COMPENSATION SUMMARY FOR EXECUTIVE MANAGEMENT, SENIOR MANAGEMENT, UNCLASSIFIED MIDDLE MANAGEMENT/PROFESSIONAL, CONFIDENTIAL MIDDLE MANAGEMENT/PROFESSIONAL, UNCLASSIFIED CONFIDENTIAL, CONFIDENTIAL CLASSIFIED, MAYOR, COUNCIL, CITY ATTORNEY AND UNCLASSIFIED HOURLY EMPLOYEES

FISCAL YEAR 2020-2021

I. EXECUTIVE MANAGEMENT GROUP

(ALL EMPLOYEES PROVIDED FOR IN THIS GROUP ARE FLSA-EXEMPT)

A. SALARY & WAGES

1. Salary Increases – None

B. BENEFITS

1. Deferred Compensation Plan
   457 plan - Employees in the Executive Group may participate in the City's approved deferred compensation plans.

2. Cafeteria Plan
   a. In calendar year 2020, Executive Managers will receive $17,390 annually to be used for the purchase of approved employee benefits through the City's cafeteria plan or to be placed in a taxable cash option. The maximum taxable option shall be $8,000.

   b. In the event of increases in health care plan premiums, the City will split the cost of the increase 50/50 with the employees. The annual cafeteria plan benefit allotment will be increased by one-half of the average cost increase for full family non-indemnity health plan premiums. The City's share of the increased cost will be added to the beginning cafeteria plan balance of the next available cafeteria plan year.

   c. From the annual Cafeteria Plan allotment, each employee must elect medical coverage under one of the City sponsored plans, unless the employee has group medical insurance from another source including coverage under their City employee spouse's plan in which case they may waive coverage so long as the alternative plan is deemed to be an acceptable plan by the City. When waiving coverage, the full value of the Cafeteria Plan allotment will be available to purchase any of the other options available under the Cafeteria Plan. Waiver of coverage is irrevocable during a plan year unless the City is notified within 30 days that the employee has involuntarily lost the alternative coverage.

   d. The Flex Benefit Amount for Employee Only, those with coverage outside of the City, and those employees covered by another City Employee is fixed at the amount provided in the calendar year 2013 ($15,162). The flex amount for

Employee+1 and Employee+Family will be adjusted under the current 50/50 cost sharing formula.

3. Short/Long Term Disability Insurance
   The City will pay the full cost of the short/long-term disability insurance premium for Executive Managers.

4. Retiree Healthcare
   The City will no longer provide for subsidized retiree health care rates by offering a blended healthcare rate for employees hired after January 1, 2011.

5. Post Employment Health Plan
   Employees in the Executive Group may participate in a Post Employment Health Plan (PEHP), funded with mandatory eligible employee contributions, specifically any unused vacation balances due to the employee at the time of retirement will be rolled over into the PEHP. Those employees not wishing to participate may sell back up to 100% of vacation (annual) balances the last full pay period of employment prior to retirement.

6. Life Insurance
   City pays for a Group Term Life and AD&D insurance policy with coverage in the amount of $50,000 per employee.

7. Retirement
   The City will provide to unrepresented members retirement benefits via contract with the California Public Employees Retirement System (CalPERS) as set forth in the California Government Code.

   The City will provide the following defined benefit formulas:

Tier 1	Local Miscellaneous 3% @ 60 Local Safety 3% @ 50
Tier 2*	Local Miscellaneous 2% @ 60 Local Safety 3% @ 55
Tier 3**	Local Miscellaneous 2% @ 62 Local Safety 2.7% @ 57

* Effective 04/22/2011
** Effective 01/01/2013

Tier 1: Local Miscellaneous 3% @ 60 and Local Safety 3% @ 50

Pension Contributions: PEPRA provides that equal sharing of normal costs shall be the standard. To reach that standard, Tier 1 Employees will continue to make the required employee contribution (with no EPMC) of 8% for Local Miscellaneous and 9% for Local Safety, but will also contribute the following amounts to the employer's side (pursuant to Government Code (GC) section 20516) to reach the CalPERS standard of equal sharing of normal costs.

Local Miscellaneous unrepresented employees in Tier 1 shall also contribute the amount necessary to the employer's side (GC 20516) so that equal sharing of normal costs is reached.

Local Safety unrepresented employees in Tier 1 shall also contribute an additional 3.5% to the Employer's share for FY 20-21. This contribution shall increase 0.5% each year until 50% equal sharing of normal costs is reached.

The following is a summary of Tier 1 CalPERS contract provisions:

A. One-Year Final Compensation
B. Post-Retirement Survivor Allowance
C. Credit for Unused Sick Leave
D. 4th Level 1959 Survivor Benefit.
E. Military Service Credit as Prior Service
F. Cost of Living Allowance (2%)
G. Post-Retirement Survivor Allowance Continuance
H. Pre-Retirement Death Benefit for Spouse
I. Retired Death Benefit $5,000
J. Prior Service Credit

Tier 2: Local Miscellaneous 2% @ 60 and Local Safety 3% @ 55

Pension Contributions: PEPRA provides that equal sharing of normal costs shall be the standard. To meet that standard, Employees will continue to make the required employee contribution (with no EPMC) of 7% for Local Miscellaneous and 9% for Local Safety, but will also contribute to the employer's side (Government Code (GC) section 20516) to reach the CalPERS standard of equal sharing of normal costs. Accordingly, Tier 2 employees shall make the following pension contributions.

Local Miscellaneous unrepresented employees in Tier 2 shall also contribute the amount necessary to the employer's side (GC 20516) so that equal sharing normal costs until of normal cost is reached.

Local Safety unrepresented employees in Tier 2 shall also contribute an additional 3.5% to the Employer's share for FY 20-21. This contribution shall increase 0.5% each year until 50% equal sharing of normal costs is reached.

The following is a summary of Tier 2 CalPERS contract provisions:

A. Three-Year Final Compensation
B. Post-Retirement Survivor Allowance
C. Credit for Unused Sick Leave
D. 4th Level 1959 Survivor Benefit.
E. Military Service Credit as Prior Service
F. Cost of Living Allowance (2%)
G. Post-Retirement Survivor Allowance Continuance
H. Pre-Retirement Death Benefit for Spouse
I. Retired Death Benefit $5,000
J. Prior Service Credit

Tier 3: Local Miscellaneous 2% @ 62 and Local Safety 2.7% @ 57

Local Miscellaneous and Local Safety unrepresented employees in Tier 3 shall be responsible for the full employee contribution which will be applied to the CalPERS employee contribution. There shall be no EPMC. PEPRA provides that equal sharing of the normal costs shall be the standard. To meet this standard, Tier 3 employees shall also make additional contributions on the employer's side (GC 20516) to attain the equal cost sharing of normal costs standard.

To the extent permitted by Assembly Bill 340, known as the California Public Employees' Pension Reform Act of 2013, the following is a summary of Tier 3 benefits:

A. Three-Year Final Compensation
B. Post-Retirement Survivor Allowance
C. Credit for Unused Sick Leave
D. 4th Level 1959 Survivor Benefit. The monthly member cost for this benefit will be paid by the City.
E. Military Service Credit as Prior Service
F. Cost of Living Allowance (2%)
G. Post-Retirement Survivor Allowance Continuance
H. Pre-Retirement Death Benefit for Spouse
I. Retired Death Benefit $5,000
J. Prior Service Credit

8. Termination of Sick Leave Balances
Upon either acceptance of an application by a Safety employee for disability retirement, or upon the independent determination of CalPERS that a non-safety employee is disabled, the employee shall not be entitled to use any remaining sick leave to cover absences beyond their FMLA entitlement. Sick leave balances may be applied to applicable CalPERS service credit. An application for industrial disability retirement, either employee or employer initiated, shall not affect the employee's rights under Workers Compensation laws, such as any otherwise existing right to Temporary Disability benefits for safety officers.

9. Sick Leave
   Sick leave shall accrue and be reimbursed as designated in the Civil Service Rules.

10. Annual Leave
    a. Executive Managers shall earn five weeks (25 days) annual leave per fiscal year accrued at 7.69 hours per pay period. An employee may not accumulate more than three times the number of annual leave days accrued annually.

    b. Executive Managers will have the option of selling back three (3) weeks accrued annual leave each fiscal year. Additional sell back may be allowed at the discretion of the City Manager.

11. Holidays
    a. Executive Managers will be credited 24 hours each fiscal year for floating holidays (Lincoln's and Washington's Birthdays, and Admission Day).
    b. Executive Managers shall also be allotted eight (8) additional hours of floating holiday per year for Fiscal Year 2020-2021. The eight (8) hours may be taken in the same manner as vacation leave. The eight (8) hours must be used in its respective fiscal year, may not be carried over to the next fiscal year, and may not be cashed out.
    c. The City will be closed on the following hard holidays: Independence Day, Labor Day, Veterans Day, Thanksgiving, the day after Thanksgiving, Christmas, New Year's Day, Martin Luther King Jr.'s Birthday, Cesar Chavez Day, Memorial Day.

12. Administrative Leave
    Executive Managers will receive ninety-six (96) hours of Administrative Leave each fiscal year.

13. Mileage Reimbursement
    Employees in this unit shall be subject to a mileage reimbursement program when required to use their private automobile for authorized City business. Reimbursement rate will be tied to the IRS rate, in effect at the time reimbursement is requested, as permitted by law.

14. Severance Pay
    In the event an Executive Manager is terminated without cause, he or she shall receive compensation in a lump sum cash payment equal to nine (9) months of his or her annual salary and health insurance payments. The aforementioned severance pay shall not be reduced during the term of their employment. Notwithstanding the aforementioned severance terms, if an Executive Manager has an employment contract their severance payment shall be as set forth in their employment contract/offer letter.

15. Special Assignment Pay
    Executive Managers may receive up to 10% additional compensation when assigned by the City Manager to a special project.

16. Educational and Uniform Allowances

The Chief of Police and Fire Chief will be provided with the uniform allowance and educational differentials as specified in the POA and IAFF MOUs respectively.

In addition, the Chief of Police will be provided $1,200 per month for a POST Management Certificate or higher. This educational differential is not cumulative with the educational differential specified in the POA MOU.

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II. SENIOR MANAGEMENT GROUP

(ALL EMPLOYEES PROVIDED FOR IN THIS GROUP ARE FLSA-EXEMPT)

A. SALARY & WAGES

1. Salary Increases – None

B. BENEFITS

1. Deferred Compensation Plan
   457 Plan - Employees in the Senior Management Group may participate in the City's approved deferred compensation plans.

2. Cafeteria Plan
   a. In calendar year 2020, Senior Managers will receive $15,990 annually to be used for the purchase of approved employee benefits or to be placed in a taxable cash option. The maximum taxable option shall be $7,000.

   b. In the event of increases in health care plan premiums, the City will split the cost of the increase 50/50 with the employees. The annual cafeteria plan allotment will be increased by one-half of the average cost increase for full family non-indemnity health plan premiums. The City's share of the increased cost will be added to the beginning cafeteria plan balance of the next available cafeteria plan year.

   c. From the annual Cafeteria Plan allotment, each employee must elect medical coverage under one of the City sponsored plans, unless the employee has group medical insurance from another source including coverage under their City employee spouse's plan in which case they may waive coverage so long as the alternative plan is deemed to be an acceptable plan by the City. When waiving coverage the full value of the Cafeteria Plan allotment will be available to purchase any of the other options available under the Cafeteria Plan. Waiver of coverage is irrevocable during a plan year unless the City is notified within 30 days that the employee has involuntarily lost the alternative coverage.

   d. The Flex Benefit Amount for Employee Only, those with coverage outside of the City, and those employees covered by another City Employee is fixed at the amount provided in the calendar year 2013 ($13,762). The flex amount for Employee+1 and Employee+Family will be adjusted under the current 50/50 cost sharing formula.

3. Short/Long Term Disability Insurance
   The City will pay the full cost of the short/long-term disability insurance premium for Senior Managers.

4. Retiree Healthcare
   The City will no longer provide for subsidized retiree health care rates by offering a blended healthcare rate for employees hired after January 1, 2011.

5. Post Employment Health Plan
   Employees in the Senior Management Group may participate in a Post Employment Health Plan (PEHP), funded with mandatory eligible employee contributions, specifically any unused vacation balances due to the employee at the time of retirement will be rolled over into the PEHP. Those employees not wishing to participate may sell back up to 100% of vacation (annual) balances the last full pay period of employment prior to retirement.

6. Life Insurance
   City pays for a Group Term Life and AD&A insurance policy with coverage in the amount of $50,000 per employee.

7. Retirement
   The City will provide to unrepresented members retirement benefits via contract with the California Public Employees Retirement System (CalPERS) as set forth in the California Government Code.

   The City will provide the following defined benefit formulas:

Tier 1	Local Miscellaneous 3% @ 60 Local Safety 3% @ 50
Tier 2*	Local Miscellaneous 2% @ 60 Local Safety 3% @ 55
Tier 3**	Local Miscellaneous 2% @ 62 Local Safety 2.7% @ 57

* Effective 04/22/2011
**Effective 01/01/2013

<u>Tier 1: Local Miscellaneous 3% @ 60 and Local Safety 3% @ 50</u>

Pension Contributions: PEPRA provides that equal sharing of normal costs shall be the standard. To reach that standard, Tier 1 Employees will continue to make the required employee contribution (with no EPMC) of 8% for Local Miscellaneous and 9% for Local Safety, but will also contribute the following amounts to the employer's side (pursuant to Government Code (GC) section 20516) to reach the CalPERS standard of equal sharing of normal costs.

Local Miscellaneous unrepresented employees in Tier 1 shall also contribute the amount necessary to the employer's side (GC 20516) so that equal sharing of normal costs is reached.

Local Safety unrepresented employees in Tier 1 shall also contribute an additional 3.5% to the Employer's share for FY 20-21. This contribution shall increase 0.5% each year until 50% equal sharing of normal costs is reached.

The following is a summary of Tier 1 CalPERS contract provisions:

A. One-Year Final Compensation
B. Post-Retirement Survivor Allowance
C. Credit for Unused Sick Leave
D. 4th Level 1959 Survivor Benefit.
E. Military Service Credit as Prior Service
F. Cost of Living Allowance (2%)
G. Post-Retirement Survivor Allowance Continuance
H. Pre-Retirement Death Benefit for Spouse
I. Retired Death Benefit $5,000
J. Prior Service Credit

Tier 2: Local Miscellaneous 2% @ 60 and Local Safety 3% @ 55

Pension Contributions: PEPRA provides that equal sharing of normal costs shall be the standard. To meet that standard, Employees will continue to make the required employee contribution (with no EPMC) of 7% for Local Miscellaneous and 9% for Local Safety, but will also contribute to the employer's side (Government Code (GC) section 20516) to reach the CalPERS standard of equal sharing of normal costs. Accordingly, Tier 2 employees shall make the following pension contributions.

Local Miscellaneous unrepresented employees in Tier 2 shall also contribute the amount necessary to the employer's side (GC 20516) so that equal sharing normal costs until of normal cost is reached.

Local Safety unrepresented employees in Tier 2 shall also contribute an additional 3.5% to the Employer's share for FY 20-21. This contribution shall increase 0.5% each year until 50% equal sharing of normal costs is reached.

The following is a summary of Tier 2 CalPERS contract provisions:

A. Three-Year Final Compensation
B. Post-Retirement Survivor Allowance
C. Credit for Unused Sick Leave
D. 4th Level 1959 Survivor Benefit.
E. Military Service Credit as Prior Service
F. Cost of Living Allowance (2%)
G. Post-Retirement Survivor Allowance Continuance
H. Pre-Retirement Death Benefit for Spouse
I. Retired Death Benefit $5,000
J. Prior Service Credit

Tier 3: Local Miscellaneous 2% @ 62 and Local Safety 2.7% @ 57

Local Miscellaneous and Local Safety unrepresented employees in Tier 3 shall be responsible for the full employee contribution which will be applied to the CalPERS employee contribution. There shall be no EPMC. PEPRA provides that equal sharing of the normal costs shall be the standard. To meet this standard, Tier 3 employees shall also make additional contributions on the employer's side (GC 20516) to attain the equal cost sharing of normal costs standard.

To the extent permitted by Assembly Bill 340, known as the California Public Employees' Pension Reform Act of 2013, the following is a summary of Tier 3 benefits:

A. Three-Year Final Compensation
B. Post-Retirement Survivor Allowance
C. Credit for Unused Sick Leave
D. 4th Level 1959 Survivor Benefit. The monthly member cost for this benefit will be paid by the City.
E. Military Service Credit as Prior Service
F. Cost of Living Allowance (2%)
G. Post-Retirement Survivor Allowance Continuance
H. Pre-Retirement Death Benefit for Spouse
I. Retired Death Benefit $5,000
J. Prior Service Credit

8. Termination of Sick Leave Balances
Upon either acceptance of an application by a Safety employee for disability retirement, or upon the independent determination of PERS that a non-safety employee is disabled, the employee shall not be entitled to use any remaining sick leave to cover absences beyond their FMLA entitlement. Sick leave balance may be applied to applicable PERS service credit. An application for industrial disability retirement, either employee or employer initiated, shall not affect the employee's rights under Workers Compensation laws, such as any otherwise existing right to Temporary Disability benefits for safety officers.

9. Sick Leave
Sick leave shall accrue and be reimbursed as designated in the Civil Service Rules.

10. Annual Leave
a. Senior Managers shall earn a minimum of three weeks (15 days) annual leave per year during the first through ninth year of continuous service, four weeks (20 days) annual leave after completion of tenth through fourteenth year of continuous service, and five weeks (25 days) annual leave for fifteen or more years of continuous service. An employee may not accumulate more than three times the number of annual leave days accrued annually.

b. Senior Managers have the option of selling back three (3) weeks of accrued annual leave each fiscal year.

11. Holidays
    a. Senior Managers will be credited 24 hours each fiscal year for floating holidays (Lincoln's and Washington's Birthdays, and Admission Day).

    b. Senior Managers shall also be allotted eight (8) additional hours of floating holiday per year for Fiscal Year 2020-2021. The eight (8) hours may be taken in the same manner as vacation leave. The eight (8) hours must be used in its respective fiscal year, may not be carried over to the next fiscal year, and may not be cashed out.

    c. The City will be closed on the following hard holidays: Independence Day, Labor Day, Veterans Day, Thanksgiving, day after Thanksgiving, Christmas, New Year's Day, Martin Luther King Jr.'s Birthday, Cesar Chavez Day, Memorial Day.

12. Mileage Reimbursement
    Employees in this unit shall be subject to a mileage reimbursement program when required to use their private automobile for authorized City business. Reimbursement rate will be tied to the IRS rate, in effect at the time reimbursement is requested, as permitted by law.

13. Administrative Leave
    Senior Managers will receive (ninety-six) (96) hours of Administrative Leave each fiscal year.

14. Special Assignment Pay
    Senior Managers may receive up to 10% additional compensation when assigned by the City Manager to a special project.

15. Uniform Allowances and Educational Differentials
    Sworn public safety Senior Managers will be provided with the uniform allowance and educational differentials as specified in the applicable public safety MOU.

16. Professional Enrichment
    Senior Managers are eligible to participate in the City's Professional Enrichment Program. The annual Professional Enrichment allocation for Senior Managers of $25,000 is for exclusive use by members of the Senior Management group for conferences and training. An employee is eligible to receive up to $2,500 per fiscal year for professional enrichment. Funds may be used at any time during the fiscal year. Fiscal year reimbursements under the City's "Professional Enrichment" will be closed the second Thursday in June. Employees may request reimbursement for professional enrichment expenses in accordance with Internal Revenue Code Section 132, or any other applicable state and federal law. Employees must receive approval from their Appointing Authority and the City Manager's designee before funds may be claimed for reimbursement. Reimbursements are on a first come, first serve basis until the funds have been exhausted.

17. Severance Pay

In the event a Senior Manager is terminated without cause, he or she shall receive compensation in a lump sum cash payment equal to three (3) months of his or her annual salary. The aforementioned severance pay shall not be reduced during the term of their employment.

(Remainder of page intentionally left blank.)

III. UNCLASSIFIED AND CONFIDENTIAL MIDDLE MANAGEMENT/ PROFESSIONAL GROUP – ALL EMPLOYEES PROVIDED FOR IN THIS GROUP ARE FLSA-EXEMPT; CONFIDENTIAL MIDDLE MANAGERS/PROFESSIONALS ARE CLASSIFIED UNREPRESENTED EMPLOYEES UNLESS OTHERWISE NOTED IN ATTACHMENT 1 – GROUP MEMBERSHIP LISTING.

A. SALARY & WAGES

1. Salary Increases – None

B. BENEFITS

1. Acting Pay
   Unclassified and Confidential Middle Managers/Professionals shall receive Acting Pay when:
   a. They are temporarily assigned to a vacant position for a period of ten (10) or more consecutive work days;
   b. Perform the duties of a higher paid classification; and
   c. Receive prior approval by the City Manager or his or her designee prior to the assignment.

   Acting pay shall be:
   a. Compensated with a minimum of five percent (5%) above current salary rate, up to a maximum of 20%.
   b. Effective the first day of the assignment.

2. Out of Class Assignment
   a. Unclassified and Confidential Middle Managers/Professionals shall receive Out of Class Assignment (OCA) pay when: They are assigned to perform the duties of a higher paid classification for a period of ten (10) or more consecutive workdays; and
   b. Receive prior approval by the City Manager or his or her designee prior to the assignment.

   Out-of-Class Assignment pay shall:
   a. Be compensated with a minimum of five percent (5%) above current salary rate, up to a maximum of 20%.
   b. Be effective the first day of the assignment.
   c. Not exceed twelve months.

   Note: For clarification, OCA is differentiated from Acting Pay in that OCA is granted to an employee remaining in their current classification, but performing higher level duties even though no vacancy may exist at the higher level. Acting Pay is granted to employees assuming the duties of a vacant, higher level position for a period of time.

3. Retirement

The City will provide to unrepresented members retirement benefits via contract with the California Public Employees Retirement System (CalPERS) as set forth in the California Government Code.

The City will provide the following defined benefit formulas:

Tier 1	Local Miscellaneous 3% @ 60 Local Safety 3% @ 50
Tier 2*	Local Miscellaneous 2% @ 60 Local Safety 3% @ 55
Tier 3**	Local Miscellaneous 2% @ 62 Local Safety 2.7% @ 57

* Effective 04/22/2011
**Effective 01/01/2013

Tier 1: Local Miscellaneous 3% @ 60 and Local Safety 3% @ 50

Pension Contributions: PEPRA provides that equal sharing of normal costs shall be the standard. To reach that standard, Tier 1 Employees will continue to make the required employee contribution (with no EPMC) of 8% for Local Miscellaneous and 9% for Local Safety, but will also contribute the following amounts to the employer's side (pursuant to Government Code (GC) section 20516) to reach the CalPERS standard of equal sharing of normal costs.

Local Miscellaneous unrepresented employees in Tier 1 shall also contribute the amount necessary to the employer's side (GC 20516) so that equal sharing of normal costs is reached.

Local Safety unrepresented employees in Tier 1 shall also contribute an additional 3.5% to the Employer's share for FY 20-21. This contribution shall increase 0.5% each year until 50% equal sharing of normal costs is reached.

The following is a summary of Tier 1 CalPERS contract provisions:

A. One-Year Final Compensation
B. Post-Retirement Survivor Allowance
C. Credit for Unused Sick Leave
D. 4th Level 1959 Survivor Benefit.
E. Military Service Credit as Prior Service
F. Cost of Living Allowance (2%)
G. Post-Retirement Survivor Allowance Continuance
H. Pre-Retirement Death Benefit for Spouse
I. Retired Death Benefit $5,000
J. Prior Service Credit

Tier 2: Local Miscellaneous 2% @ 60 and Local Safety 3% @ 55

Pension Contributions: PEPRA provides that equal sharing of normal costs shall be the standard. To meet that standard, Employees will continue to make the required employee contribution (with no EPMC) of 7% for Local Miscellaneous and 9% for Local Safety, but will also contribute to the employer's side (Government Code (GC) section 20516) to reach the CalPERS standard of equal sharing of normal costs. Accordingly, Tier 2 employees shall make the following pension contributions.

Local Miscellaneous unrepresented employees in Tier 2 shall also contribute the amount necessary to the employer's side (GC 20516) so that equal sharing normal costs until of normal cost is reached.

Local Safety unrepresented employees in Tier 2 shall also contribute an additional 3.5% to the Employer's share for FY 20-21. This contribution shall increase 0.5% each year until 50% equal sharing of normal costs is reached.

The following is a summary of Tier 2 CalPERS contract provisions:

A. Three-Year Final Compensation
B. Post-Retirement Survivor Allowance
C. Credit for Unused Sick Leave
D. 4th Level 1959 Survivor Benefit.
E. Military Service Credit as Prior Service
F. Cost of Living Allowance (2%)
G. Post-Retirement Survivor Allowance Continuance
H. Pre-Retirement Death Benefit for Spouse
I. Retired Death Benefit $5,000
J. Prior Service Credit

Tier 3: Local Miscellaneous 2% @ 62 and Local Safety 2.7% @ 57

Local Miscellaneous and Local Safety unrepresented employees in Tier 3 shall be responsible for the full employee contribution which will be applied to the CalPERS employee contribution. There shall be no EPMC. PEPRA provides that equal sharing of the normal costs shall be the standard. To meet this standard, Tier 3 employees shall also make additional contributions on the employer's side (GC 20516) to attain the equal cost sharing of normal costs standard.

To the extent permitted by Assembly Bill 340, known as the California Public Employees' Pension Reform Act of 2013, the following is a summary of Tier 3 benefits:

A. Three-Year Final Compensation
B. Post-Retirement Survivor Allowance
C. Credit for Unused Sick Leave

D. 4th Level 1959 Survivor Benefit. The monthly member cost for this benefit will be paid by the City.
E. Military Service Credit as Prior Service
F. Cost of Living Allowance (2%)
G. Post-Retirement Survivor Allowance Continuance
H. Pre-Retirement Death Benefit for Spouse
I. Retired Death Benefit $5,000
J. Prior Service Credit

4. Termination of Sick Leave Balances
Upon either acceptance of an application by a Safety employee for disability retirement, or upon the independent determination of PERS that a non-safety employee is disabled, the employee shall not be entitled to use any remaining sick leave to cover absences beyond their FMLA entitlement. Sick leave balance may be applied to applicable PERS service credit. An application for industrial disability retirement, either employee or employer initiated, shall not affect the employee's rights under Workers Compensation laws, such as any otherwise existing right to Temporary Disability benefits for safety officers.

5. 457 Plan – Deferred Compensation Plans
Employees in the Unclassified and Confidential Middle Management/Professional Group may participate in the City's approved deferred compensation plans.

6. Cafeteria Plan
a. In calendar year 2020, each Unclassified and Confidential Middle Manager/Professional will receive $14,990 to be used solely for approved employee benefits.

b. Employees hired by the City into a permanent benefited position on or before December 31, 2018 may allocate a portion of their Cafeteria Plan Allotment to a taxable cash payment. These payments will be paid to employees on a pro-rata accrual the first two pay checks of each month (24 times per calendar year). The maximum taxable cash option for calendar year 2020 will be $9,600.

c. Employees hired by the City into a permanent benefited position on or after January 1, 2019 shall have no cash out.

d. In the event of increases in health care plan premiums, the City will split the cost of the increase 50/50 with the employees. The annual cafeteria plan allotment will be increased by one-half of the average cost increase for full family non- non-indemnity health plan premiums. The City's share of the increased cost will be added to the beginning cafeteria plan balance of the next available cafeteria plan year.

e. From the Cafeteria Plan allotment, each represented employee must select coverage for him or herself under one of the City sponsored medical plans. However, if the employee has group medical insurance from another reliable source that is acceptable to the City of Chula Vista Department of Human Resources, the employee may elect to decline medical insurance from a City

provider and apply the value, of the City's "Flexible Benefit Plan" contribution to other available City Flex options. Any employee married to another benefited City employee who is covered under his or her spouse's plan may waive coverage under the Cafeteria Plan and will receive full credit. Any employee who declines medical insurance coverage may enroll in the City medical plan prior to the next open enrollment only if the employee involuntarily loses the coverage. Enrollment application must be received in Human Resources within 30 days from loss of coverage. The employee, through payroll deductions, will pay any premium cost in excess of the Cafeteria Plan Allotment.

f. The Flex Benefit Amount for Employee Only, those with coverage outside of the City, and those employees covered by another City Employee is fixed at the amount provided in the calendar year 2013 ($12,762). The flex amount for Employee+1 and Employee+Family will be adjusted under the current 50/50 cost sharing formula. For calendar year 2020, the flex amount for Employee+1 and Employee+Family will be adjusted to $15,490.

7. Life Insurance
   City pays for a group term life insurance policy with coverage in the amount of $50,000 per employee.

8. Retiree Healthcare
   The City will no longer provide for subsidized retiree health care rates by offering a blended healthcare rate for employees hired after January 1, 2011.

9. Short/Long Term Disability Insurance
   The City will pay the full cost of the short/long-term disability insurance premium for middle management positions.

10. Professional Enrichment
    The Unclassified and Confidential Middle Managers/Professionals are eligible to participate in the City's Professional Enrichment Program. The annual Professional Enrichment Fund allocation for Unclassified and Confidential Professional Enrichment Fund of $15,600 is for exclusive use by members of the Unclassified and Confidential Middle Management/Professional group for conferences and training. An employee is eligible to receive up to $2,000 per fiscal year for professional enrichment. Funds may be used at any time during the fiscal year. Fiscal year reimbursements under the City's "Professional Enrichment" will be closed the second Thursday in June. Employees may request reimbursement for professional enrichment expenses in accordance with Internal Revenue Code Section 132, or any other applicable state and federal law. Employees must receive approval from their Appointing Authority and the City Manager's designee before funds may be claimed for reimbursement. Reimbursements are on a first come, first serve basis until the funds have been exhausted.

11. Sick Leave Reimbursement/Conversion
    Sick leave shall accrue as designated in the Civil Service Rules.

Employees using thirty-two hours (32) of sick leave, or less, during the fiscal year, shall have the option of converting twenty five percent (25%) of their remaining yearly sick leave to annual leave (vacation).

12. Annual Leave
    a. Unclassified and Confidential Middle Managers/Professionals will earn two weeks (10 days) annual leave per year in the first through fourth year of continuous employment, three weeks (15 days) annual leave per year in the fifth through ninth year of continuous service, four weeks annual leave (20 days) per year in the tenth through fourteenth year of continuous service, and five weeks annual leave (25 days) for fifteen or more years of continuous service. An employee may not accumulate more than three times the number of annual leave days accrued annually.

    b. Unclassified and Confidential Middle Managers/Professionals who have completed at least five (5) years of service shall have the option of selling back a total of 104 hours of accrued annual leave two times per fiscal year in 52 hour increments.

13. Administrative Leave
    Unclassified and Confidential Middle Managers/Professionals will receive eighty-eighty (88) hours of Administrative Leave each fiscal year.

14. Holidays
    a. Unclassified and Confidential Middle Managers/Professionals will receive 24 hours each fiscal year for floating holidays (Lincoln's and Washington's Birthdays, and Admission Day).

    b. Unclassified and Confidential Middle Managers/Professionals shall also be allotted eight (8) additional hours of floating holiday per year for Fiscal Year 2020-2021. The eight (8) hours may be taken in the same manner as vacation leave. The eight (8) hours must be used in its respective fiscal year, may not be carried over to the next fiscal year, and may not be cashed out.

    c. The City will be closed on the following hard holidays: Independence Day, Labor Day, Veterans Day, Thanksgiving, Day After Thanksgiving, Christmas, New Year's Day, Martin Luther King Jr.'s Birthday, Cesar Chavez Day, Memorial Day.

15. Mileage Reimbursement
    Unclassified and Confidential Middle Managers/Professionals shall be subject to a mileage reimbursement program when required to use their private automobile for authorized City business. Reimbursement rate will be tied to the IRS rate, in effect at the time reimbursement is requested, as permitted by law.

16. Uniform Allowances & Educational Differentials
    Sworn public safety Unclassified and Confidential Middle Managers/Professionals will be provided with the uniform allowances and educational differentials as specified in the applicable public safety MOU.

17. Bilingual Pay

Those Unclassified and Confidential Middle Managers/Professionals who, upon recommendation of their Department Head, approval of the Director of Human Resources, and successful completion of a bilingual performance evaluation will receive $100 per month in addition to their regular pay on the condition that they continuously utilize their bilingual skills in the performance of their duties effective the first full pay period after adoption.

18. Special Assignment Pay

Unclassified and Confidential Middle Managers/Professionals may receive up to 15% additional compensation when assigned by the City Manager to a special project.

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IV. **CONFIDENTIAL GROUP** – ARE CLASSIFIED UNREPRESENTED EMPLOYEES UNLESS OTHERWISE NOTED IN ATTACHMENT 1 – GROUP MEMBERSHIP LISTING.

A. SALARY & WAGES

1. Salary Increases – None

B. BENEFITS

1. Retirement
   The City will provide to unrepresented members retirement benefits via contract with the California Public Employees Retirement System (CalPERS) as set forth in the California Government Code.

   The City will provide the following defined benefit formulas:

Tier 1	Local Miscellaneous 3% @ 60 Local Safety 3% @ 50
Tier 2*	Local Miscellaneous 2% @ 60 Local Safety 3% @ 55
Tier 3**	Local Miscellaneous 2% @ 62 Local Safety 2.7% @ 57

* Effective 04/22/2011
**Effective 01/01/2013

<u>Tier 1: Local Miscellaneous 3% @ 60 and Local Safety 3% @ 50</u>

Pension Contributions: PEPRA provides that equal sharing of normal costs shall be the standard. To reach that standard, Tier 1 Employees will continue to make the required employee contribution (with no EPMC) of 8% for Local Miscellaneous and 9% for Local Safety, but will also contribute the following amounts to the employer's side (pursuant to Government Code (GC) section 20516) to reach the CalPERS standard of equal sharing of normal costs.

Local Miscellaneous unrepresented employees in Tier 1 shall also contribute the amount necessary to the employer's side (GC 20516) so that equal sharing of normal costs is reached.

Local Safety unrepresented employees in Tier 1 shall also contribute an additional 3.5% to the Employer's share for FY 20-21. This contribution shall increase 0.5% each year until 50% equal sharing of normal costs is reached.

The following is a summary of Tier 1 CalPERS contract provisions:

A. One-Year Final Compensation
B. Post-Retirement Survivor Allowance
C. Credit for Unused Sick Leave
D. 4th Level 1959 Survivor Benefit.
E. Military Service Credit as Prior Service
F. Cost of Living Allowance (2%)
G. Post-Retirement Survivor Allowance Continuance
H. Pre-Retirement Death Benefit for Spouse
I. Retired Death Benefit $5,000
J. Prior Service Credit

Tier 2: Local Miscellaneous 2% @ 60 and Local Safety 3% @ 55

Pension Contributions: PEPRA provides that equal sharing of normal costs shall be the standard. To meet that standard, Employees will continue to make the required employee contribution (with no EPMC) of 7% for Local Miscellaneous and 9% for Local Safety, but will also contribute to the employer's side (Government Code (GC) section 20516) to reach the CalPERS standard of equal sharing of normal costs. Accordingly, Tier 2 employees shall make the following pension contributions.

Local Miscellaneous unrepresented employees in Tier 2 shall also contribute the amount necessary to the employer's side (GC 20516) so that equal sharing normal costs until of normal cost is reached.

- Local Safety unrepresented employees in Tier 2 shall also contribute an additional 3.5% to the Employer's share for FY 20-21. This contribution shall increase 0.5% each year until 50% equal sharing of normal costs is reached.

The following is a summary of Tier 2 CalPERS contract provisions:

A. Three-Year Final Compensation
B. Post-Retirement Survivor Allowance
C. Credit for Unused Sick Leave
D. 4th Level 1959 Survivor Benefit.
E. Military Service Credit as Prior Service
F. Cost of Living Allowance (2%)
G. Post-Retirement Survivor Allowance Continuance
H. Pre-Retirement Death Benefit for Spouse
I. Retired Death Benefit $5,000
J. Prior Service Credit

Tier 3: Local Miscellaneous 2% @ 62 and Local Safety 2.7% @ 57

Local Miscellaneous and Local Safety unrepresented employees in Tier 3 shall be responsible for the full employee contribution which will be applied to the CalPERS employee contribution. There shall be no EPMC. PEPRA provides that equal sharing of the normal costs shall be the standard. To meet this standard, Tier 3 employees shall also make additional contributions on the employer's side (GC 20516) to attain the equal cost sharing of normal costs standard.

To the extent permitted by Assembly Bill 340, known as the California Public Employees' Pension Reform Act of 2013, the following is a summary of Tier 3 benefits:

A. Three-Year Final Compensation
B. Post-Retirement Survivor Allowance
C. Credit for Unused Sick Leave
D. 4th Level 1959 Survivor Benefit. The monthly member cost for this benefit will be paid by the City.
E. Military Service Credit as Prior Service
F. Cost of Living Allowance (2%)
G. Post-Retirement Survivor Allowance Continuance
H. Pre-Retirement Death Benefit for Spouse
I. Retired Death Benefit $5,000
J. Prior Service Credit

2. Termination of Sick Leave Balances
Upon either acceptance of an application by a Safety employee for disability retirement, or upon the independent determination of CalPERS that a non-safety employee is disabled, the employee shall not be entitled to use any remaining sick leave to cover absences beyond their FMLA entitlement. Sick leave balances may be applied to applicable CalPERS service credit. An application for industrial disability retirement, either employee or employer initiated, shall not affect the employee's rights under Workers' Compensation laws, such as any otherwise existing right to Temporary Disability benefits for safety officers.

3. Deferred Compensation Plans
457 Plan - Employees in the Confidential Group may participate in the City's approved deferred compensation plans.

4. Cafeteria Plan
   a. In calendar year 2020, each Confidential Employee will receive $14,614 to be used solely for approved employee benefits.

   b. In the event of increases in health care plan premiums, the City will split the cost of the increase 50/50 with the employees. The annual cafeteria plan allotment will be increased by one-half of the average cost increase for full family non-indemnity health plan premiums. The City's share of the increased cost will be added to the beginning cafeteria plan balance of the next available cafeteria plan year.

c. From the annual Cafeteria Plan allotment, each employee must elect medical coverage under one of the City sponsored plans, unless the employee has group medical insurance from another source including coverage under their City employee spouse's plan in which case they may waive coverage so long as the alternative plan is deemed to be an acceptable plan by the City. When waiving coverage the full value of the Cafeteria Plan allotment will be available to purchase any of the other options available under the Cafeteria Plan. Waiver of coverage is irrevocable during a plan year unless the City is notified within 30 days that the employee has involuntarily lost the alternative coverage.

d. The Flex Benefit Amount for Employee Only, those with coverage outside of the City, and those employees covered by another City Employee is fixed at the amount provided in the calendar year 2013 ($12,386). The flex amount for Employee+1 and Employee+Family will be adjusted under the current 50/50 cost sharing formula.

e. Employees hired into a Confidential position on or before December 31, 2017 may elect to receive up to $9,100 of unused funds as a taxable cash option. The maximum an employee can cash out each year cannot exceed the cash option that they received in the previous calendar year.

f. Employees hired into a Confidential position on or after January 1, 2018 shall not cash out unused cafeteria plan funds.

5. Short/Long Term Disability Insurance
   The City will pay the full cost of the short/long-term disability insurance premium for the Confidential employees.

6. Retiree Healthcare
   The City will no longer provide for subsidized retiree health care rates by offering a blended healthcare rate for employees hired after January 1, 2011.

7. Professional Enrichment
   The Confidential Employees Professional Enrichment Fund of $6,250 is for exclusive use by members of the Confidential Employees for conferences and training. Employees may receive up to a maximum of $2,000 per fiscal year. Funds may be used at any time during the fiscal year. Fiscal year reimbursements under the City's "Professional Enrichment" will be closed the second Thursday in June. Employees may request reimbursement for professional enrichment expenses in accordance with Internal Revenue Code Section 132, or any other applicable state and federal law. Employees must receive approval from their Appointing Authority and the City Manager's designee before funds may be claimed for reimbursement. Reimbursements are on a first come, first serve basis until the funds have been exhausted.

8. Life Insurance
   City pays for a Group Term Life and AD&D insurance policy with coverage in the amount of $50,000 per employee.

9. Sick Leave
   Sick leave shall accrue and be reimbursed as designated in the Civil Service Rules.

10. Annual Leave
    1. Employees will accrue 80-hours during the first through fourth years of service (cumulative to a total leave balance of 240-hours). This benefit will be accumulated at the rate of 3.07 working hours for each full biweekly pay period of service performed.

    2. Employees will accrue and be eligible to receive 120-hours (cumulative to a total leave balance of 360-hours) during the fifth through ninth year of service. The benefits will be accumulated at the rate of 4.60 working hours for each full biweekly pay period of service performed.

    3. Employees will accrue and be eligible to receive 160-hours (cumulative to a total leave balance of 480-hours) during the tenth through fourteenth years of service. This benefit will be accumulated at the rate of 6.14 working hours for each full biweekly pay period of service performed.

    4. Employees will accrue and be eligible to receive 200-hours (cumulative to a total leave balance of 600-hours) during the fifteenth and succeeding years of service. This benefit will be accumulated at the rate of 7.70 working hours for each full biweekly pay period of service performed.

    5. Vacation accrual rate changes will become effective at the beginning of the pay period closest to the actual date which includes the employee anniversary date of benefited status.

    6. Vacation sell back – All Confidential unrepresented classifications who have completed at least five (5) years of service shall have the option of selling up to 60-hours of said vacation back to the City one time per fiscal year. The accumulated vacation balance will be reduced accordingly.

    7. Each part-time Confidential unrepresented employee paid at a biweekly rate shall be entitled to vacation with pay. The number of working days of such vacation shall be computed on the basis set forth in subsection (a), (b), (c), or (d) and shall be in the proportion that such part time employment bears to full time employment.

    8. Employees separated from City service, whether voluntarily or involuntarily, shall be granted all of the unused vacation to which they are entitled based upon continuous service computed on the basis set forth in subsection (a), (b), (c), or (d). Payment shall be made hour-for-hour with any portion of an hour being considered a full hour.

    9. Vacation Use: Vacation leave balances shall be reduced for actual time not worked to the nearest quarter hour. Absences may not be charged to vacation not already accumulated.

11. Holidays
    a. Confidential employees will receive 24 hours each fiscal year for floating holidays (Lincoln's and Washington Birthday's, and Admissions Day).

    b. Confidential employees shall also be allotted eight (8) additional hours of floating holiday per year for Fiscal Year 2020-2021. The eight (8) hours may be taken in the same manner as vacation leave. The eight (8) hours must be used in its respective fiscal year, may not be carried over to the next fiscal year, and may not be cashed out.

    c. The City will be closed on the following paid hard holidays: Independence Day, Labor Day, Veterans Day, Thanksgiving, Day after Thanksgiving, Christmas, New Year's Day, Martin Luther King Jr.'s Birthday, Cesar Chavez Day, Memorial Day.

12. Administrative Leave
    Confidential employees will receive forty (40) hours of Administrative Leave each fiscal year.

13. Mileage Reimbursement
    Employees in this unit shall be subject to a mileage reimbursement program when required to use their private automobile for authorized City business. Reimbursement rate will be tied to the IRS rate in effect at the time reimbursement is requested, as permitted by law.

14. Bilingual Pay
    Those employees who, upon recommendation of the Department Head, approval of the Director of Human Resources, and successful completion of a Bilingual Performance Evaluation, and who are required to continuously use their bilingual skills in the performance of their duties, will receive $100 per month in addition to their regular pay effective the first full pay period after adoption.

15. Special Assignment Pay
    Confidential employees may be eligible to receive a maximum of 15% above their base pay when assigned by the Appointing Authority or designee and approved by the City Manager and the Director of Human Resources to a “Special Project.”

16. Out-of-Class Assignment
    When an employee is assigned to perform duties of a higher paid classification, immediately upon assignment, the employee shall be compensated with a minimum of 7.5% above the employee’s current salary rate up to a maximum of 15% effective the first day of the out-of-class assignment. If the out of class assignment lasts for duration of 6 months the employee will receive an additional 5% compensation. Increases greater than 5% must be approved by the Director of Human Resources. Requests for out-of-class compensation shall be submitted by the Appointing Authority on a “Payroll Change Notice” form as percentage amounts only.

17. Notice of Change in Work Schedule

The City will strive to give at least fourteen calendar day (14 calendar days) notice to employees when management initiates a change in an employee's work schedule except in cases of emergencies.

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V. MAYOR, COUNCIL AND CITY ATTORNEY

A. SALARY & WAGES

1. Salary Increases
   As mandated by City of Chula Vista City Charter Section 302 the Mayor shall receive an annual salary equivalent to 66% of the salary of a Judge of the Superior Court of the State of California. As mandated in City of Chula Vista City Charter Section 304(C), the four Council members shall receive 40% of the salary of the Mayor. Salary adjustments will occur at the same time and be effective on the same date as the Superior Court Judges.

   As mandated by City of Chula Vista City Charter Section 503(C) the City Attorney shall receive an annual salary equivalent to the salary of a Judge of the Superior Court of the State of California. Salary adjustments will occur at the same time and be effective on the same date as the Superior Court Judges.

B. BENEFITS

1. Cafeteria Plan
   Cafeteria plans will be set at the level specified for Executive Managers. The cafeteria plan is to be used solely for approved employee benefits or to be placed in a taxable cash option. From the annual Cafeteria Plan allotment, each employee must elect medical coverage under one of the City sponsored plans, unless the employee has group medical insurance from another source including coverage under their City employee spouse's plan in which case they may waive coverage so long as the alternative plan is deemed to be an acceptable plan by the City. When waiving coverage the full value of the Cafeteria Plan allotment will be available to purchase any of the other options available under the Cafeteria Plan. Waiver of coverage is irrevocable during a plan year unless the City is notified within 30 days that the employee has involuntarily lost the alternative coverage.

   The Flex Benefit Amount for Employee Only, those with coverage outside of the City, and those employees covered by another City Employee is fixed at the amount provided in the calendar year 2020 ($17,390). The flex amount for Employee+1 and Employee+Family will be adjusted under the current 50/50 cost sharing formula. The maximum taxable option shall be $8,000.

2. Retiree Healthcare
   The City will no longer provide for subsidized retiree health care rates by offering a blended healthcare rate for employees hired after January 1, 2011.

3. Auto Allowance
   The Mayor may elect to receive a monthly auto allowance up to $1,000. Council members and City Attorney may elect to receive a monthly auto allowance of up to $550. The allowance is contingent upon evidence of adequate auto insurance.

4. Cell Phone Allowance
   The Mayor, Council members and City Attorney may elect to receive a cell phone allowance of up to $60 per month.

5. Travel Reimbursements
   The Mayor and Council members shall receive reimbursement on order of the City Council for Council-authorized travel and other expenses when on official duty outside of the City.

6. Stipends
   The Mayor and Council members will receive $50 stipend for attending Housing Authority meetings. No member shall receive compensation for attending more than four meetings of the Housing Authority during any calendar month.

7. Retirement

   The City will provide to unrepresented members retirement benefits via contract with the California Public Employees Retirement System (CalPERS) as set forth in the California Government Code.

   The City will provide the following defined benefit formulas:

   Tier 1 Local Miscellaneous 3% @ 60
   Local Safety 3% @ 50

   Tier 2* Local Miscellaneous 2% @ 60
   Local Safety 3% @ 55

   Tier 3** Local Miscellaneous 2% @ 62
   Local Safety 2.7% @ 57

   * Effective 04/22/2011
   ** Effective 01/01/2013

<u>Tier 1: Local Miscellaneous 3% @ 60</u>

Pension Contributions: PEPRA provides that equal sharing of normal costs shall be the standard. To reach that standard, Tier 1 Employees will continue to make the required employee contribution (with no EPMC) of 8% for Local Miscellaneous and 9% for Local Safety, but will also contribute the following amounts to the employer's side (pursuant to Government Code (GC) section 20516) to reach the CalPERS standard of equal sharing of normal costs.

Local Miscellaneous unrepresented employees in Tier 1 shall also contribute the amount necessary to the employer's side (GC 20516) so that equal sharing of normal costs is reached.

The following is a summary of Tier 1 CalPERS contract provisions:

A. One-Year Final Compensation
B. Post-Retirement Survivor Allowance
C. Credit for Unused Sick Leave
D. 4th Level 1959 Survivor Benefit.
E. Military Service Credit as Prior Service
F. Cost of Living Allowance (2%)
G. Post-Retirement Survivor Allowance Continuance
H. Pre-Retirement Death Benefit for Spouse
I. Retired Death Benefit $5,000
J. Prior Service Credit

Tier 2: Local Miscellaneous 2% @ 60

Pension Contributions: PEPRA provides that equal sharing of normal costs shall be the standard. To meet that standard, Employees will continue to make the required employee contribution (with no EPMC) of 7% for Local Miscellaneous, but will also contribute to the employer's side (Government Code (GC) section 20516) to reach the CalPERS standard of equal sharing of normal costs. Accordingly, Tier 2 employees shall make the following pension contributions.

Local Miscellaneous unrepresented employees in Tier 2 shall also contribute the amount necessary to the employer's side (GC 20516) so that equal sharing normal costs until of normal cost is reached.

The following is a summary of Tier 2 CalPERS contract provisions:

A. Three-Year Final Compensation
B. Post-Retirement Survivor Allowance
C. Credit for Unused Sick Leave
D. 4th Level 1959 Survivor Benefit.
E. Military Service Credit as Prior Service
F. Cost of Living Allowance (2%)
G. Post-Retirement Survivor Allowance Continuance
H. Pre-Retirement Death Benefit for Spouse
I. Retired Death Benefit $5,000
J. Prior Service Credit

Tier 3: Local Miscellaneous 2% @ 62

Local Miscellaneous unrepresented employees in Tier 3 shall be responsible for the full employee contribution which will be applied to the CalPERS employee contribution. There shall be no EPMC. PEPRA provides that equal sharing of the normal costs shall be the standard. To meet this standard, Tier 3 employees shall also make additional contributions on the employer's side (GC 20516) to attain the equal cost sharing of normal costs standard.

To the extent permitted by Assembly Bill 340, known as the California Public Employees' Pension Reform Act of 2013, the following is a summary of Tier 3 benefits:

A. Three-Year Final Compensation
B. Post-Retirement Survivor Allowance
C. Credit for Unused Sick Leave
D. 4th Level 1959 Survivor Benefit. The monthly member cost for this benefit will be paid by the City.
E. Military Service Credit as Prior Service
F. Cost of Living Allowance (2%)
G. Post-Retirement Survivor Allowance Continuance
H. Pre-Retirement Death Benefit for Spouse
I. Retired Death Benefit $5,000
J. Prior Service Credit

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VI. UNCLASSIFIED HOURLY EMPLOYEES

A. SALARY & WAGES

1. Salary Increase

   The minimum wage for all unclassified hourly employees will be set by the State of California or Federal Government, whichever is higher:

   Pay Period including January 1, 2020: $13.00/hr.
   Pay Period including January 1, 2021: $14.00/hr.

   The above increases may not occur if the scheduled increases are temporarily suspended by the Governor, based on certain determinations.

B. BENEFITS

1. Retirement
   a. UCHR employees are enrolled in the Public Agency Retirement System Alternate Retirement Systems (PARS-ARS).

   b. The City pays 3.75% of the employee's salary into the employee's PARS-ARS account.

   c. Each pay period 3.75% will be deducted from the employee's salary and deposited to the employee's PARS-ARS account.

2. Sick Leave
   Sick Leave shall accrue pursuant to the Health Workplace, Health Family Act of 2014 (AB 1522).

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ATTACHMENT 1 – GROUP MEMBERSHIP LISTING

The following shows the classifications assigned to each group as of April 2020.

A. EXECUTIVE MANAGEMENT GROUP[1]

City Manager (Contract)
City Clerk (Contract)
Assistant City Manager
Chief of Police
Deputy City Manager
Director of Community Services
Director of Development Services
Director of Economic Development
Director of Engineering/City Engineer
Director of Finance
Director of Human Resources/Risk Management
Director of Information Technology Services
Director of Public Works
FA Executive Director
Fire Chief
Senior Assistant City Attorney

B. SENIOR MANAGEMENT GROUP[1]

Administrative Services Manager
Animal Care Facility Administrator
Assistant Chief of Police
Assistant City Attorney
Assistant City Clerk
Assistant Director of Development Services
Assistant Director of Engineering
Assistant Director of Finance
Assistant Director of Human Resources
Assistant Director of Public Works
Budget and Analysis Manager
Building Official/Code Enforcement Manager
City Librarian
Deputy City Attorney III
Deputy Fire Chief
FA Deputy Director-SD LECC
FA Deputy Executive Director
FA Director of SD LECC
FA Director-SD LECC
FA IVDC-LECC Executive Director
FA Program Manager
Facilities Financing Manager
Finance Manager
Housing Manager

Human Resources Operations Manager
Information Technology Manager
Marketing and Communications Manager
Parks & Recreation Administrator
Performance and Organizational Development Manager
Planning Manager
Police Administrative Services Administrator
Police Captain
Purchasing Agent
Revenue Manager
Risk Manager
Smart Technology Officer

C. UNCLASSIFIED AND CONFIDENTIAL MIDDLE MANAGEMENT/PROFESSIONAL GROUP[1]

Benefits Manager	MM-Confidential
Chief of Staff	MM-Unclassified
Deputy City Attorney I	Professional-Unclassified
Deputy City Attorney II	Professional-Unclassified
Deputy City Clerk I	Professional-Unclassified
Deputy City Clerk II	Professional-Unclassified
FA Cyber Security Program Manager	MM-Unclassified
FA Geospatial Intel Analyst	Professional-Unclassified
FA Financial Manager	MM-Unclassified
FA Microcomputer Specialist	Professional-Unclassified
FA Network Administrator I	Professional-Unclassified
FA Network Administrator II	Professional-Unclassified
FA Network Administrator III	Professional-Unclassified
FA Program Analyst	Professional-Unclassified
FA Program Assistant Supervisor	Professional-Unclassified
FA Public Private Partnership and Exercise Program Manager	MM-Unclassified
FA Information Security Program Manager	MM-Unclassified
FA LECC IT Manager	MM-Unclassified
FA Senior Financial Analyst	Professional-Unclassified
FA Senior Intelligence Analyst	Professional-Unclassified
FA Supervisory Intelligence Analyst	Professional-Unclassified
Fire Division Chief	MM-Unclassified
Fiscal and Management Analyst	Professional-Confidential
Fiscal Debt Management Analyst	MM-Confidential
Human Resources Analyst	Professional-Confidential
Law Office Manager	MM-Unclassified
Policy Aide	Professional-Unclassified
Principal Human Resources Analyst	Professional-Confidential
Principal Management Analyst	Professional-Confidential
Real Property Manager	MM-Unclassified
Risk Management Specialist	Professional-Confidential
Senior Accountant	MM-Confidential

Senior Deputy City Clerk	Professional-Unclassified
Senior Human Resources Analyst	Professional-Confidential
Senior Risk Management Specialist	Professional-Confidential
Special Events Coordinator	Professional-Unclassified

D. CONFIDENTIAL GROUP[1]

Accountant	
Accounting Technician (Finance/Payroll)	
Administrative Secretary	
Administrative Secretary (Mayor's Office/At-Will)	Confidential-Unclassified
Associate Accountant	
City Attorney Investigator	
Constituent Services Representative	Confidential-Unclassified
Executive Secretary	Confidential-Unclassified
FA Accounting Technician	Confidential-Unclassified
FA Administrative Analyst I	Confidential-Unclassified
FA Administrative Analyst II	Confidential-Unclassified
FA Analyst	Confidential-Unclassified
FA Executive Assistant	Confidential-Unclassified
FA Graphic Designer/Webmaster	Confidential-Unclassified
FA Intelligence Analyst	Confidential-Unclassified
FA Management Assistant	Confidential-Unclassified
FA Program Assistant	Confidential-Unclassified
FA RCFL Network Engineer	Confidential-Unclassified
FA Senior Program Assistant	
FA Senior Secretary	Confidential-Unclassified
Human Resources Technician	
Legal Assistant	
Paralegal	
Public Information Specialist	
Senior Council Assistant	Confidential-Unclassified
Senior Legal Assistant	
Senior Human Resources Technician	
Senior Legal Assistant	

[1] The City of Chula Vista serves as a pass through agency for the San Diego and Imperial Counties High Intensity Drug Trafficking Area (HIDTA); HIDTA positions (with the "CBAG" or "FA" designation) shall receive the benefit package detailed for the Executive, Senior, Middle Management/Professional Unclassified, and Confidential group in which the CBAG or FA classification is designated. All HIDTA positions are unclassified.