

# **Compensation and Benefits Profile**

**For**

## **City of Ontario**

## **Executive Management**

**July 1, 2017**



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## **Article I. ADMINISTRATION**

### **Section 1.01 Introduction**

The Executive Management Compensation/Benefit Profile is a summary of benefits and compensation practices adopted by the City Council over several years to be applied on an ongoing basis. The provisions of this document apply to all employees appointed to Executive Management positions and Executive Level Contract employees (if applicable) (hereinafter known as employee); and all elected officials to the extent the provisions are not in conflict with governing statutes.

This document sets forth policies and procedures to follow in implementing and administering this Executive Management Compensation/Benefit program. The various sections and provisions of the Government Code, Municipal Code, Personnel Rules and Regulations, and the "Employment Policies" in the City's Online Policy Center in effect and applicable to the above mentioned positions will remain in effect unless expressly superseded by provisions within this document.

The terms and conditions of employment for the City Manager and other Executive Management employees may also be addressed in individual employment contracts. Such contracts are considered to be supplemental to this document to address terms and conditions of employment that may not be addressed in this document. However, if an individual's employment agreement is in conflict with this document, then the provisions of the agreement will supersede the provisions of this document.

Employees in Executive Management positions are considered to serve at the will and pleasure of the City Manager. The appointment of a person to a position in the Executive Management Group will not require the establishment of an eligibility list. Appointment and termination actions relating to the Police Chief and Fire Chief positions are subject to confirmation by the City Council.

### **Section 1.02 Purpose**

Persons employed in Executive Management positions are not represented by an employee organization.

This Executive Management Compensation/Benefit Profile is intended as a comprehensive document to define and describe the forms and amounts of compensation and benefits for Executive Management employees and elected officials. This comprehensive document is intended to reflect all City Council actions in effect relating to the Executive Management Compensation Program.

The various forms of compensation and benefits described in this comprehensive document recognize that employees in Executive Management positions should be compensated appropriately for exhibiting accountability, cost effectiveness, application of new technologies and maximizing the utilization of human, physical and fiscal resources; for exerting leadership to enhance the mission and future of the City; and for stimulating the development of people and methods which will facilitate the meeting of program goals and objectives.

### **Section 1.03 Objectives of the Plan Relative to Executive Management**

- A. Recruit and retain well-qualified Executive Managers and enhance their management capabilities in areas such as leadership and accountability.
- B. Facilitate and enhance effectiveness and productive efforts of Executive Managers through evaluations of performance and the recognition of merit in determining

compensation.

- C. Enable the City Manager, who is in the best position to judge merit and value to the City of an Executive Management employee's performance, to appropriately compensate Executive Management employees in recognition of such value.

## **Article II. COMPENSATION**

### **Section 2.01 Pay Plan and Benefit Review**

Salary and benefit levels will be reviewed on a periodic basis. Such review will contain comparisons with other similar agencies within the appropriate job market. Such comparisons will be utilized to recommend competitive salary and benefit levels for Executive Management positions. Salary and benefit levels for individual positions may be adjusted from time-to-time, with the approval of the City Council (or City Manager, if appointed as its designee).

### **Section 2.02 Compensation Adjustment**

- A. Compensation and benefit levels for positions in this group may be modified from time to time by the City Council by amendment to this document, or by the City Manager as authorized by the City Council. The salary ranges shall be increased for all Executive Group classifications as follows:
  - 1. Effective July 9, 2017, base salary ranges shall increase by 3%.
  - 2. Effective July 8, 2018, base salary ranges shall increase by 3%.
  - 3. Effective July 7, 2019, base salary ranges shall increase by 3%.
- B. The Executive Management Salary Range Table (Appendix A) is established to provide the minimum and maximum monthly salary levels for Executive Management positions.
- C. The City Manager is responsible for determination of each individual employee's salary rate within the assigned salary range. Such determination will be based on job performance and/or other competitive and economic factors.
- D. Salary compensation for elected officials of the City is determined in accordance with Ontario Municipal Code provisions and State law. Elected officials may also receive compensation for attendance at meetings of the Ontario Housing Authority and other applicable boards as authorized. Such compensation is determined by the City Council by resolution or ordinance and may be reviewed on a periodic basis.

## **Article III. BENEFITS**

### **Section 3.01 Health Insurance Contribution**

Active and retired employees and elected officials are eligible to participate in the City health insurance program. The City contributes up to a maximum of \$563 per month toward health insurance premiums for active and retired employees and elected officials. This amount is inclusive of the minimum statutory employer contribution under CalPERS medical (PEMHCA) for active employees and elected officials who choose to enroll in the City's medical plan. The contribution rate is provided to cover actual premium costs based upon the enrolment of the employee or elected official and eligible dependents. In addition, retirees from the position of Fire Chief hired into a regular position prior to July 1, 2012, shall receive a reimbursement from the City that will provide the same amount of retiree medical contributions as for retirees from the Fire Management Group hired prior to July 1, 2012. Retirees from the position of Police Chief and Deputy Police Chief hired into a regular position prior to July 1, 2012, shall receive a reimbursement from the City that will provide the same amount of retiree medical contribution as for retirees from the Police Management Group hired prior to July 1, 2012.

### **Section 3.02 City Contributions to Cafeteria Plan Benefits**

The City will maintain an IRS Code Section 125 qualifying Cafeteria Plan to allow employees and elected officials to pay for pre-tax medical, dental and vision benefits.

Employees or elected officials must enroll in a City offered medical insurance plan unless the employee or elected official satisfies conditions of the eligible opt out arrangement below. The City's lowest cost employee-only plan satisfies the Federal Poverty Line Safe Harbor under the Patient Protection and Affordable Care Act.

**City Contributions:** Active employees and elected officials, except the Fire Chief, Police Chief and Deputy Police Chief, will receive a Cafeteria Plan Contribution of \$1,300 per month, inclusive of the Health Insurance Contribution set forth in Section 3.01.

After enrolling in selected coverage, eligible employees may take the remainder of the City's contribution as cash. For elected officials, any unapplied amounts will be directed to the deferred compensation 401(a) plan.

Beginning, January 1, 2018, for eligible employees and elected officials who enroll in coverage, the monthly City Contribution, inclusive of the Health Insurance Contribution set forth in Section 3.01, shall be equal to the corresponding Kaiser plan premium for the region in which the employee or elected official is enrolled and as reflected on the CalPERS monthly billing statement and shall not be less than \$1,300 per month.

Beginning January 1, 2018, only those eligible employees enrolled in coverage with a monthly City contribution of \$1,300 per month may take the remainder of the City's Contribution as cash. For elected officials, any unapplied amounts will be directed to the deferred compensation 401(a) plan.

For purposed of the Affordable Care Act's employer mandate, the amount of the lowest cost plan offered to the Eligible Employee and Elected Officials is considered a Health Flex Contribution. A Health Flex Contribution cannot be cashed out or applied to other benefits.

If payments for the individual employee or elected official's selected benefits exceed the City Contribution, the balance will be paid by salary deductions from the pay of the individual employee or elected official.

**Cash-in-Lieu Option:** An Eligible Employee or Elected Official will be eligible to receive cash-in-lieu of \$1,300 per month instead of enrolling in a City offered medical insurance plan only if the following conditions are satisfied:

1. The employee or elected official signs a form attesting that the employee or elected official and the employee or elected official's Tax Family have the Alternative Required Coverage for the Opt-Out Period.
  - a. Tax Family means all individuals for whom the employee or elected official intends to claim a personal exemption deduction for the taxable year or years that begin or end in or with the City's plan year to which the opt out applies.
  - b. Alternative Required Coverage required means minimum essential coverage through another source (other than coverage in the individual market, whether or not obtained through Covered California).
  - c. Opt-Out Period means the plan year to which the opt-out arrangement applies.
2. An employee or elected official must provide the attestation every plan year at open enrollment or within 30 days after the start of the plan year for each plan year the employee or elected official would like to receive cash in lieu.
3. The cash in lieu payment cannot be made and the City will not in fact make payment if the City knows or has reason to know that the employee, elected official or a Tax Family member does not have such alternative coverage, or if the conditions in this Section) are not otherwise satisfied.

The active Fire Chief shall receive the same contribution toward medical insurance premiums as active employees in the Fire Management Group, but not less than the amount provided to other Executive Group employees. The active Police Chief and Deputy Police Chief shall receive the same contribution toward medical insurance premiums as active employees in the Police Management Group, but not less than the amount provided to other Executive Group employees.

### **Section 3.03 Dental Insurance**

The City will contribute the full premium amount toward the cost of coverage the individual and eligible dependents in the City's basic dental insurance programs for active employees and elected officials. Employees or elected officials who do not enroll in the City dental plan will not receive employer contribution for dental premiums.

### **Section 3.04 Vision Care Insurance**

The City will contribute the full premium amount toward the cost of coverage for the individual and eligible dependents in the City's Executive Vision Program for active employees and elected officials. Employees and elected officials who do not enroll in the Executive City Vision Plan will not receive employer contributions for vision premiums.

### **Section 3.05 Short-Term and Long-Term Disability**

The City will contribute the full premium amount toward the cost of coverage for the individuals in the City designated short-term and long-term disability programs for active employees.

**Section 3.06 Life Insurance**

The City will contribute the full premium amount toward the cost of group term life insurance coverage in the amount of \$106,000 for basic life and \$109,000 for accidental death or dismemberment for active employees and elected officials.

**Section 3.07 Employee Assistance Program**

The City maintains an employee assistance program for active employees and elected officials. Confidentiality regarding employee and elected official use of this program will be maintained in full compliance with State and Federal Regulations.

**Section 3.08 Deferred Compensation**

- A. Active employees and elected officials may voluntarily contribute to the City's 457(b) deferred compensation plan in accordance with plan provisions.
- B. The City has established a 401(a) money purchase plan for employer deferred compensation contributions. The City will make the following contributions to the extent permitted by law:
  1. For active employees, The City will contribute 7.5% of the employee's base salary, up to the maximum amount established by the relevant sections of the tax codes.
  2. For elected officials, any excess fringe benefit contributions not used for medical or dental premiums shall be contributed to the 401(a) plan.
  3. For elected officials who do not elect to become a member of the CalPERS retirement plan pursuant to Government Code Section 20322, any eligible contribution amount that the City's pays on the elected official's behalf shall be contributed to the 401(a) plan.

**Section 3.09 Vehicle Expense Reimbursement Allowance**

- A. From time-to-time the City Manager may assign a City-owned vehicle to an individual employee in an Executive Management position. Positions in this group not assigned a vehicle may receive a monthly stipend of \$500 as reimbursement for use of the individual's private vehicle for City business. The City Manager may adjust such stipend in accordance with levels of activity and operational necessity by group or individual position.
- B. The City Manager may be assigned a City-owned vehicle. Alternatively, the City Manager may receive a monthly stipend as reimbursement for use of the individual's private vehicle for City business in accordance with the employee's employment contract. The Mayor shall be eligible to receive the same monthly stipend as reimbursement for the use of the Mayor's private vehicle as is available to the City Manager.

**Section 3.10 Expense Reimbursement**

- A. In situations where expenses are incurred on a frequent or regular basis, the City Manager may designate a monthly reimbursement amount to cover such ongoing

expenses. It is the individual's responsibility to maintain appropriate records of such expenses.

- B. Elected officials are eligible to receive designated allowance amounts in recognition of expenses incurred on a regular basis. Elected officials are eligible for reimbursement of expenses incurred on City business in accordance with the City's Travel Policy.
- C. Elected officials are eligible to receive electronic communication devices provided by the City, including cellular phones, facsimile machines, pagers, personal digital assistants (PDA), portable personal computers, and other wireless communications devices. City-provided devices shall remain the property of the City. The City shall be responsible for the initial connection fees and on-going fixed-rate basic service costs related to such devices. The City will also provide fixed-rate internet access, including telephone service costs, for elected officials for the purpose of sending and receiving electronic mail messages related to City business and to provide access to City computer networks. Elected officials shall incur any other variable service charges related to City and personal use of such devices and shall receive an allowance of \$175 per month, as reimbursement for the charges incurred for City business.
- D. Active Executive Management employees and elected officials shall be eligible for City reimbursement of medical, dental or vision care expenses that are not covered by the City's group plans incurred for themselves and their dependents. To be eligible, such expenses must have been incurred for medical, dental, or vision care expenses for the employee or elected official and the employee's dependents who are currently enrolled in any of the City's group plans. Such expenses may include plan premiums, deductibles, co-payments and other related expenses, including the expenses related to an annual physical examination. Payments shall not cover transportation expenses related to medical, dental or vision care. Each active Executive Management employee and elected official may receive a maximum amount of \$2,500 each calendar year. Reimbursements or direct payments shall be made based on submitted invoices, bills, receipts or other documentation that shows proof of payment.

### **Section 3.11 Flexible Spending Account**

Active employees and elected officials shall be eligible to participate in the City's Flexible Spending Account (FSA) plan. An FSA allows an employee or elected official to make pre-tax deduction for qualifying medical, dental and vision expenses or dependent care expenses. The plan is established and administered in accordance with Section 125 of the Internal Revenue Service Code.

### **Section 3.12 Uniform Allowance**

Safety employees of the group who wear their uniforms in public ceremonies or for operational necessity are entitled to a uniform allowance equal to that received by comparable safety management employees. Specifically, the Fire Chief shall receive \$2600 annually in the second paycheck in July for the purchase and maintenance of uniforms. The Police Chief and Deputy Police Chief shall receive \$950 annually in the first paycheck in November for the maintenance, cleaning and normal repair of uniforms.



**Section 3.13 Service Weapon Upon Retirement or Honorable Resignation**

Upon retirement or honorable resignation, the Police Chief and Deputy Police Chief have the option to purchase the employee's service weapon under the same conditions and procedures in effect for all other police safety personnel.

**Article IV. RETIREMENT/END OF SERVICE****Section 4.01 CalPERS Contribution****A. Classic Member**

1. A classic member is defined as an individual who meets the definition of "classic" member for purposes of retirement pension benefits in accordance with the Public Employees Pension Reform Act of 2013. Generally, this includes individuals that were hired before January 1, 2013 in the California Public Employees Retirement System (CalPERS) or a reciprocal retirement system with no break in service longer than six months. CalPERS ultimately determines who is a classic member in compliance with the law.
2. Classic miscellaneous CalPERS members shall be eligible for the 2.5% @ 55 Full and Modified Formula of Local Miscellaneous Members including integration with Social Security. This also includes the optional benefit of Government Code Section 20042, Highest Single Year.
3. All miscellaneous classic members shall pay the employee's contribution of eight (8%) percent as a pre-tax deduction to CalPERS.
4. Classic safety CalPERS members shall be eligible for the 3% @ 50 Full and Modified Formula of Local Safety Members. This also includes the optional benefit of Government Code Section 20042, Highest Single Year.
5. The Fire Chief, Police Chief and Deputy Police Chief, safety classic members, shall pay the same employee contribution as employees in the Police Management Group as a pre-tax deduction to CalPERS.

**B. New Member**

1. A new member is defined as an individual who meets the definition of "new" member for purposes of retirement pension benefits pursuant to the Public Employees Pension Reform Act of 2013. Generally, this includes individuals that were hired into a regular position on or after January 1, 2013 or former members who have more than a six-month break in service. CalPERS ultimately determines who is a new member in compliance with the law.
2. New miscellaneous members shall be eligible for the 2% @ 62 Formula for Local Miscellaneous Members including integration with Social Security.
3. The employee contribution for new miscellaneous members shall be one-half the normal cost, as determined by CalPERS. As of July 2013, the required employee contribution of new miscellaneous members is 6.25%. This amount will be adjusted periodically by CalPERS.

4. New safety members shall be eligible for the 2.7% @ 57 Formula for Local Safety Members.
5. The employee contribution of new safety members shall be one-half the normal cost, as determined by CalPERS. As of July 2013, the required employee contribution of new fire safety members is 11.25%. The required employee contribution of the new police safety members is 12.75%. This amount will be adjusted periodically by CalPERS.

C. Elected Officials

1. Elected officials are eligible for membership in CalPERS under the City's Miscellaneous Employees Group contract with CalPERS. CalPERS membership is optional for elected officials per Government Code Section 20322.
2. The City will pay the 8% (of salary) employee's contribution on behalf of elected officials who elect CalPERS membership. If membership is declined, the City will contribute an equal amount into a 401(a) money purchase plan.

#### **Section 4.02 Post-Termination Compensation**

In recognition that appointed Executive Management employees serve at the will and pleasure of the City Manager, the City Manager may extend the compensation and benefits of employees whom are terminated from City employment. The period of such post-termination compensation shall be determined by the City Manager and may be included in the terms of a contractual agreement between the employee and the City made at the time the individual is hired or promoted.

#### **Section 4.03 Continuation of Health Benefits/Life Benefits**

Only certain specified employees hired prior to November 10, 1995, and whose rights were vested pursuant to authorization granted to the City Manager by Resolution No. 95-122, are eligible for this benefit. For such specified Executive Management employees, continuation of insurance coverage shall be subject to the following conditions. Additionally, the provisions of Government Code Sections 53201 and 53208.5 shall apply and shall supersede these conditions to the extent there are any conflicts.

“Upon termination of City service, the City will upon request, continue health benefits or life insurance for individuals covered by this document. Such coverage may be in the form of PERS Health if applicable, or any other available equivalent health or life insurance plan. Eligibility is determined by no less than five years of executive level City service or one consecutive full four-year term in office.

This provision does not preclude individuals from participating in the PERS Health Plan, if eligible. The continuation of this program will be reviewed on an on-going basis relative to cost and levels of participation.”

**Article V. LEAVES**

**Section 5.01 Holidays**

The following paid holidays will be observed on the day specified.

New Year's Day	January 1 <sup>st</sup>
Martin Luther King's Birthday	3 <sup>rd</sup> Monday in January
Presidents' Day	3 <sup>rd</sup> Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4 <sup>th</sup>
Labor Day	1 <sup>st</sup> Monday in September
Columbus Day	2 <sup>nd</sup> Monday in October
Veteran's Day	November 11 <sup>th</sup>
Thanksgiving Day	4 <sup>th</sup> Thursday in November
Day After Thanksgiving Day	Day after 4 <sup>th</sup> Thursday in November
Christmas Eve	December 24 <sup>th</sup>
Christmas Day	December 25 <sup>th</sup>
New Year's Eve	December 31 <sup>st</sup>

- A. Any holiday listed in provision 5.01 which falls on Sunday will be observed on the following Monday.
- B. Employees will receive holiday hours in accordance with their regular workday not to exceed 10 hours per holiday.
- C. If a holiday falls on the employee's normal day off, the employee will receive annual leave equal to the employee's regular workday, not to exceed 10 hours per holiday.
- D. At the City Manager's discretion, City Hall may be closed between and including Christmas Eve through New Year's Day. During this time, employees shall use accrued annual leave or management leave to cover this period of closure.

**Section 5.02 Management Leave**

Employees receive 48 hours at the first pay period ending in January to be used at their discretion. Employees hired or promoted after that date shall receive a pro-rated amount of such leave. All such leave must be utilized as time-off during the calendar year and will not carry over to the succeeding calendar year. Such leave will not be converted to compensation upon separation from employment.

**Section 5.03 Bereavement Leave**

Employees receive three (3) working days of paid leave for bereavement purposes upon the death of a member of the employee's immediate family. Immediate family for this provision is defined as the following relationships relative to the employee: child, including biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis; biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child; spouse; registered domestic partner; grandparent; grandchild;

sibling; or any other relationship included in the definition of “family member” in California labor code section 245.5 (4)(c) or successor legislation. Employees may receive an additional two (2) working days of paid leave if the deceased family member resided outside the state boundaries or in excess of 250 miles from the employee’s home.

**Section 5.04 Annual Leave**

A. Accruals

1. The purpose of this leave is to provide employees in the Executive Management Group the ability to accrue time for vacation, sick leave and personal leave situations. Annual leave accrual rates are based on year of service as follows:

<b>Year of Service</b>	<b>Annual Leave Hours Earned Per Year</b>
1 – 3	192
4	200
5 – 8	216
9 – 10	224
11	232
12	240
13	248
14	256
15	264
16+	272

2. One 26<sup>th</sup> (1/26) of such annual leave amount shall accrue each pay period.
3. The City Manager may authorize a higher accrual rate, not to exceed the maximum accrual rate, as needed for recruitment, retention or other business needs. The higher accrual rate will be authorized in terms of additional years of service and, once set, the accrual rate will continue to adjust with additional service credit in accordance with the accrual rate schedule above.
4. The maximum annual leave balance shall be 800 hours. Employees shall not accrue annual leave above 800 hours.

B. Leave Conversions

1. Employees may convert up to 240 hours of accrued Annual Leave to salary compensation per calendar year as follows:

<b>Request Due Date</b>	<b>Payment Date</b>
2 <sup>nd</sup> Friday in May	1 <sup>st</sup> Payday in June
2 <sup>nd</sup> Friday in November	1 <sup>st</sup> Payday in December

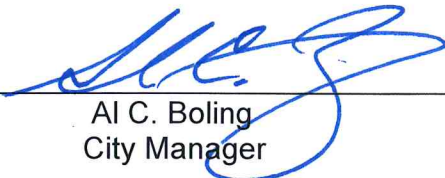
2. Employees may convert a minimum of 8 hours and a maximum of 240 hours at each opportunity, but the total number of hours converted per calendar year shall not exceed 240 total hours.
3. Employees who are promoted to an Executive Management position must convert all accumulated Vacation Leave and Sick Leave to Annual Leave at the time of promotion. Also, employees in the Executive Management Group with retained Sick Leave and Vacation Leave balances that were accumulated under previous City policies may convert such balances to Annual Leave hours subject to approval of the City Manager.
4. Vacation Leave and Sick Leave accrual balances will be converted at the following rates:
  - a. Each accumulated hour of Sick Leave will be converted to .6 hours of Annual Leave. After the conversion, there will be no Sick Leave balance.
  - b. Each accumulated hour of Vacation Leave will be converted to 1 hour of Annual Leave.

**Section 5.05 Other Leaves - Paid and Unpaid**

Executive Management employees are eligible for catastrophic leave and paid leave benefits for jury duty as provided for in the Department Head Profile. Executive Management employees may also be eligible for unpaid leaves of absence as described in the California Rights Act and the Family Medical Leave Act.

<b>Article VI. FINAL SIGNATURE</b>
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All terms and conditions set forth in this Profile are hereby effective the 1st day of July 2017.

  
\_\_\_\_\_  
Al C. Boling  
City Manager

\_\_\_\_\_  
Date

**APPENDIX A -- SALARY RANGE TABLE**

**APPENDIX A - SALARY GRADE TABLE  
2017 - 2020 EXECUTIVE COMPENSATION AND BENEFITS PROFILE**

		Approximate Salaries*		
		July 9, 2017 Monthly Rate	July 8, 2018 Monthly Rate	July 7, 2019 Monthly Rate
<b>Administrative Services / Finance Director</b>	Min	\$13,797.33	\$14,211.60	\$14,638.00
	Max	\$18,486.00	\$19,040.67	\$19,612.67
<b>Assistant City Manager</b>	Min	\$13,797.33	\$14,211.60	\$14,638.00
	Max	\$18,486.00	\$19,040.67	\$19,612.67
<b>City Manager</b>	Min	\$27,913.60	\$28,752.53	\$29,615.73
	Max	\$27,913.60	\$28,752.53	\$29,615.73
<b>Community and Public Services Director</b>	Min	\$9,977.07	\$10,276.93	\$10,585.47
	Max	\$13,369.20	\$13,771.33	\$14,185.60
<b>Deputy Police Chief</b>	Min	\$12,779.87	\$13,164.67	\$13,559.87
	Max	\$17,123.60	\$17,638.40	\$18,168.80
<b>Development Director</b>	Min	\$13,797.33	\$14,211.60	\$14,638.00
	Max	\$18,486.00	\$19,040.67	\$19,612.67
<b>Economic Development Director</b>	Min	\$12,296.27	\$12,665.47	\$13,046.80
	Max	\$16,473.60	\$16,969.33	\$17,478.93
<b>Fire Chief</b>	Min	\$15,799.33	\$16,274.27	\$16,763.07
	Max	\$21,170.93	\$21,807.07	\$22,462.27
<b>Housing &amp; Municipal Services Director</b>	Min	\$12,296.27	\$12,665.47	\$13,046.80
	Max	\$16,473.60	\$16,969.33	\$17,478.93
<b>IT Director</b>	Min	\$12,296.27	\$12,665.47	\$13,046.80
	Max	\$16,473.60	\$16,969.33	\$17,478.93
<b>Police Chief</b>	Min	\$16,324.53	\$16,815.07	\$17,321.20
	Max	\$21,874.67	\$22,531.60	\$23,207.60
<b>Utilities General Manager</b>	Min	\$13,993.20	\$14,414.40	\$14,847.73
	Max	\$18,749.47	\$19,312.80	\$19,893.47

\*Actual rates will be calculated by the City's payroll system.