

CSD RESOLUTION NO. 2024-7

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE CAMARILLO SANITARY DISTRICT ADOPTING THE COMPENSATION AND CLASSIFICATION AND BENEFITS PROGRAM; AND, APPROVING A STATEMENT OF UNDERSTANDING PERTAINING TO TERMS AND CONDITIONS OF EMPLOYMENT FOR DISTRICT EMPLOYEES.

The Board of Directors of the Camarillo Sanitary District resolves as follows:

SECTION 1: The Board of Directors of the Camarillo Sanitary District finds and declares as follows:

A. The Board of the Camarillo Sanitary District (District) annually approves a compensation and classification plan and sets forth a program of benefits for District employees;

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

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

SECTION 3: The Compensation and Classification Schedule is attached as Exhibit B and will be effective July 1, 2024.

SECTION 4: The various benefit programs are set forth in Exhibit C.

SECTION 5: Management Leave shall increase effective July 1, 2024.

SECTION 6: Cell Phone Allowance shall be \$90 per month effective July 1, 2024.

SECTION 7: All District employees except the Water Reclamation Superintendent, the Assistant Superintendent, Water Reclamation, and administrative support assigned to the District shall receive Comprehensive Annual Leave (CAL) time.

SECTION 8: The compensation, classification and benefits programs and S.O.U. set forth herein supersedes any programs or S.O.U. previously established for District employees and any portion of any previous resolutions in conflict are hereby repealed.

PASSED AND ADOPTED June 26, 2024.



Chair

Attested to on.



Assistant Secretary

I, Kristy Buxkemper, Assistant Secretary of the Camarillo Sanitary District, certify CSD Resolution No. 2024-7 was adopted by the Board of Directors of the Camarillo Sanitary District at a regular meeting held June 26, 2024, by the following vote:

AYES: Directors: Kildee, Santangelo, Tennessen, Trembley
NOES: Directors: None
ABSENT: Directors: None



Assistant Secretary



**STATEMENT OF UNDERSTANDING
OF THE CAMARILLO SANITARY DISTRICT
PERTAINING TO TERMS AND CONDITIONS
OF EMPLOYMENT FOR DISTRICT EMPLOYEES**

The Camarillo Sanitary District (District) has met with the employees of the District relative to the Personnel Rules and the restatement of the District'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 2024/2025 commencing on July 1, 2024 and shall remain in effect until otherwise amended or repealed.
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 District 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 District, 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 District 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 District and employees of the District, shall not become effective until the conclusion of such process either by agreement having been reached or by unilateral adoption by the District as authorized by law.

5. **MANAGEMENT RIGHTS.** The District has the authority to manage and direct, on behalf of the public, all operations and activities of the District to the full extent authorized by law, including full authority to:
 - a. determine and modify the organization and 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 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 District is set forth in Exhibit "C."
8. **RULES AND REGULATIONS.** All District employees will be governed by the City of Camarillo's Personnel Rules.
9. **SAVINGS CLAUSE.** Should any provision of this understanding or any application thereof, be unlawful by virtue of and Federal, State or local laws and regulations, such provisions of this understanding shall be effective and implemented only to the extent permitted by such laws and regulations. But in all other respects, the provisions of this understanding shall continue in full force and effect for the life thereof.

06 / 27 / 2024

Date



Chairman

EXHIBIT B

CITY OF CAMARILLO
Classification and Compensation Schedule
Effective July 1, 2024

Classification Title	Range	Minimum	Hourly Midpoint	Maximum
City Manager		150.8648	150.8648	150.8648
EXECUTIVE MANAGEMENT EMPLOYEES				
Assistant City Manager	30	96.3165	120.3957	144.4748
Assistant to the City Manager	20	59.1301	73.9127	88.6952
City Clerk	22	65.1909	81.4887	97.7864
Director of Administrative Services / Chief Innovation Officer	27	83.2018	104.0023	124.8027
Director of Community Development	27	83.2018	104.0023	124.8027
Director of Human Resources	27	83.2018	104.0023	124.8027
Director of Finance	27	83.2018	104.0023	124.8027
Director of Public Works	28	87.3619	109.2024	131.0429
SENIOR MANAGEMENT EMPLOYEES				
Assistant Director of Administrative Services	24	71.8729	89.8412	107.8094
Assistant Director of Community Development	24	71.8729	89.8412	107.8094
Assistant Director of Finance	24	71.8729	89.8412	107.8094
Assistant Director of Public Works - City Engineer	25	75.4665	94.3332	113.1998
Assistant Maintenance Superintendent	14	44.1239	55.1549	66.1859
Assistant Water Reclamation Superintendent	17	51.0789	63.8487	76.6184
Assistant Water Superintendent	17	51.0789	63.8487	76.6184
Budget and Purchasing Manager	18	53.6328	67.0410	80.4492
Code Compliance Manager	17	51.0789	63.8487	76.6184
Customer Service Supervisor	13	42.0228	52.5285	63.0342
Deputy Director of Public Works	24	71.8729	89.8412	107.8094
Economic and Business Development Manager	24	71.8729	89.8412	107.8094
Economic Development Administrator	21	62.0866	77.6083	93.1299
Finance and Accounting Manager	18	53.6328	67.0410	80.4492
Fleet and Facilities Manager	17	51.0789	63.8487	76.6184
Human Resources Manager	22	65.1909	81.4887	97.7864
Information Systems Manager	21	62.0866	77.6083	93.1299
Maintenance Superintendent	19	56.3144	70.3930	84.4716
Planning Manager	20	59.1301	73.9127	88.6952
Public Works Administrator	21	62.0866	77.6083	93.1299
Transportation Engineer	22	65.1909	81.4887	97.7864
Water Reclamation Superintendent	22	65.1909	81.4887	97.7864
Water Superintendent	22	65.1909	81.4887	97.7864
PROFESSIONAL EMPLOYEES				
Accountant I	12	40.0217	50.0272	60.0326
Accountant II	13	42.0228	52.5285	63.0342
Assistant City Clerk	17	51.0789	63.8487	76.6184
Associate Civil Engineer	17	51.0789	63.8487	76.6184
Associate Engineer	16	48.6466	60.8083	72.9699
Community Relations Officer	18	53.6328	67.0410	80.4492
Deputy City Clerk	12	40.0217	50.0272	60.0326
Finance Analyst I	14	44.1239	55.1549	66.1859
Finance Analyst II	16	48.6466	60.8083	72.9699
Human Resources Analyst	14	44.1239	55.1549	66.1859
Information Systems Analyst	19	56.3144	70.3930	84.4716

Classification Title	Range	Minimum	Midpoint	Maximum
Management Analyst	14	44.1239	55.1549	66.1859
Management Assistant	11	38.1159	47.6449	57.1739
Principal Civil Engineer	21	62.0866	77.6083	93.1299
Principal Management Analyst	18	53.6328	67.0410	80.4492
Principal Planner	17	51.0789	63.8487	76.6184
Senior Accountant	15	46.3301	57.9127	69.4952
Senior Associate Engineer	18	53.6328	67.0410	80.4492
Senior Civil Engineer	19	56.3144	70.3930	84.4716
Senior Management Analyst	17	51.0789	63.8487	76.6184
Senior Planner	15	46.3301	57.9127	69.4952
Water Resources Manager	22	65.1909	81.4887	97.7864

GENERAL EMPLOYEES

Accounting Specialist I	4	27.0884	33.8605	40.6326
Accounting Specialist II	6	29.8649	37.3312	44.7974
Administrative Specialist I	3	25.7985	32.2482	38.6978
Administrative Specialist II	6	29.8649	37.3312	44.7974
Assistant Engineer	13	42.0228	52.5285	63.0342
Assistant Planner	10	36.3009	45.3762	54.4514
Associate Planner	13	42.0228	52.5285	63.0342
Chemist	16	48.6466	60.8083	72.9699
Code Compliance Officer	9	34.5723	43.2154	51.8585
Code Compliance Technician	7	31.3581	39.1977	47.0372
Collection Systems Mechanic I	5	28.4428	35.5535	42.6642
Collection Systems Mechanic II	8	32.9260	41.1575	49.3890
Customer Service Specialist I	1	23.4000	29.2500	35.1000
Customer Service Specialist II	4	27.0884	33.8605	40.6326
Engineering Technician I	6	29.8649	37.3312	44.7974
Engineering Technician II	8	32.9260	41.1575	49.3890
Engineering Technician III	11	38.1159	47.6449	57.1739
Equipment Mechanic	8	32.9260	41.1575	49.3890
Executive Assistant	12	40.0217	50.0272	60.0326
Facilities Maintenance Assistant	5	28.4428	35.5535	42.6642
Finance Assistant	10	36.3009	45.3762	54.4514
Geographic Information Systems Specialist	15	46.3301	57.9127	69.4952
Human Resources Specialist	11	38.1159	47.6449	57.1739
Human Resources Technician	6	29.8649	37.3312	44.7974
Industrial Electrician and Instrumentation Specialist	13	42.0228	52.5285	63.0342
Information Systems Administrator	15	46.3301	57.9127	69.4952
Information Systems Technician	11	38.1159	47.6449	57.1739
Laboratory Specialist	13	42.0228	52.5285	63.0342
Landscape Inspector	11	38.1159	47.6449	57.1739
Lead Collection Systems Mechanic	11	38.1159	47.6449	57.1739
Lead Maintenance Worker	8	32.9260	41.1575	49.3890
Lead Water Operator	12	40.0217	50.0272	60.0326
Lead Water Reclamation Maintenance Worker	13	42.0228	52.5285	63.0342
Maintenance Supervisor	11	38.1159	47.6449	57.1739
Maintenance Worker I	1	23.4000	29.2500	35.1000
Maintenance Worker II	3	25.7985	32.2482	38.6978
Maintenance Worker III	5	28.4428	35.5535	42.6642
Planning Technician	7	31.3581	39.1977	47.0372
SCADA Analyst	17	51.0789	63.8487	76.6184
Senior Administrative Specialist	8	32.9260	41.1575	49.3890
Senior Code Compliance Officer	12	40.0217	50.0272	60.0326

Classification Title	Range	Minimum	Midpoint	Maximum
Senior Customer Service Specialist	7	31.3581	39.1977	47.0372
Senior Equipment Mechanic	11	38.1159	47.6449	57.1739
Senior Facilities Maintenance Assistant	8	32.9260	41.1575	49.3890
Senior Traffic Signal Technician	13	42.0228	52.5285	63.0342
Source Control Inspector	11	38.1159	47.6449	57.1739
Traffic Signal Technician	10	36.3009	45.3762	54.4514
Water Operator I	6	29.8649	37.3312	44.7974
Water Operator II	8	32.9260	41.1575	49.3890
Water Operator III	10	36.3009	45.3762	54.4514
Water Reclamation Plant Maintenance Supervisor	14	44.1239	55.1549	66.1859
Water Reclamation Plant Mechanic I	6	29.8649	37.3312	44.7974
Water Reclamation Plant Mechanic II	8	32.9260	41.1575	49.3890
Water Reclamation Plant Operator I	7	31.3581	39.1977	47.0372
Water Reclamation Plant Operator II	9	34.5723	43.2154	51.8585
Water Reclamation Plant Operator III	11	38.1159	47.6449	57.1739
Water Reclamation Plant Operations Supervisor	14	44.1239	55.1549	66.1859
Water Supervisor	14	44.1239	55.1549	66.1859

NON-CLASSIFIED / HOURLY RATED POSITIONS

Crossing Guard	24.34	
TV Camera Operator	24.34	
High School Student Assistant	16.64	
Intern I	20.60	22.66
Intern II	22.55	25.79
Temporary Assignment	16.64	150.00
Retired Annuitant	16.64	150.00

City of Camarillo
Salary Ranges 1-30
Effective July 1, 2024

Salary Range	Annual Minimum	Annual MidPoint	Annual Maximum	Monthly Minimum	Monthly MidPoint	Monthly Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum
1	48,672.00	60,840.00	73,008.00	4,056.00	5,070.00	6,084.00	23.4000	29.2500	35.1000
2	51,105.60	63,882.00	76,658.40	4,258.80	5,323.50	6,388.20	24.5700	30.7125	36.8550
3	53,660.88	67,076.26	80,491.42	4,471.74	5,589.69	6,707.62	25.7985	32.2482	38.6978
4	56,343.87	70,429.84	84,515.81	4,695.32	5,869.15	7,042.98	27.0884	33.8605	40.6326
5	59,161.02	73,951.28	88,741.54	4,930.09	6,162.61	7,395.13	28.4428	35.5535	42.6642
6	62,118.99	77,648.90	93,178.59	5,176.58	6,470.74	7,764.88	29.8649	37.3312	44.7974
7	65,224.85	81,531.22	97,837.38	5,435.40	6,794.27	8,153.11	31.3581	39.1977	47.0372
8	68,486.08	85,607.60	102,729.12	5,707.17	7,133.97	8,560.76	32.9260	41.1575	49.3890
9	71,910.38	89,888.03	107,865.68	5,992.53	7,490.67	8,988.81	34.5723	43.2154	51.8585
10	75,505.87	94,382.50	113,258.91	6,292.16	7,865.21	9,438.24	36.3009	45.3762	54.4514
11	79,281.07	99,101.39	118,921.71	6,606.76	8,258.45	9,910.14	38.1159	47.6449	57.1739
12	83,245.14	104,056.58	124,867.81	6,937.09	8,671.38	10,405.65	40.0217	50.0272	60.0326
13	87,407.42	109,259.28	131,111.14	7,283.95	9,104.94	10,925.93	42.0228	52.5285	63.0342
14	91,777.71	114,722.19	137,666.67	7,648.14	9,560.18	11,472.22	44.1239	55.1549	66.1859
15	96,366.61	120,458.42	144,550.02	8,030.55	10,038.20	12,045.83	46.3301	57.9127	69.4952
16	101,184.93	126,481.26	151,777.39	8,432.08	10,540.11	12,648.12	48.6466	60.8083	72.9699
17	106,244.11	132,805.30	159,366.27	8,853.68	11,067.11	13,280.52	51.0789	63.8487	76.6184
18	111,556.22	139,445.28	167,334.34	9,296.35	11,620.44	13,944.53	53.6328	67.0410	80.4492
19	117,133.95	146,417.44	175,700.93	9,761.16	12,201.45	14,641.74	56.3144	70.3930	84.4716
20	122,990.61	153,738.42	184,486.02	10,249.22	12,811.53	15,373.83	59.1301	73.9127	88.6952
21	129,140.13	161,425.26	193,710.19	10,761.68	13,452.11	16,142.52	62.0866	77.6083	93.1299
22	135,597.07	169,496.50	203,395.71	11,299.76	14,124.71	16,949.64	65.1909	81.4887	97.7864
23	142,376.83	177,971.04	213,565.25	11,864.74	14,830.92	17,797.10	68.4504	85.5630	102.6756
24	149,495.63	186,869.70	224,243.55	12,457.97	15,572.47	18,686.96	71.8729	89.8412	107.8094
25	156,970.32	196,213.06	235,455.58	13,080.86	16,351.09	19,621.30	75.4665	94.3332	113.1998
26	164,818.78	206,023.58	247,228.18	13,734.90	17,168.63	20,602.35	79.2398	99.0498	118.8597
27	173,059.74	216,324.78	259,589.62	14,421.65	18,027.07	21,632.47	83.2018	104.0023	124.8027
28	181,712.75	227,140.99	272,569.23	15,142.73	18,928.42	22,714.10	87.3619	109.2024	131.0429
29	190,798.40	238,498.00	286,197.60	15,899.87	19,874.83	23,849.80	91.7300	114.6625	137.5950
30	200,338.32	250,423.06	300,507.58	16,694.86	20,868.59	25,042.30	96.3165	120.3957	144.4748

SUMMARY OF 2024/2025 BENEFIT PROGRAMS**I. MEDICAL INSURANCE**

The District contracts 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 and qualifying annuitants. The District contributes towards the cost of eligible employees' 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 \$157.00 as of January 1, 2024, with an increase anticipated to be effective as of January 1, 2025. Newly hired eligible employees are able to enroll in a health plan effective the 1st of the month following their date of hire.

II. DENTAL AND VISION INSURANCE

The District's 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 1st of the month following their date of hire, with the District paying 100% of the premium. Regular, part-time employees may enroll in the dental and vision insurance plans with the District paying a percentage of the premium equal to their employment classification ($\frac{1}{2}$ -time = 50%; $\frac{3}{4}$ -time = 75%).

III. IRS SECTION 125 PLAN (CAFETERIA PLAN)

The 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 District-sponsored supplemental insurance program (e.g. Cancer Insurance Premiums, Accident Insurance Premiums, Critical Illness Insurance Premiums, etc.)

The District's 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 District'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 ($\frac{1}{2}$ -time = 50%; $\frac{3}{4}$ -time = 75%). Eligible employees who opt out of the District's health program or do not fully utilize the District's Medical Benefit and Flex Dollar contributions will receive 100% cash-back of the unutilized District contributions.

Flex Dollar contributions begin for eligible employees on the 1st of the month following their date of hire.

IV. RETIREMENT

The District contracts with CalPERS to provide retirement benefits to 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 District pays both the employer and employee contributions to CalPERS in accordance with the provisions of the contract between the District 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 District 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 District pays only the employer contribution to CalPERS and employees pay the employee contribution in accordance with the provisions of the contract between the District and CalPERS.

V. LIFE INSURANCE

The District provides group life insurance 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.). 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

The District provides short/long term disability benefits to all regular employees. Eligible employees are enrolled in the disability program effective the 1st 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.

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 District's 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.

VIII. EMPLOYEE ASSISTANCE PROGRAM

The District provides an Employee Assistant Program (EAP) for all regular employees. 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 face-to-face counseling sessions per issue per year.

IX. RETIREMENT HEALTH SAVINGS (RHS) PLAN

The District provides an RHS Plan for eligible 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 the District.

X. OTHER BENEFITS

**Amounts are pro-rated for regular, part-time employees*

Arborist Certification Pay	\$150/month* for eligible employees
Backflow Proficiency Pay	\$100/month* for eligible employees
Bilingual Pay	\$50/month* for eligible employees
Class A CDL Proficiency Pay	\$50/month* for eligible employees, plus costs associated with obtaining and retaining Class A CDL and endorsements
Class B CDL Proficiency Pay	\$25/month* for eligible employees, plus costs associated with obtaining and retaining Class B CDL and endorsements
Pesticide Applicator Proficiency Pay	\$100/month* for eligible employees
On-Call Pay	\$3.00/hour
Safety Shoe Reimbursement	\$300/FY for eligible employees
Defined Contribution (401a Plan)	7% of salary for all eligible employees and eligible City Councilmembers
Deferred Compensation (457 Plan)	3% of salary for City Manager, Assistant City Manager, Directors, and City Clerk; all other employees are eligible to participate
Deferred Compensation (457 PTS) Part-Time, Temporary, Seasonal Plan	7% of salary for those Part-Time, Temporary and Seasonal workers that are not eligible for CalPERS membership and City Councilmembers not electing CalPERS membership
Education Reimbursement	75% of expenses up to \$1,800/FY
Cell Phone Allowance	\$90/month for eligible employees
Mileage Reimbursement	Amount recognized by the IRS for business travel
Holidays	88 hours plus 24* hours floating holiday/year
Management Leave	
City Manager	88 hours/year
Executive Management Employees	72 hours/year
Senior Management Employees	56 hours/year
Professional Employees	40 hours/year
Auto Allowance	
City Manager	\$500/month
Assistant City Manager Directors City Clerk	\$250/month

Assistant Directors	\$200/month
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Deputy Directors	
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Economic Development Manager	
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Principal Civil Engineer	
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Planning Manager	
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Principal Planner	
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Assistant to the City Manager	\$175/month
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Community Relations Officer	
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Assistant City Clerk	
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Deputy City Clerk	
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Senior Civil Engineer	
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Transportation Engineer	
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Senior Planner	
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