

**CITY OF COACHELLA
MANAGEMENT
EMPLOYEE COMPENSATION PLAN**

PURPOSE: To maintain a distinct and separate procedure for establishing the compensation of City of Coachella Management employees. The employees in this plan, as designated below, shall be compensated as set forth in this plan. The City Manager shall meet on an annual basis with management employees to discuss this plan. Employees in these groups may not be represented by any employee association which also represents employees who are not in these groups.

ACKNOWLEDGEMENTS:

The City of Coachella recognizes the special responsibilities and demands placed upon its Management employees. The City also notes the necessity to compensate these employees appropriately in order to maintain a high caliber of top leadership and administrative support. At the same time, the City expects certain levels of performance in return for the compensation considerations.

MANAGEMENT EMPLOYEES: Employees in this plan are exempt from the competitive service. Their appointments are at-will and incumbents serve at the pleasure of the City Manager. Employees in Group I direct one or more departments and employees in Group II serve in a deputy director level capacity to a department director or report directly to the City Manager.

Group I-

- Assistant City Manager
- City Engineer
- Director of Development Services
- Director of Public Works
- Director of Finance
- Director of Human Resources
- Economic Development Director
- Utilities General Manager

Group II-

- Controller
- Human Resources Manager
- Deputy Director of a department
- Assistant Director of a department

Any other position that may be created within the Management Compensation Plan.

SALARIES: The salary bands for Management positions shall be established and adjusted by the City Council upon the recommendation of the City Manager.

The City Manager shall annually review the pay bands for Management employees and recommend cost-of-living or other changes when deemed necessary to the City Council. Such salary bands shall consist of a maximum and minimum salary.

Any adjustment in salary other than cost-of-living increases for the eligible positions shall be approved by City Manager and shall be subject to the determination by City Manager that the eligible employee's overall level of documented performance is rated at the level of meritorious or higher.

Performance evaluation of management employees in Group I will be conducted by the City Manager and employees in Group II will be evaluated by supervising Director or the City Manager if applicable. Performance Evaluations will be conducted in writing annually or on the anniversary date of their appointment or other suitable date not exceeding one year as determined by the City Manager.

The City Manager may adjust the salary within the established band to reflect job performance. An employee who has reached the top of the salary band may be eligible to receive an annual one time lump sum payment for outstanding performance. As determined by the City Manager, the performance payment may be up to 5% of base salary.

The salary band for positions subject to this Plan will be reviewed annually, based on changes in the labor market, internal equity and funds available for salaries.

The salary schedules attached as Appendix "A" reflect cost of living adjustments effective July 1, 2012 of 5% and July 1, 2013 of 6 ½%.

Public Employees' Retirement System: Effective October 20, 2012, the City will provide a two-tier CalPERS retirement plan. Employees hired prior to October 20, 2012 will be covered on the 3% @ 60 CalPERS Plan and will be on the "one year final compensation" benefit plan.

Employees (Employees as defined by CalPERS as Classic Employees) hired on or after October 20, 2012 will be covered under the 2% @ 60 CalPERS plan, three-year final compensation.

Effective January 1, 2013, new employees as defined by CalPERS will be in the 2% @ 62 CalPERS plan. Beginning July 1, 2012, employees will pay 5 of the 8% member contribution towards P.E.R.S. retirement. On July 1, 2013, employees will pay the remaining member contribution toward P.E.R.S. retirement.

The City agrees to pay up to \$2.00 per month per employee for their participation in the 1959 PERS Survivor's Benefit Program (Government Code Sections 31280-31288).

BENEFITS:

Health, Optical and Dental Insurance

The City shall provide major medical, dental and optical plans for employees in this plan and their dependents with the following premium limits:

For employees choosing coverage, the City will pay no more than the cost of the premium for the PPO, PERS Choice health plan and the full premium for the dental and optical plans.

For employees choosing to waive the coverage, the City will allow a cash-in of up to the amount of the two-party premium for the PPO PERS Choice health plan and full cash-in for the dental and optical plans. An employee must submit a written request for payment and evidence of duplicate coverage.

Sick Leave

Sick leave shall be earned at the rate of 8 hours per month. The maximum accrual of sick leave shall be 192 days. In case of an employee's illness, use of Sick Leave shall be used only by an employee or for an illness in the employee's immediate family. Misuse of sick leave shall be grounds for disciplinary action.

Notification of Sickness

- a) To receive compensation while absent on sick leave an employee must notify his/her immediate supervisor in the manner provided for in departmental rules and regulations.
- b) When a sick leave absence is for more than three consecutive working days, an employee's illness must be verified in a written statement from an attending physician or a personal affidavit stating the cause of the absence. Employees shall furnish any other proof of sickness reasonably required by the department head or the City Manager.

Family Sick Leave

- a) In the case of an illness of a member of the employee's immediate family the employee upon submission of proper notice, may take up to five (5) consecutive work days of sick leave.
- b) Immediate family for the purpose of this section shall be defined as spouse, mother, mother-in-law, father, father-in-law, sister, sister-in-law, brother, brother-in-law, child, step child, guardian, stepfather, stepmother, grandparents or grandchildren.
- c) Family sick leave shall be deducted from the employee's accumulated sick leave.

Return from Sick Leave

Upon return from sick leave an employee may be required by the City Manager or department head to report for an examination by a City selected medical examiner to determine his/her fitness for duty.

Cash Out: Sick Leave

Termination of Employment

- a) Retirement: 50% of accrued sick leave.
- b) Layoff: 50% of accrued sick leave.
- c) Discharged: None
- d) Death: 50% of sick leave accrued after July 1, 1998.

Cash Out: Annual

- a) Employees have the option of accruing all of their yearly sick leave or being paid for it in accordance with the following provisions.
- b) Provisions for the payment of unused sick leave shall be based on a fiscal year basis (July 1 to June 30).
- c) Employees may cash in, convert to vacation, or accrue one-half of their annual unused sick leave hours at the end of each fiscal year.
- d) The payoff of sick leave shall be based on an employee's hourly rate as of June 30 except for retirement or layoff.
- e) Upon retirement, employees shall be paid in accordance with the same schedule provided for at termination of employment and shall be computed at the employee's hourly rate of pay upon at separation.

Bereavement Leave

1. In case of a death in the employee's immediate family the employee, upon submission of proper notice, may take up to three (3) consecutive work days of bereavement leave.
2. Immediate family for the purpose of this section shall be defined as spouse, mother, mother-in-law, father, father-in-law, sister, sister-in-law, brother, brother-in-law, child, stepchild, guardian, stepfather, stepmother, registered domestic partner, grandparents and grandchildren.

Life Insurance

All employees covered by this agreement shall be covered by a life insurance policy in the following coverage amounts: Group I-\$250,000 and Group II \$150,000.

Long Term and Short Term Disability Insurance

Employees shall be covered by long-term and short-term disability insurance plans. The City shall pay the premium for both policies.

Deferred Compensation Plan

The City shall maintain a deferred compensation plan. City shall contribute up to 50% of the employee's contribution to a deferred compensation plan not to exceed the annual amount legally permitted pursuant to the Internal Revenue Service.

Bi-Annual Physical Examinations

Employees shall undergo a physical examination every two years. The employee shall have the option of being examined by his/her own physician or a City-selected physician. The City shall pay for the examination; however, if an employee elects to be examined by his/her own physician, the City shall pay the employee's physician no more than the cost of the City's physical examination.

Administrative Leave

Employees may be granted twelve (12) days administrative leave per year on July 1. Administrative leave may be prorated for employees hired after July 1. Use of administrative leave is subject to City Manager approval. Employees shall be allowed to cash in 40 hours of administrative leave per year.

Holiday Leave

Holidays:

1. The following days shall be considered holidays with pay:

1. Veteran's Day
2. Thanksgiving Day
3. Day after Thanksgiving
4. Christmas Eve, ½ day
5. Christmas Day
6. New Year's Eve, ½ day
7. New Year's Day
8. Martin Luther King's Birthday
9. Washington's Birthday
10. Cesar Chavez Birthday
11. Memorial Day
12. Independence Day
13. Labor Day

2. If a holiday falls on a Saturday it will be observed on the preceding Thursday. If a holiday falls on a Sunday it will be observed on the following Monday.

3. Floating Holidays: In lieu of two former holidays (Lincoln's Birthday and Admission Day), two floating holidays will accrue to employees on July 1 each year. Floating holidays earned in a fiscal year and unused as of June 30, shall either be cashed out or converted to vacation and carried over to the next fiscal year at the employee's option.

Vacation

Vacation shall be earned as follows:

1. During first 12 months service -12 days per year.
2. 2nd year through 5th year of service -18 days per year.
3. 6th year through 10th year of service -21 days per year.
4. 11th through 15th year of service - 25 days per year.
5. 16th through 20th year of service - 30 days per year.

6. Over 20 years of service - 40 days per year

Vacation schedules must be submitted to the City Manager or Department head for approval. Vacation may only be taken in increments of full days or shifts unless specific approval is given for smaller increments of not less than four (4) hours.

Vacation hours may be accrued up to the amount earned over 24 months, provided that the employee has used a minimum of 10 days of vacation annually (July 1 - June 30).

Cash Out: Vacation

Subject to filing an official request, an employee may cash in up to eighty (80) hours of vacation annually.

City Vehicles

Employees may be provided City vehicles subject to the determination of the City Manager that the vehicles are necessary for use in the performance of their job duties.

Car Allowance

Employees in Group I will receive a car allowance in the amount of \$100 per week.

Tuition Reimbursement

The City will reimburse employees 50% of tuition for continuing education in non-job related courses and 100% of tuition for classes in job related courses. Payment is predicated on an employee receiving a 2.0 grade or better. The cost to the City for the education reimbursement shall not exceed \$5,000 per employee per fiscal year. Requests for educational reimbursement must be submitted and approved by the City Manager prior to enrolling in a course. Requests for reimbursement of professional training or professional licenses must be approved by the City Manager.

Changes in Compensation and Benefits

Any increases in benefits and economic benefits afforded to other employees not in this group shall also be provided to employees in the Management group.

Severance Benefits

The City Manager shall authorize the payment of up to 120 calendar days for Group I and up to 90 calendar days for Group II of base salary in effect at the time and benefit payments upon separation from City service if not for cause. If such severance compensation is approved, it shall be paid in addition to payment of any accrued sick leave as provided in this plan, vacation leave, or management leave otherwise payable to the employee.

Jury Duty

An employee who is summoned for attendance to any court for jury duty during his/her normal working hours shall be deemed to be on duty and there shall be no loss of salary. Any jury fees received by an employee shall be paid to the City Clerk. Any employee who is called as a witness arising out of and in the course of his/her City employment

shall be deemed to be on duty and there shall be no loss of salary. Any witness fees received by an employee shall be paid to the City Clerk together with any mileage received by the employee if he/she uses City transportation.

Nothing herein shall be deemed to affect the right of the City Manager to discuss with an employee the possibility and practicability of seeking an exemption or excuse from jury duty or as a witness as may legally be available, when absence by the employee would create undue hardship for the employee or his/her department, or would materially affect required service to the public. An employee absent as a witness in a private matter shall not be entitled to be paid during such absence.

Approved: October 23, 2013

**City of Coachella - Salary Schedule
Management Group
Effective July 1, 2012**

GROUP I			
Position Title	Step	Bottom Step	Top Step
Assistant City Manager	h	67.96	88.34
	m	11,779	15,313
	a	141,348	183,750
City Engineer	h	62.13	80.77
	m	10,769	14,000
	a	129,230	168,000
Development Services Director	h	62.13	80.77
	m	10,769	14,000
	a	129,230	168,000
Economic Development Dir. / Asst. Redevelopment Dir.	h	62.13	80.77
	m	10,769	14,000
	a	129,230	168,000
Finance Director	h	62.13	80.77
	m	10,769	14,000
	a	129,230	168,000
Public Works Director	h	62.13	80.77
	m	10,769	14,000
	a	129,230	168,000
Utilities General Manager	h	62.13	80.77
	m	10,769	14,000
	a	129,230	168,000

GROUP II			
Position Title	Step	Bottom Step	Top Step
Controller	h	46.44	58.05
	m	8,050	10,063
	a	96,600	120,750

**City of Coachella - Salary Schedule
Management Group
Effective July 1, 2013**

GROUP I			
Position Title	Step	Bottom Step	Top Step
Assistant City Manager	h	72.37	94.08
	m	12,545	16,308
	a	150,535	195,694
City Engineer	h	66.16	86.02
	m	11,469	14,910
	a	137,623	178,920
Development Services Director	h	66.16	86.02
	m	11,469	14,910
	a	137,623	178,920
Economic Development Dir. / Asst. Redevelopment Dir.	h	66.16	86.02
	m	11,469	14,910
	a	137,623	178,920
Finance Director	h	66.16	86.02
	m	11,469	14,910
	a	137,623	178,920
Public Works Director	h	66.16	86.02
	m	11,469	14,910
	a	137,623	178,920
Utilities General Manager	h	66.16	86.02
	m	11,469	14,910
	a	137,623	178,920

GROUP II			
Position Title	Step	Bottom Step	Top Step
Controller	h	49.46	61.83
	m	8,573	10,717
	a	102,879	128,599
Human Resources Manager	h	42.39	51.51
	m	7,348	8,928
	a	88,171	107,141