

**RESOLUTION NO. 2025-**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CAMARILLO  
ADOPTING THE COMPENSATION, CLASSIFICATION AND BENEFITS  
PROGRAM; AND, APPROVING A STATEMENT OF UNDERSTANDING  
PERTAINING TO TERMS AND CONDITIONS OF EMPLOYMENT FOR CITY  
EMPLOYEES**

The City Council of the City of Camarillo resolves as follows:

**SECTION 1:** The City Council of the City of Camarillo finds and declares as follows:

A. The City Council annually approves a compensation and classification plan and sets forth a program of benefits for City employees.

B. Subsequent to proper Meet and Discuss procedures, discussions have been held regarding salaries, benefits, and personnel rules.

C. The City Council affirms its commitment to equitable compensation practices and compliance with all applicable federal, state, and local employment laws.

**SECTION 2:** The Statement of Understanding (S.O.U.) pertaining to the terms and conditions of employment for City employees, attached as Exhibit A, is hereby approved.

**SECTION 3:** The Classification and Compensation Schedule is attached as Exhibit B, is hereby adopted and shall be effective July 1, 2025.

**SECTION 4:** The various benefit programs applicable to city employees are set forth in Exhibit C.

**SECTION 5:** This resolution shall remain in effect until amended, repealed, or superseded by the future action of the City Council. The compensation, classification and benefits programs and S.O.U. set forth herein supersede any programs or S.O.U. previously established for City employees and any portion of any previous resolutions in conflict are hereby repealed.

PASSED AND ADOPTED June 11, 2025.

\_\_\_\_\_  
Mayor

Attested to on \_\_\_\_\_.

City Clerk \_\_\_\_\_

I, Carrie Weal, City Clerk of the City of Camarillo, certify Resolution No. 2025- was adopted by the City Council of the City of Camarillo at a regular meeting held June 11, 2025, by the following vote:

AYES: Councilmembers:  
NOES: Councilmembers:  
ABSENT: Councilmembers: \_\_\_\_\_

City Clerk \_\_\_\_\_

**STATEMENT OF UNDERSTANDING OF THE CITY OF CAMARILLO  
OPERTAINING TO TERMS AND CONDITIONS OF EMPLOYMENT  
FOR CITY EMPLOYEES**

The City of Camarillo has met with the employees of the City relative to the Personnel Rules and the restatement of the City's Compensation Plan within the context of said rules. Subsequent to the completion of said Meet and Discuss process, it is now appropriate to approve this STATEMENT OF UNDERSTANDING (S.O.U.) setting forth provisions pertaining to wages, hours and other terms and conditions of employment.

1. **TERMS.** This S.O.U. shall apply to Fiscal Year 2025-2026 commencing on July 1, 2025, and shall remain in effect until otherwise amended or repealed by the City Council in accordance with applicable law and City procedures.
2. **PURPOSE.** The purpose of this S.O.U. is to set forth wages, benefits and other terms and conditions of employment.
3. **APPLICABILITY.** This S.O.U. shall apply to all persons who are currently or hereafter employed by the City as defined in the Personnel Rules.
4. **SCOPE.** The general conditions of employment pertaining to both the rights and obligations of both the employees and the City, shall include, in addition to language set forth herein, the Personnel Rules of the City, dated March 26, 2014, and as amended, which are incorporated herein by reference.

The City reserves the right to amend such rules at any time. However, any amendment to the Personnel Rules, which are subject to Meet and Discuss between the City and employees of the City, shall not become effective until the conclusion of such process either by agreement having been reached or by unilateral adoption by the City as authorized by law.

To the extent of any conflict between this S.O.U. and the Personnel Rules, this S.O.U. shall govern unless otherwise required by law.

5. **MANAGEMENT RIGHTS.** The City has the authority to manage and direct, on behalf of the public, all operations and activities of the City to the full extent authorized by law, including full authority to:
  - a. determine and modify the organization of City government and its constituent work units;
  - b. determine the nature, standards, levels and mode of delivery of services to be offered to the public;
  - c. determine methods, means and the numbers and kinds of personnel by which services are to be provided;
  - d. determine whether goods or services shall be made, purchased, or contracted for;
  - e. direct employees, including scheduling and assigning work and overtime;
  - f. establish employee performance standards and require compliance therewith;

- g. discharge, suspend, demote, reduce in pay, reprimand, withhold salary increases and benefits, or otherwise discipline employees subject to the requirements of applicable law;
- h. relieve employees from duty because of lack of work, lack of funds or for other legitimate reasons;
- i. implement rules, regulations and directives consistent with law and the specific provisions of this S.O.U.; and
- j. take all necessary actions to protect the public and carry out its mission in emergencies.

- 6. **SALARIES.** The titles and salary bands for all classes of employment for the term of this S.O.U. shall be as set forth in Exhibit "B."
- 7. **BENEFITS.** Employee benefits are addressed in the Personnel Rules. A summary of the various benefit plans offered by the City is set forth in Exhibit "C."
- 8. **SAVINGS CLAUSE.** If any provision of this S.O.U. is held invalid by a court or rendered inoperative by legislation, the remainder of this S.O.U. shall remain in full force and effect.

\_\_\_\_\_

Date

\_\_\_\_\_

Mayor

**CITY OF CAMARILLO**  
**Classification and Compensation Schedule**  
**Effective July 1, 2025**

<b>CLASSIFICATION TITLE</b>	<b>RANGE</b>	<b>MINIMUM</b>	<b>HOURLY MIDPOINT</b>	<b>MAXIMUM</b>
City Manager		150.8648	150.8648	150.8648
<b>EXECUTIVE MANAGEMENT EMPLOYEES</b>				
Assistant City Manager	30	99.2074	124.0093	148.8111
Assistant to the City Manager	20	60.9047	76.1309	91.3571
City Clerk	22	67.1474	83.9343	100.7211
Director of Administrative Services / Chief Innovation Officer	27	85.6990	107.1238	128.5485
Director of Community Development	27	85.6990	107.1238	128.5485
Director of Human Resources	27	85.6990	107.1238	128.5485
Director of Finance	27	85.6990	107.1238	128.5485
Director of Public Works	28	89.9840	112.4800	134.9760
<b>MANAGEMENT EMPLOYEES</b>				
Assistant Director of Administrative Services	24	74.0300	92.5375	111.0450
Assistant Director of Community Development	24	74.0300	92.5375	111.0450
Assistant Director of Finance	24	74.0300	92.5375	111.0450
Assistant Director of Public Works - City Engineer	25	77.7315	97.1644	116.5973
Assistant Maintenance Superintendent	14	45.4481	56.8102	68.1722
Assistant Water Reclamation Superintendent	17	52.6118	65.7648	78.9177
Assistant Water Superintendent	17	52.6118	65.7648	78.9177
Budget and Purchasing Manager	18	55.2424	69.0530	82.8636
Code Compliance Manager	17	52.6118	65.7648	78.9177
Customer Service Supervisor	13	43.2839	54.1049	64.9259
Deputy Director of Public Works	24	74.0300	92.5375	111.0450
Economic and Business Development Manager	24	74.0300	92.5375	111.0450
Economic Development Manager	21	63.9499	79.9374	95.9249
Finance and Accounting Manager	18	55.2424	69.0530	82.8636
Fleet and Facilities Manager	17	52.6118	65.7648	78.9177
Human Resources Manager	22	67.1474	83.9343	100.7211
Information Systems Manager	21	63.9499	79.9374	95.9249
Maintenance Superintendent	19	58.0045	72.5057	87.0068
Planning Manager	20	60.9047	76.1309	91.3571
Public Works Administrator	21	63.9499	79.9374	95.9249
Transportation Engineer	22	67.1474	83.9343	100.7211
Water Reclamation Superintendent	22	67.1474	83.9343	100.7211
Water Resources Manager	22	67.1474	83.9343	100.7211
Water Superintendent	22	67.1474	83.9343	100.7211
<b>PROFESSIONAL EMPLOYEES</b>				
Accountant I	12	41.2228	51.5285	61.8342
Accountant II	13	43.2839	54.1049	64.9259
Assistant City Clerk	17	52.6118	65.7648	78.9177
Associate Civil Engineer	17	52.6118	65.7648	78.9177
Associate Engineer	16	50.1065	62.6332	75.1598
Community Relations Officer	18	55.2424	69.0530	82.8636

Deputy City Clerk	12	41.2228	51.5285	61.8342
Finance Analyst I	14	45.4481	56.8102	68.1722
Finance Analyst II	16	50.1065	62.6332	75.1598
Human Resources Analyst	14	45.4481	56.8102	68.1722
Information Systems Analyst	19	58.0045	72.5057	87.0068
Management Analyst	14	45.4481	56.8102	68.1722
Management Assistant	11	39.2598	49.0748	58.8897
Principal Civil Engineer	21	63.9499	79.9374	95.9249
Principal Management Analyst	18	55.2424	69.0530	82.8636
Principal Planner	17	52.6118	65.7648	78.9177
Senior Accountant	15	47.7205	59.6507	71.5808
Senior Associate Engineer	18	55.2424	69.0530	82.8636
Senior Civil Engineer	19	58.0045	72.5057	87.0068
Senior Management Analyst	17	52.6118	65.7648	78.9177
Senior Planner	15	47.7205	59.6507	71.5808

**GENERAL EMPLOYEES**

Accounting Specialist I	4	27.9011	34.8764	41.8517
Accounting Specialist II	6	30.7610	38.4513	46.1415
Administrative Specialist I	3	26.5725	33.2157	39.8588
Administrative Specialist II	6	30.7610	38.4513	46.1415
Assistant Engineer	13	43.2839	54.1049	64.9259
Assistant Planner	10	37.3903	46.7379	56.0855
Associate Planner	13	43.2839	54.1049	64.9259
Chemist	16	50.1065	62.6332	75.1598
Code Compliance Officer	9	35.6098	44.5123	53.4147
Code Compliance Technician	7	32.2991	40.3739	48.4487
Collection Systems Mechanic I	5	29.2962	36.6203	43.9443
Collection Systems Mechanic II	8	33.9141	42.3927	50.8712
Customer Service Specialist I	1	24.1020	30.1275	36.1530
Customer Service Specialist II	4	27.9011	34.8764	41.8517
Engineering Technician I	6	30.7610	38.4513	46.1415
Engineering Technician II	8	33.9141	42.3927	50.8712
Engineering Technician III	11	39.2598	49.0748	58.8897
Equipment Mechanic	8	33.9141	42.3927	50.8712
Executive Assistant	12	41.2228	51.5285	61.8342
Facilities Maintenance Assistant	5	29.2962	36.6203	43.9443
Finance Assistant	10	37.3903	46.7379	56.0855
Geographic Information Systems Specialist	15	47.7205	59.6507	71.5808
Human Resources Specialist	11	39.2598	49.0748	58.8897
Human Resources Technician	6	30.7610	38.4513	46.1415
Industrial Electrician and Instrumentation Specialist	13	43.2839	54.1049	64.9259
Information Systems Administrator	15	47.7205	59.6507	71.5808
Information Systems Technician	11	39.2598	49.0748	58.8897
Laboratory Specialist	13	43.2839	54.1049	64.9259
Landscape Inspector	11	39.2598	49.0748	58.8897
Lead Collection Systems Mechanic	11	39.2598	49.0748	58.8897
Lead Maintenance Worker	8	33.9141	42.3927	50.8712
Lead Water Operator	12	41.2228	51.5285	61.8342
Lead Water Reclamation Maintenance Worker	13	43.2839	54.1049	64.9259
Maintenance Supervisor	11	39.2598	49.0748	58.8897
Maintenance Worker I	1	24.1020	30.1275	36.1530
Maintenance Worker II	3	26.5725	33.2157	39.8588
Maintenance Worker III	5	29.2962	36.6203	43.9443
Planning Technician	7	32.2991	40.3739	48.4487

SCADA Analyst	17	52.6118	65.7648	78.9177
Senior Administrative Specialist	8	33.9141	42.3927	50.8712
Senior Code Compliance Officer	12	41.2228	51.5285	61.8342
Senior Customer Service Specialist	7	32.2991	40.3739	48.4487
Senior Equipment Mechanic	11	39.2598	49.0748	58.8897
Senior Facilities Maintenance Assistant	8	33.9141	42.3927	50.8712
Senior Traffic Signal Technician	13	43.2839	54.1049	64.9259
Source Control Inspector	11	39.2598	49.0748	58.8897
Traffic Signal Technician	10	37.3903	46.7379	56.0855
Water Operator I	6	30.7610	38.4513	46.1415
Water Operator II	8	33.9141	42.3927	50.8712
Water Operator III	10	37.3903	46.7379	56.0855
Water Reclamation Plant Maintenance Supervisor	14	45.4481	56.8102	68.1722
Water Reclamation Plant Mechanic I	6	30.7610	38.4513	46.1415
Water Reclamation Plant Mechanic II	8	33.9141	42.3927	50.8712
Water Reclamation Plant Operator I	7	32.2991	40.3739	48.4487
Water Reclamation Plant Operator II	9	35.6098	44.5123	53.4147
Water Reclamation Plant Operator III	11	39.2598	49.0748	58.8897
Water Reclamation Plant Operations Supervisor	14	45.4481	56.8102	68.1722
Water Supervisor	14	45.4481	56.8102	68.1722

**NON-CLASSIFIED / HOURLY RATED POSITIONS**

Crossing Guard		25.07		
High School Student Assistant		17.13		
Intern I		21.22		23.34
Intern II		23.23		26.56
Temporary Assignment		17.13		150.00
Retired Annuitant		17.13		150.00

**CITY OF CAMARILLO  
SALARY RANGE 1-30  
Effective 07/01/2025**

<b>Salary Range</b>	<b>Annual Minimum</b>	<b>Annual MidPoint</b>	<b>Annual Maximum</b>	<b>Monthly Minimum</b>	<b>Monthly MidPoint</b>	<b>Monthly Maximum</b>	<b>Hourly Minimum</b>	<b>Hourly Midpoint</b>	<b>Hourly Maximum</b>
1	50,132.16	62,665.20	75,198.24	4,177.68	5,222.10	6,266.52	24.1020	30.1275	36.1530
2	52,638.77	65,798.51	78,958.26	4,386.56	5,483.21	6,579.85	25.3071	31.6339	37.9607
3	55,270.80	69,088.66	82,906.30	4,605.90	5,757.39	6,908.86	26.5725	33.2157	39.8588
4	58,034.29	72,542.91	87,051.54	4,836.19	6,045.24	7,254.29	27.9011	34.8764	41.8517
5	60,936.10	76,170.22	91,404.14	5,078.01	6,347.52	7,617.01	29.2962	36.6203	43.9443
6	63,982.88	79,978.70	95,974.32	5,331.91	6,664.89	7,997.86	30.7610	38.4513	46.1415
7	67,182.13	83,977.71	100,773.30	5,598.51	6,998.14	8,397.77	32.2991	40.3739	48.4487
8	70,541.33	88,176.82	105,812.10	5,878.44	7,348.07	8,817.67	33.9141	42.3927	50.8712
9	74,068.38	92,585.58	111,102.58	6,172.37	7,715.47	9,258.55	35.6098	44.5123	53.4147
10	77,771.82	97,214.83	116,657.84	6,480.99	8,101.24	9,721.49	37.3903	46.7379	56.0855
11	81,660.38	102,075.58	122,490.58	6,805.03	8,506.30	10,207.55	39.2598	49.0748	58.8897
12	85,743.42	107,179.28	128,615.14	7,145.29	8,931.61	10,717.93	41.2228	51.5285	61.8342
13	90,030.51	112,538.19	135,045.87	7,502.54	9,378.18	11,253.82	43.2839	54.1049	64.9259
14	94,532.05	118,165.22	141,798.18	7,877.67	9,847.10	11,816.51	45.4481	56.8102	68.1722
15	99,258.64	124,073.46	148,888.06	8,271.55	10,339.45	12,407.34	47.7205	59.6507	71.5808
16	104,221.52	130,277.06	156,332.38	8,685.13	10,856.42	13,027.70	50.1065	62.6332	75.1598
17	109,432.54	136,790.78	164,148.82	9,119.38	11,399.23	13,679.07	52.6118	65.7648	78.9177
18	114,904.19	143,630.24	172,356.29	9,575.35	11,969.19	14,363.02	55.2424	69.0530	82.8636
19	120,649.36	150,811.86	180,974.14	10,054.11	12,567.65	15,081.18	58.0045	72.5057	87.0068
20	126,681.78	158,352.27	190,022.77	10,556.81	13,196.02	15,835.23	60.9047	76.1309	91.3571
21	133,015.79	166,269.79	199,523.79	11,084.65	13,855.82	16,626.98	63.9499	79.9374	95.9249
22	139,666.59	174,583.34	209,499.89	11,638.88	14,548.61	17,458.32	67.1474	83.9343	100.7211
23	146,649.98	183,312.48	219,974.98	12,220.83	15,276.04	18,331.25	70.5048	88.1310	105.7572
24	153,982.40	192,478.00	230,973.60	12,831.87	16,039.83	19,247.80	74.0300	92.5375	111.0450
25	161,681.52	202,101.95	242,522.38	13,473.46	16,841.83	20,210.20	77.7315	97.1644	116.5973
26	169,765.65	212,207.22	254,648.58	14,147.14	17,683.93	21,220.71	81.6181	102.0227	122.4272
27	178,253.92	222,817.50	267,380.88	14,854.49	18,568.13	22,281.74	85.6990	107.1238	128.5485
28	187,166.72	233,958.40	280,750.08	15,597.23	19,496.53	23,395.84	89.9840	112.4800	134.9760
29	196,525.06	245,656.32	294,787.58	16,377.09	20,471.36	24,565.63	94.4832	118.1040	141.7248
30	206,351.39	257,939.34	309,527.09	17,195.95	21,494.95	25,793.92	99.2074	124.0093	148.8111

**SUMMARY OF 2025-2026 BENEFIT PROGRAMS**

**I. MEDICAL INSURANCE**

The City and District contract with the California Public Employees' Retirement System (CalPERS) for participation under the Public Employees' Medical and Hospital Care Act (PEHMCA) for the purpose of providing medical insurance benefits for eligible employees, City Councilmembers and qualifying annuitants. The City contributes towards the cost of eligible employees', City Councilmembers', and annuitants' health premiums under the equal contribution method as defined in Government Code Section 22892 (b)(1). The maximum monthly medical benefit provided to eligible employees and annuitants is \$158.00 as of January 1, 2025, with an increase anticipated to be effective as of January 1, 2026, based on the CalPERS Equal Contribution Method rates. Newly hired eligible employees can enroll in a health plan effective the 1<sup>st</sup> of the month following their date of hire.

**II. DENTAL AND VISION INSURANCE**

Dental and vision plans are self-funded through Delta Dental and Vision Service Plan (VSP). Regular, full-time employees and their eligible dependents are enrolled in the dental and vision plans on the 1<sup>st</sup> of the month following their date of hire, with the City paying 100% of the premium. Regular, part-time employees may enroll in the dental and vision insurance plans with the City paying a percentage of the premium equal to their employment classification (1/2-time = 50%; 3/4-time = 75%). City Councilmembers may receive family dental and vision insurance benefits equal to regular, full-time employees. Eligibility and enrollment are subject to the terms and conditions of the City's group plan agreements with Delta Dental and VSP.

**III. IRS SECTION 125 PLAN (CAFETERIA PLAN)**

The City and District shall maintain, in accordance with Section 125 of the IRS Code, a Cafeteria Plan for the purpose of providing employees with access to various health and welfare benefits on a pre-tax basis. Benefits available through the Cafeteria Plan include, but are not limited to:

- Group Health Plan Medical Premiums
- Dental and Vision Insurance Premiums
- Flexible Spending Account for Dependent Care
- Flexible Spending Account for Medical Expenses
- Voluntary Optional Benefits offered under a City-sponsored supplemental insurance program (e.g. Cancer Insurance Premiums, Accident Insurance Premiums, Critical Illness Insurance Premiums, etc.)

The contribution to the Cafeteria Plan ("Flex Dollars") for regular full-time employees will be equal to ninety percent (90%) of the premium for the PERS Platinum PPO family health plan offered in the area, rounded to the nearest whole dollar, reduced by the City's medical benefit paid directly to CalPERS. Regular part-time employees will receive a pro-rated portion of Flex Dollars based on their employment classification (1/2-time = 50%; 3/4-time = 75%). Eligible employees who opt out of the health program or do not fully utilize the Medical Benefit and Flex Dollar contributions will receive

100% cash-back of the unutilized City or District contributions. Cashback in lieu of benefits is considered taxable income and is reported as such on employee W-2s. Flex Dollar contributions begin for eligible employees on the 1<sup>st</sup> of the month following their date of hire.

City Councilmembers are not eligible for cash-back of unutilized Cafeteria Plan contributions.

#### IV. RETIREMENT

The City contracts with CalPERS to provide retirement benefits for eligible employees.

**Classic Employees.** Employees hired on or before December 31, 2012; and employees hired on or after January 1, 2013, who qualify for pension system reciprocity have the following retirement contract provisions apply:

- 2% @ 55 Retirement Formula
- Final Compensation Period, Single Highest Year
- 1959 Survivor Benefit Level 4
- Pre-Retirement Option 2W Death Benefit, continues after remarriage of survivor
- Post-Retirement Survivor Allowance, continues after remarriage of survivor
- 2% Annual Cost-of-Living Allowance Increase
- \$500 Retired Death Benefit
- Unused Sick Leave Credit
- Purchase of Prior Service Credit
- Military Service Credit
- Public Service Credit for Peace Corps, AmeriCorps VISTA, or AmeriCorps Service

The City and District pay both the employer and employee contributions to CalPERS in accordance with the provisions of the contract between the City and CalPERS.

**New Members.** As defined by AB340 (the California Public Employees' Pension Reform Act of 2013 "PEPRA"), employees hired on or after January 1, 2013, who do not qualify for pension system reciprocity or who were CalPERS members while employed by another public agency and hired by the City after a break in service of more than six (6) months have the following retirement contract provisions apply:

- 2% @ 62 Retirement Formula
- Final Compensation Period, Average of highest paid consecutive 36 months
- 1959 Survivor Benefit Level 4
- Pre-Retirement Option 2W Death Benefit, continues after remarriage of survivor
- Post-Retirement Survivor Allowance, continues after remarriage of survivor
- 2% Annual Cost-of-Living Allowance Increase
- \$500 Retired Death Benefit
- Unused Sick Leave Credit
- Purchase of Prior Service Credit
- Military Service Credit
- Public Service Credit for Peace Corps, AmeriCorps VISTA, or AmeriCorps Service

The City and District pay only the employer contribution to CalPERS and employees

pay the employee contribution in accordance with the provisions of the contract with CalPERS.

## **V. LIFE INSURANCE**

Group life insurance is provided for all regular, full- and part-time employees. The amount of insurance coverage is the amount equal to the employee's annual salary, based on their employment classification as a full, ½-, or ¾-time employee, plus \$5,000, rounded to the next increment of \$5,000 (\$200,000 max.). City Councilmembers are provided with coverage in the amount of \$50,000. All eligible dependents are covered by life insurance in the amount of \$2,000. NOTE: Accidental death and dismemberment coverage matches the life insurance schedule above; however, the amount payable for certain losses will differ.

## **VI. SHORT/LONG TERM DISABILITY**

Short/long-term disability benefits are provided to all regular employees. Eligible employees are enrolled in the disability program effective the 1<sup>st</sup> of the month following their date of hire. In the event a regular employee becomes disabled through a non-work-related illness or sudden injury, short term disability coverage provides a weekly income benefit equal to 66 2/3% of covered earnings up to a maximum benefit of \$2,192 per week (\$9,500 per month). The waiting period for short term disability benefits to begin is after 7 days for an illness or 0 days for injury or date of hospitalization. After 180 days of being disabled, the employee is eligible for long term disability which provides the same level of benefits as short term disability. Long term disability's maximum benefit period is to age 65 for those 61 or younger at the time of disablement. The maximum benefit period varies for those 62 or older at the time of disablement. Plans are administered through the City's contracted insurance provider and are subject to policy limitations and coordination with other benefits such as Workers' Compensation and Paid Family Leave.

## **VII. WORKERS' COMPENSATION**

Workers' Compensation benefits are for work-related illnesses or injuries. All medical and hospital costs are covered. Temporary disability income is computed at approximately 66 2/3% of weekly wages up to the state law maximum. The Workers' Compensation program is administered by Athens Administrators. All work-related illnesses/injuries are required to be immediately reported to a supervisor and Human Resources. Benefits are provided in accordance with the California Labor Code.

## **VIII. EMPLOYEE ASSISTANCE PROGRAM**

An Employee Assistant Program (EAP) is provided for all regular employees and City Councilmembers. The EAP offers 24-hour confidential services that can assist employees and members of their household to resolve personal issues and meet life's challenges. The program offers up to six counseling sessions per issue per year. Utilization of the EAP is voluntary and confidential, in accordance with applicable privacy laws and program provider policies.

## IX. RETIREMENT HEALTH SAVINGS (RHS) PLAN

An RHS Plan is provided for all regular employees. The RHS Plan allows employees to accumulate assets on a pre-tax basis to pay for medical expenses on a tax-free basis upon separation from employment. Contributions and distributions are subject to IRS regulations governing Health Reimbursement Arrangements (HRAs) and the terms of the RHS Plan Document.

## X. OTHER BENEFITS

	<b>Amount</b>	<b>Classification</b>
<b>Auto Allowance</b>	\$500/month	City Manager
	\$250/month	Assistant City Manager Directors City Clerk
	\$200/month	Assistant Directors Deputy Directors Economic Development Manager Principal Civil Engineer Planning Manager Principal Planner
	\$175/month	Assistant to the City Manager Community Relations Officer Assistant City Clerk Deputy City Clerk Senior Civil Engineer Transportation Engineer Senior Planner
<b>Cell Phone Allowance</b>	\$90/month	Eligible Employees
<b>Defined Contribution (401a Plan)</b>	7% of salary	All Regular Employees/ Eligible City Councilmembers
<b>Deferred Compensation (457 Plan)</b>	3% of salary	City Manager, Assistant City Manager, Directors, and City Clerk; all other employees are eligible to participate
<b>457 Roth IRA</b>	Optional Participation – Employee Funded	All Regular Employees
<b>Deferred Compensation (457 PTS) Part-Time, Temporary, Seasonal Plan</b>	7% of salary	Non-Classified: Part-Time, Temporary and Seasonal workers that are not eligible for CalPERS membership and City Councilmembers not electing CalPERS membership
<b>Education Reimbursement</b>	75% of expenses up to \$1,800/FY	All Regular Employees
<b>Holidays</b>	88 hours plus 24* hours floating holiday/year	All Regular Employees
<b>Mileage Reimbursement</b>	Amount recognized by the IRS for business travel	All Regular Employees
<b>Management Leave</b>	88 hours/year	City Manager
	72 hours/year	Executive Management Employees

	56 hours/year	Senior Management Employees
	40 hours/year	Professional Employees
<b>Elected Benefits</b>		
<b>(Participation is optional and paid for by Employee)</b>		
Pet Insurance		
PrePaid Legal Insurance		
Supplemental Insurance		
<b>Proficiency and Other Pay:</b>		
<b>Arborist Certification Pay</b>	\$150/month	Eligible Employees
<b>Backflow Proficiency Pay</b>	\$100/month	Eligible Employees
<b>Bilingual Pay</b>	\$50/month	Eligible Employees
<b>Commercial Driver's License (CDL) Proficiency Pay</b>	\$50/month Class A CDL \$25/month Class B CDL In addition to reimbursement for costs associated with obtaining and maintaining the appropriate CDL and endorsements	Eligible Employees
<b>Pesticide Applicator Proficiency Pay</b>	\$100/month	Eligible Employees
<b>On-Call Pay</b>	\$3.00/hour	Eligible Employees
<b>Safety Shoe Reimbursement</b>	\$300/FY	Eligible Employees

*Please note: **CalPERS Reportable Compensation** – The City reports special compensation as pensionable income in accordance with Title 2 of the California Code of Regulations: section 571(b) for classic CalPERS members and section 571.1(a) for PEPRA members. However, CalPERS is the final authority in determining whether any form of compensation is considered pensionable.*