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 YEARS 2024-2025, 2025-2026, 2026-2027

I. EXECUTIVE MANAGEMENT GROUP

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

A. SALARY & WAGES

1. FY 24/25 – salary range will either be adjusted to the market median or aligned internally; Executive Manager will receive salary adjustment within the range as determined by the City Manager

2. FY 25/26 – 5% salary adjustment effective first full pay period in July 2025

3. FY 26/27 – 5% salary adjustment effective first full pay period in July 2026

4. Equity Adjustments – Equity adjustments may be implemented for positions identified as below market.

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. Newly eligible employees (new hires or those changing from an ineligible to an eligible position) will be covered under the City’s Cafeteria Benefits Plan effective the first of the month following the employee’s date of hire in that eligible position. Employees who fail to submit required benefits election forms and/or documentation within 30 days of their date of eligibility will automatically be enrolled in the Employee Only category of the lowest cost City sponsored medical plan available.

   a. In calendar year 2024, Executive Managers will receive an annual amount of $19,700 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 annual 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 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 Cafeteria Plan (Flex Benefit) Amount for Employee Only, those with qualifying medical insurance 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
   Employees hired on or prior to January 1, 2011, are eligible to enroll in the City's Retiree Medical Program, which provides for subsidized retiree medical insurance rates as a blended rate. For Executive Managers hired after January 1, 2011, they and their eligible dependents may elect to temporarily continue their health insurance coverage(s) under COBRA.

   Executive Managers terminated for cause are not eligible to participate in the City's Retiree Medical Program.

5. Post Employment Health Plan
   Employees may participate in an Insurance Premium Reimbursement Account (106 Plan) Post Employment Health Plan (PEHP), subject to the terms of the PEHP document, to be solely funded with mandatory Eligible Employee contributions as specifically determined by the employee group. Those employees not wishing to participate may sell back up to 100% of vacation the last full pay period of employment prior to retirement. No City funds shall be used to maintain or fund this plan. Employees are fully responsible for meeting all funding requirements. Employees are further solely responsible for any and all tax consequences related to the 106/PEHP plan.

   Executive Managers terminated for cause are not eligible to participate in the City's Post Employment Health Plan.

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 5.0% to the Employer's share for FY 23-24. 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 5% to the Employer's share for FY 23-24. This contribution shall increase by 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 at the rate of 3.688 hours per pay period and as designated in the Civil Service Rules. If eligible, the Executive Manager may be reimbursed via an irrevocable election consistent with IRS regulations.

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

    b. Executive Managers will have the option of selling back three (3) weeks accrued vacation leave each calendar year via irrevocable election consistent with IRS regulations. Additional sell back may be allowed at the discretion of the City Manager during the irrevocable election period.

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. 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 and Juneteenth.

12. Management Leave

    Executive Managers will receive ninety-six (96) hours of Management Leave each fiscal year. Management Leave may not be carried over into the next fiscal year and may not be cashed out.

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. Cell Phone and Technology Allowance

    Executive Managers may elect to receive a cell phone and technology allowance of up to $100 per month.

15. Severance Pay

    In the event that an Executive Manager is terminated without cause, they shall be entitled to severance compensation in a lump sum cash payment equal to nine months of their annual salary at the time of separation and employee only health insurance payments, conditioned upon them executing a general release agreement providing for the general and unconditional release of all known and unknown claims arising out of or relating to their employment, including a waiver of any and all rights under California Civil Code section 1542. Alternatively, at any time the City may immediately terminate their employment without any right of appeal or recourse by providing written notice of the cause for such termination. In such event, to the extent permitted by law, all benefits provided by the City will cease, and they shall not be entitled to severance compensation in any amount. "Cause" as used herein shall mean: (i) a refusal or failure to perform their job duties or to act in accordance with any specific, lawful, directive or order from the City Manager or their designee which is not cured after reasonable notice; (ii) gross negligence; (iii) conviction of a misdemeanor of moral turpitude or any felony; (iv) violation of any State, Federal, local law, or the City's policies and procedures, resolutions, and/or ordinances; or (v) any material act of dishonesty, misappropriation, embezzlement, fraud, or similar conduct.

16. Special Assignment Pay

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

17. Acting Pay

    Executive Managers 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.

18. Out of Class Assignment
    a. Executive Managers 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 base 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.

19. Response Away from Official Duty Station and Assigned to an Emergency Incident
    The Fire Chief shall receive portal-to-portal time-and-a-half overtime when assigned to a fully reimbursable aid assignment.

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II. SENIOR MANAGEMENT GROUP

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

A. SALARY & WAGES

1. FY 24/25 – salary range will either be adjusted to the market median or aligned internally; Senior Manager will receive salary adjustment within the range as determined by the City Manager.

2. FY 25/26 – 5% salary adjustment effective first full pay period in July 2025

3. FY 26/27 – 5% salary adjustment effective first full pay period in July 2026

4. Equity Adjustments – Equity adjustments may be implemented for positions identified as below market.

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. Newly eligible employees (new hires or those changing from an ineligible to an eligible position) will be covered under the City's Cafeteria Benefits Plan effective the first of the month following the employee's date of hire in that eligible position. Employees who fail to submit required benefits election forms and/or documentation within 30 days of their date of eligibility will automatically be enrolled in the Employee Only category of the lowest cost City sponsored medical plan available.

   b. In calendar year 2024, Senior Managers will receive $18,300 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.

   c. 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.

   d. 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 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.

e. The Flex Benefit Amount for Employee Only, those with qualifying medical insurance 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
   Employees hired on or prior to January 1, 2011, are eligible to enroll in the City's Retiree Medical Program, which provides for subsidized retiree medical insurance rates as a blended rate. For Senior Managers hired after January 1, 2011, they are their eligible dependents may elect to temporarily continue their health insurance coverage(s) under COBRA.

   Senior Managers terminated for cause are not eligible to participate in the City's Retiree Medical Program.

5. Post Employment Health Plan
   Employees may participate in an Insurance Premium Reimbursement Account (106 Plan) Post Employment Health Plan (PEHP), subject to the terms of the PEHP document, to be solely funded with mandatory Eligible Employee contributions as specifically determined by the employee group. Those employees not wishing to participate may sell back up to 100% of vacation the last full pay period of employment prior to retirement. No City funds shall be used to maintain or fund this plan. Employees are fully responsible for meeting all funding requirements. Employees are further solely responsible for any and all tax consequences related to the 106/PEHP plan.

   Senior Managers terminated for cause are not eligible to participate in the Post Employment Health Plan.

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 4.105% to the Employer's share for FY 23-24. 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 5.0% to the Employer's share for FY 23-24. 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
   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 at the rate of 3.688 hours per pay period and as designated in the Civil Service Rules. If eligible, the Senior Manager may be reimbursed via an irrevocable election consistent with IRS regulations.

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

    b. Senior Managers have the option of selling back three (3) weeks of accrued vacation leave each calendar year via irrevocable election consistent with IRS regulations.

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. 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 and Juneteenth.

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. Cell Phone and Technology Allowance
    Senior Managers may elect to receive a cell phone and technology allowance of up to $100 per month.

14. Management Leave

Senior Managers will receive ninety-six (96) hours of Management Leave each fiscal year. Management Leave may not be carried over into the next fiscal year and may not be cashed out.

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

16. Acting Pay
    Senior Managers 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.

17. Out of Class Assignment
    a. Senior Managers 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.

18. 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 on June 30. 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.

19. Severance Pay
    In the event that a Senior Manager is terminated without cause, they shall be entitled to severance compensation in a lump sum cash payment equal to three (3) months of their annual salary at the time of separation, conditioned upon them executing a general release agreement providing for the general and unconditional release of all known and unknown claims arising out of or relating to their employment, including a waiver of any and all rights under California Civil Code section 1542. Alternatively, at any time the City may immediately terminate their employment without any right of appeal or recourse by providing written notice of the cause for such termination. In such event, to the extent permitted by law, all benefits provided by the City will cease, and they shall not be entitled to severance compensation in any amount. "Cause" as used herein shall mean: (i) a refusal or failure to perform their job duties or to act in accordance with any specific, lawful, directive or order from the City Manager or their designee which is not cured after reasonable notice; (ii) gross negligence; (iii) conviction of a misdemeanor of moral turpitude or any felony; (iv) violation of any State, Federal, local law, or the City's policies and procedures, resolutions, and/or ordinances; or (v) any material act of dishonesty, misappropriation, embezzlement, fraud, or similar conduct.

20. Response Away from Official Duty Station and Assigned to an Emergency Incident
    The Deputy Fire Chief shall receive portal-to-portal time-and-a-half overtime when assigned to a fully reimbursable aid assignment.

(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. FY 24/25 – equity adjustment to median based on the Department of Human Resources salary survey (or internal alignment) plus 2% or 5%, whichever is higher, effective the first full pay period of January 2025*

2. FY 25/26 – 5% salary adjustment the first full pay period of January 2026*

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3. FY 26/27 – 5% salary adjustment the first full pay period of January 2027*

   * Salary adjustments for employees in position titles with a represented counterpart will receive a salary adjustment at the same time and equal to that of their represented counterpart.

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

<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 5.0% to the Employer's share for FY 23-24. 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 5.0% to the Employer's share for FY 23-24. 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:

B. Three-Year Final Compensation
C. Post-Retirement Survivor Allowance
D. Credit for Unused Sick Leave
E. 4th Level 1959 Survivor Benefit. The monthly member cost for this benefit will be paid by the City.
F. Military Service Credit as Prior Service
G. Cost of Living Allowance (2%)
H. Post-Retirement Survivor Allowance Continuance
I. Pre-Retirement Death Benefit for Spouse
J. Retired Death Benefit $5,000
K. 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. Post Employment Health Plan
Employees may participate in an Insurance Premium Reimbursement Account (106 Plan) Post Employment Health Plan (PEHP), subject to the terms of the PEHP document, be solely funded with mandatory Eligible Employee contributions as specifically determined by the employee group Those employees not wishing to participate may sell back up to 100% of vacation leave the last full pay period of employment prior to retirement. No City funds shall be used to maintain or fund this plan. Employees are fully responsible for meeting all funding requirements. Employees are further solely responsible for any and all tax consequences related to the 106/PEHP plan.

Unclassified and Confidential Middle Managers/Professionals terminated for cause are not eligible to participate in the Post Employment Health Plan.

6. 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.

7. Cafeteria Plan
   a. Newly eligible employees (new hires or those changing from an ineligible to an eligible position) will be covered under the City's Cafeteria Benefits Plan effective the first of the month following the employee's date of hire in the eligible position. Employees who fail to submit required benefits election forms and/or documentation within 30 days of their date of eligibility will automatically be enrolled in the Employee Only category of the lowest cost City sponsored medical plan available.

   b. In calendar year 2025, each Unclassified and Confidential Middle Management/Professional employee will receive $19,700 to be used solely for approved employee benefits.

   c. 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 annual taxable cash option shall be $9,600.

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

   e. 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.

   f. 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 eligible 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 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.

g. The Flex Benefit Amount for Employee Only, those with qualifying medical insurance coverage outside of the City, and those employees covered by another City Employee is fixed at $13,250. The flex amount for Employee+1 and Employee+Family will be adjusted under the current 50/50 cost sharing formula.

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

9. Retiree Healthcare
   Employees hired on or before January 1, 2011, are eligible to enroll in the City's Retiree Medical Program, which provides for subsidized retiree medical insurance rates as a blended rate. For employees hired after January 1, 2011, they are their eligible dependents may elect to temporarily continue their health insurance coverage(s) under COBRA.

   Unclassified and Confidential Middle Managers/Professionals terminated for cause are not eligible to participate in the City's Retiree Medical Program.

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

11. 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 $32,500 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 $2,500 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 on June 30. 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.

12. Sick Leave Reimbursement/Conversion
    Sick leave shall accrue at the rate of 3.688 hours per pay period and 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 vacation leave.

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

    b. Unclassified and Confidential Middle Management/Professional employees who have completed at least five (5) years of service shall have the option of selling back a total of 104 hours of accrued vacation leave four times per calendar year in 26-hour increments via irrevocable election consistent with IRS regulations.

14. Management Leave
    Unclassified and Confidential Middle Management/Professional employees will receive eighty-eight (88) hours of Management Leave each fiscal year. Management Leave may not be carried over into the next fiscal year, and may not be cashed out.

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

    b. 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 and Juneteenth.

16. Mileage Reimbursement
    Unclassified and Confidential Middle Management/Professional employees 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.

17. Uniform Allowance and Educational Incentive Pay
    - The City will furnish, repair or replace Class A – Class D uniforms for Sworn Fire Unclassified Middle Management/Professional employees. The City will report to CalPERS the actual monetary value for the items issued for covered CalPERS Classic Members. The value shall not exceed $1,000 per fiscal year.

    - Sworn Fire Unclassified Middle Management/Professional employees shall receive $7.69 biweekly for the cleaning and maintenance of uniforms.

- Eligible Sworn Fire Unclassified Middle Management/Professional employees shall be entitled to education incentive pay which enhances their ability to do their job. The amount of the education incentive pay is detailed below and will not be cumulative.
    - $200 per month upon verification that the employee has completed course work for and received an Associate's degree
    - $300 per month upon verification that the employee has completed course work for and received a Bachelor's degree
    - $400 per month upon verification that the employee has completed course work for and received a Master's degree or higher (i.e. Ph.D. or other doctorate degree)

18. Bilingual Pay
    Those Unclassified and Confidential Middle Management/Professional employees 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.

19. Special Project Pay
    Unclassified and Confidential Middle Management/Professional employees may receive up to 15% additional compensation when assigned by the City Manager to a special project.

20. Response Away from Official Duty Station and Assigned to an Emergency Incident
    The Fire Division Chief shall receive portal-to-portal time-and-a-half overtime when assigned to a fully reimbursable aid assignment.

(Remainder of page intentionally left blank.)

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

A. SALARY & WAGES

1. FY 24/25 – equity adjustment to median and 2% salary increase from the July 14, 2023 salary range or 5% (whichever is higher, less any increase already provided effective July 12, 2024) in the first full pay period following City Council approval via resolution in open session.

2. FY 25/26 – 5% salary adjustment effective the first full pay period in July 2025*

3. FY 26/27 – 5% salary adjustment effective the first full pay period in July 2026*

   Equity Adjustments – Equity adjustments may be made each fiscal year for positions identified as below market.

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 5.0% to the Employer's share for FY 23-24. 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 5.0% to the Employer's share for FY 23-24. 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. Post Employment Health Plan
Employees may participate in an Insurance Premium Reimbursement Account (106 Plan) Post Employment Health Plan (PEHP), subject to the terms of the PEHP document, be solely funded with mandatory Eligible Employee contributions as specifically determined by the employee group and approved by the Director of

Human Resources. Those employees not wishing to participate may sell back up to 100% of vacation the last full pay period of employment prior to retirement. No City funds shall be used to maintain or fund this plan. Employees are fully responsible for meeting all funding requirements. Employees are further solely responsible for any and all tax consequences related to the 106/PEHP plan.

Confidential employees terminated for cause are not eligible to participate in the Post Employment Health Plan.

5. Cafeteria Plan
   a. Newly eligible employees (new hires or those changing from an ineligible to an eligible position) will be covered under the City's Cafeteria Benefits Plan effective the first of the month following the employee's date of hire in the eligible position. Employees who fail to submit required benefits election forms and/or documentation within 30 days of their date of eligibility will automatically be enrolled in the Employee Only category of the lowest cost City sponsored medical plan available.

   b. In calendar year 2024, each Confidential Employee will receive $16,924 to be used solely for approved employee benefits.

   c. 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.

   d. 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.

   e. The Flex Benefit Amount for Employee Only, those with qualifying medical insurance coverage outside of the City, and those employees covered by another City Employee is fixed at $13,024. The flex amount for Employee+1 and Employee+Family will be adjusted under the current 50/50 cost sharing formula.

   f. 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.

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

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

7. Retiree Healthcare
   Employees hired on or before January 1, 2011, are eligible to enroll in the City's Retiree Medical Program, which provides for subsidized retiree medical insurance rates as a blended rate. For employees hired after January 1, 2011, they are their eligible dependents may elect to temporarily continue their health insurance coverage(s) under COBRA.

   Confidential employees terminated for cause are not eligible to participate in the City's Retiree Medical Program.

8. Professional Enrichment
   The Confidential Employees Professional Enrichment Fund of $21,850 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 on June 30. 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.

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

10. Sick Leave
    Sick leave shall accrue at the rate of 3.688 hours per pay period and as designated in the Civil Service Rules. If eligible, employee may be reimbursed via an irrevocable election consistent with IRS regulations.

11. Vacation 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 80-hours of accrued vacation back to the City in 20-hour increments per calendar year via irrevocable election consistent with IRS regulations. Elections for annual cash out must be made by December 1 of the prior calendar 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.

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

    b. 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 and Juneteenth.

13. Management Leave

Employees in the Confidential group prior July 1, 2021, will receive forty (40) hours of Management Leave each fiscal year.

14. 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.

15. 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.

16. 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.”

17. 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.

18. 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.

    Overtime shall be paid at 1 ½ times the “regular rate of pay” solely as defined and required by the Fair Labor Standards Act (“FLSA”).

(Remainder of page intentionally left blank.)

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. Newly eligible employees (new hires or those changing from an ineligible to an eligible position) will be covered under the City's Cafeteria Benefits Plan effective the first of the month following the employee's date of hire in that eligible position. Employees who fail to submit required benefits election forms and/or documentation within 30 days of their date of eligibility will automatically be enrolled in the Employee Only category of the lowest cost City sponsored medical plan available.

   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 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 qualifying medical insurance 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. The maximum annual taxable option shall be $8,000.

2. Retiree Healthcare

Elected Officials hired on or before January 1, 2011, are eligible to enroll in the City's Retiree Medical Program. For hired after January 1, 2011, they and their eligible dependents may elect to temporarily continue their health insurance coverage(s) under COBRA.

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 and Technology Allowance
   The Mayor, Council members and City Attorney may elect to receive a cell phone and technology 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

Tier 1: Local Miscellaneous 3% @ 60

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, 2026: $16.90/hr.

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), and as amended.

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ATTACHMENT 1 – GROUP MEMBERSHIP LISTING

The following shows the classifications assigned to each group as of December 2025.

A. EXECUTIVE MANAGEMENT GROUP[1]

City Manager (Contract)
City Clerk (Contract)
Assistant City Manager
Chief of Police
Deputy City Manager
Deputy City Manager/Director of Public Works
Director of Animal Services
Director of Development Services
Director of Economic Development
Director of Engineering & Capital Projects/City Engineer
Director of Finance
Director of Housing and Homeless Services
Director of Human Resources/Risk Management
Director of Information Technology Services
Director of Library Services
Director of Parks and Recreation
Director of Public Works
FA Executive Director
Fire Chief

B. SENIOR MANAGEMENT GROUP[1]

Administrative Services Manager
Assistant Chief of Police
Assistant City Attorney
Assistant Director of Development Services
Assistant Director of Engineering
Assistant Director of Finance
Assistant Director of Human Resources
Assistant Director of Parks and Recreation
Assistant Director of Public Works
Budget and Analysis Manager
Building Official
Chief Communications Officer
Chief Information Security Officer
Chief Veterinarian
Code Enforcement Manager
Deputy City Attorney III
Deputy Director, City Clerk Services
Deputy Director of Animal Services
Deputy Director of Development Services
Deputy Fire Chief
Development Project Manager

Economic Development Manager
Emergency Services Manager
FA Deputy Director of IV-LECC
FA Deputy Director of LECC
FA Deputy Executive Director
FA Director of SD LECC
FA IVDC-LECC Executive Director
FA Program Manager
Facilities Financing Manager
Finance Manager
Finance Manager (CPA)
Human Resources Manager
Information Technology Manager
Information Technology Project Manager
Planning Manager
Police Administrative Services Administrator
Police Captain
Public Works Superintendent
Purchasing Agent
Revenue Manager
Senior Assistant City Attorney
Special Projects Manager

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

Benefits Manager	MM-Confidential
Chief of Staff	MM-Unclassified
Communications Officer	Professional-Unclassified
Deputy City Attorney I	Professional-Unclassified
Deputy City Attorney II	Professional-Unclassified
FA Administrative Program Manager	Professional-Unclassified
FA Cyber Security Program Manager	MM-Unclassified
FA Finance Manager	MM-Unclassified
FA Geospatial Intel Analyst	Professional-Unclassified
FA Information Systems Program Manager	MM-Unclassified
FA LECC Information Technology 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 Senior Financial Analyst	Professional-Unclassified
FA Senior Intelligence Analyst	Professional-Unclassified
FA Supervisory Intelligence Analyst I	Professional-Unclassified
FA Supervisory Intelligence Analyst II	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
Payroll Supervisor	MM-Confidential
Policy Aide	Professional-Unclassified
Principal Accountant	MM-Confidential
Principal Human Resources Analyst	MM-Confidential
Principal Management Analyst	Professional-Confidential
Principal Risk Management Specialist	MM-Confidential
Real Property Manager	MM-Unclassified
Risk Management Specialist	Professional-Confidential
Safety Program Manager	MM-Confidential
Senior Accountant	MM-Confidential
Senior Deputy City Clerk	MM-Unclassified
Senior Human Resources Analyst	Professional-Confidential
Senior Management Analyst	Professional-Confidential
Senior Risk Management Specialist	Professional-Confidential
Special Events Coordinator	Professional-Unclassified

D. CONFIDENTIAL GROUP[1]

Accountant	Confidential
Accounting Technician (Finance/Payroll)	Confidential
Administrative Secretary	Confidential
Administrative Secretary (Mayor's Office/At-Will)	Confidential-Unclassified
Associate Accountant	Confidential
City Attorney Investigator	Confidential
Deputy City Clerk I	Confidential-Unclassified
Deputy City Clerk II	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 Intelligence Analyst	Confidential-Unclassified
FA Management Assistant	Confidential-Unclassified
FA Program Assistant	Confidential-Unclassified
FA RCFL Network Engineer	Confidential-Unclassified
FA Senior Program Assistant	Confidential
FA Senior Secretary	Confidential-Unclassified
Human Resources Technician	Confidential
Legal Assistant	Confidential
Management Analyst I (Finance/Human Resources)	Confidential
Management Analyst II (Finance/Human Resources)	Confidential
Paralegal	Confidential
Payroll Specialist	Confidential

Public Information Specialist (City Manager)	Confidential
Senior Council Assistant[2]	Confidential-Unclassified
Senior Human Resources Technician	Confidential
Senior Legal Assistant	Confidential

[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 "FA" designation) shall receive the benefit package detailed for the Executive, Senior, Middle Management/Professional Unclassified, and Confidential group in which the FA classification is designated. All HIDTA positions are unclassified. [2] Senior Council Assistant is a FLSA-exempt position.