



KEY & MANAGEMENT COMPENSATION PLAN (PLAN)

Benefits Summary

Term: July 12, 2025 - June 30, 2028

Schedules/WFH

Employees may work a 5/40, 9/80, or 4/10 schedule. A telecommuting pilot program provides 80 hours of telecommuting per calendar year.

Salary Adjustments

June 2025 - 5%
July 2026 - 4%
July 2027 - 3%

Administrative Management (Safety): The Assistant Fire Chief, Assistant Police Chief, Assistant Chief Lifeguard Operations, Fire Chief, and Police Chief positions align with the salary adjustments received by their respective safety management groups.

Retirement Benefits

The City contracts with the California Public Employees Retirement System (CalPERS) to provide retirement benefits and has implemented first (2.5%@55), second (2%@60), and third (2%@62) tiers for non-safety employees, and first (3%@50), second (2%@50 (Lifeguards and Fire), 3%@55 (Police)), and third (2.7%@57) tiers for safety employees.

Member Contributions (Non-Safety): 8% (first tier); 8% or half the normal cost, whichever is higher (third tier)

Member Contributions (Safety): Contributions are tied to the retirement contributions required by members of their respective management associations.

City-Paid Deferred Compensation

The City contributes two percent (2%) of base salary to each executive management employee's 401(a) defined contribution account.

Flex Leave

Flex Leave accrues based on years of continuous service, starting at 156 annual hours. Executive Management accrual starts at 228 annual hours.

Holidays

Non-safety employees receive 12 observed and one floating holiday per year. If the City Council approves a holiday closure for City Hall, eligible members will receive pay for up to 3 regularly scheduled work days.

Assistant Chiefs should refer to the current MOU for information on holidays.

Cafeteria Plan

Medical plan participants receive a monthly cafeteria allowance of \$2,025 (plus the CalPERS medical premium contribution). Employees hired on or after April 13, 2019 are ineligible to receive any remaining balance in taxable cash.

Medical Opt-Out

Eligible employees receive \$1,000/\$500 per month as taxable cash back, depending on hire date.

Bilingual Pay

\$150 per month upon Department Director approval.

BENEFITS SUMMARY

Key & Management Compensation Plan

July 12, 2025 - June 30, 2028

Compensatory Time Off	Non-exempt employees may receive Compensatory Time Off in lieu of cash for each overtime hour at the rate of one and one half (1.5) hours.
Administrative Leave	Exempt employees may receive up to 80 hours each calendar year, as determined by the Department Director. The hours have no value and cannot be carried over from year to year.
Bereavement Leave	Forty (40) hours of paid leave.
Reproductive Loss Leave	Eligible employees are entitled to five days of unpaid leave following a reproductive loss event in compliance with state law.
Life Insurance	City-paid policy up to \$50,000 in coverage based on annual salary. Supplemental available at employee cost.
Disability Insurance	City-paid benefit.
Employee Assistance Program (EAP)	The EAP provides confidential counseling, education and referral on work and life issues at no cost to the employee; subject to provider guidelines.
Tuition Reimbursement	Maximum tuition reimbursement is \$2,000 per fiscal year.
Executive Management Physicals	Executive Management employees receive reimbursement up to \$1,000, annually for a wellness physical.
Auto Allowance	Executive and Administrative Management positions may be eligible for an auto allowance up to \$400 per month.
LIUNA	Employees participate in LIUNA (Laborer's International Union of North America), a supplemental defined benefit retirement plan. Benefit payouts are based on age at retirement and years of service. Employees pick up the entire cost for this benefit.
Retiree Health Benefits Program	The City participates in a Retiree Health Savings (RHS) defined contribution plan with City and employee contributions.

This summary is intended for informational purposes only and is not binding. For a complete explanation of all benefits and compensation, benefit eligibility, and restrictions, refer to the current Key & Management Compensation Plan (Plan) and the Employee Policy Manual.