

RESOLUTION NO. 18-50

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GROVER BEACH, CALIFORNIA, APPROVING THE PROPOSED ADJUSTMENTS WITH EXECUTIVE MANAGEMENT EMPLOYEES AND AMENDING THE COMPENSATION AND BENEFITS STRUCTURE FOR THE PERIOD JULY 1, 2018 THROUGH JUNE 30, 2021

WHEREAS, the City Manager and Executive Management employees have met and discussed the amended compensation and benefits structure set forth in Exhibit A – Agreement; and

WHEREAS, City would implement the amended compensation and benefit structure in Exhibit A with the beginning of fiscal year 2018-19 on July 1, 2018; and


WHEREAS, the City Council has reviewed and approved of the terms and conditions set forth therein.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Grover Beach does hereby adopt this Resolution approving the new amended compensation and benefits structure for Executive Management employees.

On motion by Mayor Pro Tem Lee, seconded by Council Member Nicolls, and on the following roll-call vote, to wit:

AYES: Council Members Nicolls, Peterson, Shah, Mayor Pro Tem Lee, and Mayor Shoals.
NOES: Council Members - None
ABSENT: Council Members - None
ABSTAIN: Council Members - None

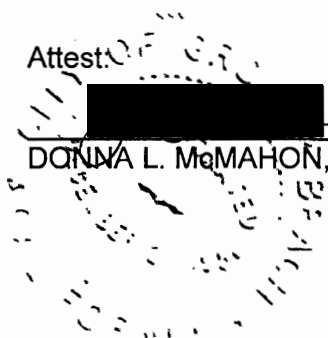
the foregoing Resolution was **PASSED, APPROVED, and ADOPTED** at a regular meeting of the City Council of the City of Grover Beach, California this 4th day of June, 2018.



JOHN P. SHOALS, MAYOR

Attest: 

DONNA L. McMAHON, CITY CLERK



**Executive Management Employee Compensation & Benefits
July 1, 2018 to June 30, 2021**

COLA

Cost of living increase of 2% on July 1, 2018, 2% on July 1, 2019 and 2% on July 1, 2020.

Salary

Salaries have been established by range as follows:

July 1, 2018

Police Chief	\$10,442 - \$13,546
Administrative Services Director	\$ 9,570 - \$12,274
Community Development Director	\$ 9,394 - \$12,215
Public Works Director/City Engineer	\$ 9,394 - \$12,215
Parks & Recreation Director	\$ 6,861 - \$ 8,756

July 1, 2019

Police Chief	\$10,651 - \$13,817
Administrative Services Director	\$ 9,761 - \$12,519
Community Development Director	\$ 9,582 - \$12,459
Public Works Director/City Engineer	\$ 9,582 - \$12,459
Parks & Recreation Director	\$ 6,998 - \$ 8,931

July 1, 2020

Police Chief	\$10,864 - \$14,093
Administrative Services Director	\$ 9,956 - \$12,769
Community Development Director	\$ 9,774 - \$12,708
Public Works Director/City Engineer	\$ 9,774 - \$12,708
Parks & Recreation Director	\$ 7,138 - \$ 9,110

Regular Pay

Base Pay plus Incentive Pay

Management Incentive Pay

Employees may receive five percent (5%) Management Incentive Pay to their base pay salary. The additional pay provides eligible Employees extra pay in recognition of the unique nature of their management or executive Level positions and the special skills, knowledge, and abilities required of those positions. The compensation is paid as earned for normally required duties performed during normal work hours. It is not compensation in lieu of overtime or lieu of any other benefits.

Uniform

Any employee required to wear uniforms will be provided with them. Police Executive Management Employees will receive a Uniform Allowance of \$1,000 per year (pro-rated on each paycheck.) The cost of required safety equipment such as steel-toed boots and safety glasses is reimbursable.

Administrative Leave

Exempt employees receive 88 hours of Administrative Leave in January of each year. If hired during the year, the leave shall be pro-rated. Administrative Leave may be used at the discretion of the employee with the approval of the City Manager. Any unused balance existing at the end of the calendar year will be permitted to be carried over into the next calendar year.

Vacation

0 – 1 year of service	10 days per year	38 days of maximum accumulation
1 – 2 years of service	11 days per year	38 days of maximum accumulation
2 – 3 years of service	12 days per year	38 days of maximum accumulation
3 – 4 years of service	13 days per year	38 days of maximum accumulation
4 – 5 years of service	14 days per year	38 days of maximum accumulation
5 – 7 years of service	15 days per year	43 days of maximum accumulation
7 – 9 years of service	16 days per year	43 days of maximum accumulation
10 or more years of service	20 days per year	79 days of maximum accumulation

An employee may exchange vacation leave hours for cash. Upon request, the City shall buy back vacation leave hours accumulated in excess of sixty percent (60%) of the Employee’s maximum authorized accrual amount. The payment for these vacation leave hours shall be at one hundred percent (100%) of the employee’s regular hourly pay rate.

The employee’s request shall be in writing, and may be made once annually during the last two months of the calendar year. No employee may receive payment under the provisions of this section for more than eighty (80) hours of vacation leave in any one calendar year.

Holidays

The employee shall receive 13 paid holidays per year. Lincoln’s Birthday, shall be observed on the 2nd Monday in February if all other employee groups agree. Otherwise observance of Lincoln’s Birthday holiday shall be on the actual day of February 12th.

Sick Leave

The employee shall accrue 12 Sick Leave days per year. The Sick Leave Accrual limit is 2,000 hours. Sick Leave may be applied to a retiring employee’s CalPERS service credit within compliance of existing PERS policies and applicable laws. If the sick Leave is not applied toward the retirement credit, only 672 hours of accrued Sick Leave will be paid upon retirement, or when an employee with over 20 years of service leaves City employment.

Retirement

The City belongs to the Public Employees Retirement System (CalPERS).

CalPERS Miscellaneous 2.5% at Age 55 with One-Year Final Compensation is provided for non-safety Executive Management employees, who qualify as “Classic Employee” under CalPERS. Miscellaneous employees shall pay the full portion of the employee’s retirement contribution under CalPERS.

Employees hired after January 1, 2013 fall under Public Employees’ Pension Reform Act, or “PEPRA”, CalPERS Miscellaneous 2% at age 62 retirement Plan with Three-Year Final Average Salary Compensation for Non-Safety Executive Management employees and shall pay the full portion of the employees’ retirement contribution under CalPERS.

CalPERS Local Safety 3% at Age 55 with One-Year Final Compensation is provide for Sworn Public Safety Executive Management employees, who qualify as a “Classic Employee” under CalPERS. Sworn Safety employees shall pay the full portion of the employee’s retirement contribution under CalPERS.

Employees hired after January 1, 2013 fall under Public Employees’ Pension Reform Act, or “PEPRA”, CalPERS Local Safety 2.7% at Age 57 Retirement plan with Three-Year Final Average Salary Compensation. Each Public Safety Executive Management employee shall pay the full employee portion of CalPERS.

All employees pay member contributions on a pre-tax basis (IRS 414(h)2). The City also is part of the Social Security System. Employees pay their share of Social security as a payroll deduction.

Group Insurance

City pays full medical, vision, dental and life insurance (\$125,000 policy for employee + 5,000 for eligible spouse and \$2,000 per eligible child) for employees, and contributes towards dependent coverage for family members only in the following amounts:

Employee + 1 Dependent:	\$ 601.90
Employee + Full Family:	\$1,011.25

The City provides the benefits of the Public Employees Medical and Hospital Care Act (PEMHCA) to all eligible employees at a contribution level equivalent to the cost of the PERS Select PPO plan for medical coverage. Employee Only coverage will be paid at the PERS Select PPO rate.

The City’s payment amount will include the amount set forth in the CalPERS Health Care Resolution. If an employee elects to upgrade to a different plan, the employee will pay the difference (via payroll deduction) between the plan and the PERS Select PPO. The City will continue to contribute on a monthly basis up to the maximum of the amounts shown above toward the cost of dependent care coverage for health insurance.

Cafeteria Plan

In accordance with IRS Code Section 125, active employees participating in the City’s full flex cafeteria plan receive a monthly flex dollar allowance to purchase benefits. The allowance is listed above under group insurance.

The monthly flex dollar allowance may be used in accordance with the terms of the cafeteria plan to purchase benefits such as medical, dental, and vision insurance coverage, or any other benefits the City may offer from time to time, or may be converted to taxable income as listed below:

If an employee has health, dental and vision insurance coverage through a spouse, dependent, or a former employer and provides proof of other coverage to the Human Resources Department, the employee may elect to waive the City’s health insurance coverage and elect to use flex dollars, equal to \$500.00 per month which when elected is taxable income.

Employee Assistance Program

The City shall pay the Employee Assistance Program premium with a minimum of five clinical consultations per incident.

Deferred Compensation

The City will contribute up to \$150 per month maximum for employees who participate in one of two existing deferred compensation plans, matched on a dollar-for-dollar basis.

Long-Term Disability

City paid premium.

Short-Term Disability

Employee paid California State Disability Insurance (SDI) as a payroll deduction.