
330	Facilities Maintenance Assistant	G	t	136	49,812	67,188	4,151	5,599	23.9478	32.3021
332	Senior Equipment Mechanic	G	f	163	65,164	87,896	5,430	7,325	31.3288	42.2578
333	* Equipment Mechanic	G	F	151	57,830	78,004	4,819	6,500	27.8027	37.5017
	City Clerk									
401	City Clerk	E	k	228	124,422	167,826	10,368	13,986	59.8181	80.6857
402	Deputy City Clerk	M	b	165	66,474	89,663	5,539	7,472	31.9585	43.1072
	Finance									
601	Director, Finance	E	k	247	150,315	202,752	12,526	16,896	72.2668	97.4771
602	Assistant Director, Finance	M	k	224	119,567	161,278	9,964	13,440	57.4840	77.5374
609	Finance/Accounting Manager	M	g	196	90,492	122,061	7,541	10,172	43.5060	58.6830
610	Accounting Supervisor	M	g	187	82,741	111,605	6,895	9,300	39.7793	53.6563
603	Senior Accountant	M	g	182	78,725	106,188	6,560	8,849	37.8486	51.0521
604	* Accountant	M	G	168	68,488	92,380	5,707	7,698	32.9269	44.4134
605	Budget Analyst	M	g	178	75,653	102,045	6,304	8,504	36.3718	49.0601
613	Finance Assistant	M	g	157	61,387	82,802	5,116	6,900	29.5131	39.8088
611	* Accounting Specialist II	G	H	131	47,394	63,927	3,949	5,327	22.7855	30.7343
612	Accounting Specialist I	G	h	120	42,480	57,300	3,540	4,775	20.4232	27.5478
620	Customer Service Supervisor	M	g	173	71,981	97,092	5,998	8,091	34.6065	46.6790
623	Senior Customer Service Specialist	G	j	143	53,405	72,035	4,450	6,003	25.6753	34.6322

CITY OF CAMARILLO
Salary Bands Per Job Class
Effective July 1, 2018

EXHIBIT B

Job Code	Occupational Job Families and Job Classes	A	B	Salary Band	Annual Salary		Monthly Salary		Hourly Salary	
					Min	Max	Min	Max	Min	Max
621	* Customer Service Specialist II	G	J	129	46,460	62,668	3,872	5,222	22.3366	30.1287
622	Customer Service Specialist I	G	j	118	41,643	56,171	3,470	4,681	20.0208	27.0051
	Community Development									
701	* Director, Community Development	E	K	247	150,315	202,752	12,526	16,896	72.2668	97.4771
702	Assistant Director, Community Development	M	k	224	119,567	161,278	9,964	13,440	57.4840	77.5374
708	Principal Planner	M	l	196	90,492	122,061	7,541	10,172	43.5060	58.6830
703	Senior Planner	M	l	186	81,922	110,500	6,827	9,208	39.3854	53.1250
704	* Associate Planner	G	L	176	74,163	100,034	6,180	8,336	35.6551	48.0934
705	Assistant Planner	G	l	160	63,247	85,311	5,271	7,109	30.4074	41.0150
709	Planning Technician	G	l	144	53,939	72,755	4,495	6,063	25.9321	34.9785
706	Code Compliance Manager	M	m	177	74,904	101,034	6,242	8,420	36.0116	48.5743
707	* Code Compliance Officer	G	M	154	59,582	80,367	4,965	6,697	28.6452	38.6380
	Public Works - Engineering									
801	Director, Public Works	E	k	254	161,158	217,378	13,430	18,115	77.4798	104.5087
529	Assistant Director Public Works/City Engineer	M	k	238	137,439	185,385	11,453	15,449	66.0764	89.1272
528	Deputy Director Public Works/Environmental	M	o	223	118,383	159,681	9,865	13,307	56.9149	76.7697
530	Deputy Director Public Works/Transportation	M	o	223	118,383	159,681	9,865	13,307	56.9149	76.7697
527	Public Works Administrator	M	a	212	106,109	143,126	8,842	11,927	51.0142	68.8105
512	Principal Civil Engineer	M	n	216	110,418	148,937	9,202	12,411	53.0856	71.6045
511	* Senior Civil Engineer	M	N	206	99,960	134,831	8,330	11,236	48.0577	64.8226
531	* Traffic Engineer	M	O	213	107,171	144,557	8,931	12,046	51.5243	69.4986
533	Supervising Traffic Signal Technician	G	p	170	69,865	94,237	5,822	7,853	33.5887	45.3061
532	* Traffic Signal Technician	G	P	158	62,001	83,630	5,167	6,969	29.8083	40.2069
544	Associate Civil Engineer	M	n	195	89,596	120,852	7,466	10,071	43.0752	58.1020
542	Associate Engineer	M	q	187	82,741	111,605	6,895	9,300	39.7793	53.6563
543	* Assistant Engineer II	G	Q	177	74,904	101,034	6,242	8,420	36.0116	48.5743
545	Assistant Engineer I	G	q	170	69,865	94,237	5,822	7,853	33.5887	45.3061
539	Engineering Technician III	G	r	163	65,164	87,896	5,430	7,325	31.3288	42.2578
540	* Engineering Technician II	G	R	153	58,992	79,571	4,916	6,631	28.3615	38.2555
541	Engineering Technician I	G	r	137	50,310	67,860	4,192	5,655	24.1873	32.6251
815	Stormwater Program Manager	M	s	179	76,410	103,065	6,367	8,589	36.7355	49.5506
817	Stormwater Assistant	G	s	165	66,474	89,663	5,539	7,472	31.9585	43.1072
816	Stormwater Inspector	G	s	155	60,178	81,171	5,015	6,764	28.9316	39.0244
550	Supervising Public Works Inspector	G	s	173	71,981	97,092	5,998	8,091	34.6065	46.6790
551	* Public Works Inspector	G	S	161	63,880	86,164	5,323	7,180	30.7115	41.4252
	Public Works - Streets									
820	Public Works Maintenance Superintendent	M	t	202	96,060	129,570	8,005	10,797	46.1825	62.2932
819	Assistant Superintendent, Public Works Maintenance	M	t	179	76,410	103,065	6,367	8,589	36.7355	49.5506
818	Public Works Maintenance Supervisor	G	t	167	67,810	91,465	5,651	7,622	32.6009	43.9737
814	Landscape Inspector	G	t	162	64,519	87,026	5,377	7,252	31.0186	41.8394
810	Lead Public Works Maintenance Worker	G	t	148	56,129	75,709	4,677	6,309	26.9850	36.3988
811	Public Works Maintenance Worker III	G	t	136	49,812	67,188	4,151	5,599	23.9478	32.3021
812	* Public Works Maintenance Worker II	G	T	126	45,094	60,825	3,758	5,069	21.6797	29.2426

CITY OF CAMARILLO
Salary Bands Per Job Class
Effective July 1, 2018

EXHIBIT B

Job Code	Occupational Job Families and Job Classes	A	B	Salary Band	Annual Salary		Monthly Salary		Hourly Salary	
					Min	Max	Min	Max	Min	Max
813	Public Works Maintenance Worker I	G	t	115	40,419	54,519	3,368	4,543	19.4320	26.2109
	Public Works - Water Reclamation									
830	* Water Reclamation Superintendent	M	U	217	111,522	150,427	9,294	12,536	53.6164	72.3205
831	Assistant Superintendent, Water Reclamation	M	u	194	88,709	119,656	7,392	9,971	42.6487	57.5267
837	Chemist	G	v	188	83,568	112,721	6,964	9,393	40.1770	54.1928
844	Source Control Inspector	G	s	165	66,474	89,663	5,539	7,472	31.9585	43.1072
840	Lead Water Reclamation Plant Operator	G	v	178	75,653	102,045	6,304	8,504	36.3718	49.0601
841	Water Reclamation Plant Operator III	G	v	166	67,138	90,560	5,595	7,547	32.2781	43.5383
842	* Water Reclamation Plant Operator II	G	V	156	60,780	81,983	5,065	6,832	29.2209	39.4147
843	Water Reclamation Plant Operator I	G	v	145	54,478	73,483	4,540	6,124	26.1914	35.3283
839	Electrician/Instrumentation Technician	G	w	159	62,621	84,467	5,218	7,039	30.1064	40.6090
832	Water Reclamation Plant Maintenance Leadworker	G	w	171	70,563	95,179	5,880	7,932	33.9246	45.7592
833	* Water Reclamation Plant Mechanic II	G	W	149	56,690	76,466	4,724	6,372	27.2549	36.7627
834	Water Reclamation Plant Mechanic I	G	w	138	50,813	68,539	4,234	5,712	24.4292	32.9513
838	Lead Collection Systems Mechanic	G	w	161	63,880	86,164	5,323	7,180	30.7115	41.4252
835	Collection Systems Mechanic II	G	w	149	56,690	76,466	4,724	6,372	27.2549	36.7627
836	Collection Systems Mechanic I	G	w	133	48,347	65,212	4,029	5,434	23.2435	31.3521
	Public Works - Water									
850	* Water Superintendent	M	X	219	113,764	153,450	9,480	12,788	54.6941	73.7742
851	Assistant Superintendent, Water	M	x	196	90,492	122,061	7,541	10,172	43.5060	58.6830
852	Water Inspector	G	y	159	62,621	84,467	5,218	7,039	30.1064	40.6090
854	Lead Water Services Technician	G	y	147	55,573	74,960	4,631	6,247	26.7179	36.0384
864	Water Services Technician II	G	y	126	45,094	60,825	3,758	5,069	21.6797	29.2426
855	Water Services Technician I	G	y	115	40,419	54,519	3,368	4,543	19.4320	26.2109
859	Lead Water Distribution Operator	G	y	159	62,621	84,467	5,218	7,039	30.1064	40.6090
856	Water Distribution Operator III	G	y	147	55,573	74,960	4,631	6,247	26.7179	36.0384
857	* Water Distribution Operator II	G	Y	137	50,310	67,860	4,192	5,655	24.1873	32.6251
858	Water Distribution Operator I	G	y	126	45,094	60,825	3,758	5,069	21.6797	29.2426
860	Lead Water Production Operator	G	y	159	62,621	84,467	5,218	7,039	30.1064	40.6090
861	Water Production Operator III	G	y	147	55,573	74,960	4,631	6,247	26.7179	36.0384
862	Water Production Operator II	G	y	137	50,310	67,860	4,192	5,655	24.1873	32.6251
863	Water Production Operator I	G	y	126	45,094	60,825	3,758	5,069	21.6797	29.2426

NON-CLASSIFIED / HOURLY RATED POSITIONS

Position Title	Hourly Rates Effective 7/1/2018	Hourly Rates Effective 1/1/2018
Crossing Guard	14.15	14.15
TV Camera Operator	18.85	18.85
Student Assistant I – High School Students	11.00	12.00
Student Assistant II – College Students	13.15	13.80
Intern	15.60	15.85

SUMMARY OF 2018/2019 BENEFIT PROGRAMS**I. MEDICAL INSURANCE**

The District 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 and qualifying annuitants. The District contributes towards the cost of eligible employees' 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 \$133.00 as of January 1, 2018. The amount increases to \$136.00 per month as of January 1, 2019. Newly hired eligible employees are able to enroll in a health plan effective the 1st of the month following their date of hire.

II. DENTAL AND VISION INSURANCE

The District'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 1st of the month following their date of hire, with the District paying 100% of the premium. Regular, part-time employees may enroll in the dental and vision insurance plans with the District paying a percentage of the premium equal to their employment classification (½-time = 50%; ¾-time = 75%).

III. IRS SECTION 125 PLAN (CAFETERIA PLAN)

The District 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 District-sponsored supplemental insurance program (e.g. Cancer Insurance Premiums, Accident Insurance Premiums, Critical Illness Insurance Premiums, etc.)

The District'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 District'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 District's health program or do not fully utilize the District's Medical Benefit and Flex Dollar contributions will receive 100% cash-back of the unutilized District contributions.

Flex Dollar contributions begin for eligible employees on the 1st of the month following their date of hire.

IV. RETIREMENT

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

V. LIFE INSURANCE

The District 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.). 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 District provides short/long term disability benefits to all regular employees. Eligible employees are enrolled in the disability program effective the 1st 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 District'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 District provides an Employee Assistant Program (EAP) for all regular employees. 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 District 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 District.

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 \$1.50/hour
- Safety Boot Allowance \$180/FY for eligible employees
- Defined Contribution (401a Plan) 7% of salary for all eligible 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
- Deferred Compensation Part-Time, Temporary, Seasonal (457 PTS) Plan ... 7% of salary for those Part-Time, Temporary and Seasonal workers that are not eligible for CalPERS membership
- 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	