

RESOLUTION NO. 11598

**A RESOLUTION OF THE CITY COUNCIL OF THE  
CITY OF MONTEREY PARK, CALIFORNIA,  
FIXING THE SALARY RATES AND BENEFITS  
FOR EXECUTIVE MANAGEMENT EMPLOYEES**

**BE IT RESOLVED** by the City Council of the City of Monterey Park as follows:

**WHEREAS**, The City's Executive Management are not represented by an employee association and are classified as the unrepresented employees set forth below:

City Librarian  
Director of Community and Economic Development  
Director of Human Resources & Risk Management  
Director of Management Services  
Director of Public Works/Assistant City Manager  
Director of Recreation & Parks  
Fire Chief  
Police Chief  
Controller

**SECTION 1: Salary:** Effective August 7, 2013, Executive Management salaries will be in the range set forth in attached Exhibit "A," which is incorporated by reference.

**SECTION 2: Fair Labor Standards Act:** Except as otherwise provided by federal law, all Executive Management employees are designated as exempt from the provisions of the FLSA and are ineligible for overtime compensation.

**SECTION 3: Health Insurance:** All executive management employees shall receive City paid monthly medical premiums in the same manner as provided other management employees of the City, as they may from time to time exist. Further, the City shall provide \$250 cash per month in lieu of medical contribution, if the employee can provide proof of medical coverage that they are enrolled in a non-city provided medical insurance plan. Enrollment into, and withdrawal from, City-paid medical is subject to the medical providers policies. The City shall maintain the same practice for retiree medical as provided to other managers in the City.

All executive management employees shall receive \$50.00 per month City paid contribution toward dental insurance.

All executive management employees shall receive City paid vision coverage as provided other management employees of the City.

All executive management employees shall be provided a \$100,000 term life insurance policy.

**SECTION 4: Public Employees' Retirement System:** The City is a contract member with the California Public Employees' Retirement System (PERS). Under this contract, all Executive Management with the exception of the Police Chief and Fire Chief are classified as miscellaneous members (as are all other non-sworn employees). The Police Chief is classified as local police and receives the same benefits as the sworn regular police, and the Fire Chief is classified as local fire and receives the same benefits as the sworn regular fire. The City contract for Executive Management employees who are PERS members includes the following options:

- 2% @ 62-Full formula as of 1/1/13 New members to PERS or an individual with a 6-month break in service
- 2.7% @ 55-Full formula for Classic PERS members and with prior PERS service credit with no service break greater than 6 months
- 3% @ 55-Full formula (Government Code § 21363.1) for local police members only (Police Chief)
- 3% @ 55-Full formula (Government Code § 21363.1) for local fire members (Fire Chief)
- 1959 Survivor Benefit at funding Level 4 (Government Code § 21574)
- One Year Final Compensation (Government Code § 20042).
- Military Service Credit as Public Service (Section 21024).
- Credit for Unused Sick Leave (Sec. 20965)

**SECTION 5: Contribution to PERS:** The Executive Management employees will pay 100% of the employee's portion of PERS retirement contribution.

**SECTION 6: Car Allowance:** The Police Chief and the Fire Chief shall continue to receive a City vehicle for business use.

**SECTION 7: Education Incentive:** Public Safety executive management shall receive educational incentive pay in the amount commensurate with the respective safety employee associations under their department.

**SECTION 8: Long Term Disability:** All executive management employees shall continue to receive City paid Long Term Disability Insurance.

**SECTION 9: Vacation Leave:** Vacation accrual shall be as provided other Management employees.

**SECTION 10: Sick Leave:** Sick leave with pay shall be granted to every full time employee who has been continuously employed for a period of time in excess of 30 days. Such leave shall be granted by the appointing authority at any time after 30 days of employment, at the rate of eight-hours for each full calendar month of continuous employment with the City.

- A. Sick leave shall be accumulated at the rate of 88 hours per year.
- B. Catastrophic Leave Bank. Executive management employees will be enrolled in the Catastrophic Leave Bank as described in Administrative Policy 30-10. The City will annually contribute eight-hours sick leave on behalf of each eligible employee.

**SECTION 11: Bereavement Leave:** Bereavement leave shall be as provided other management employees.

**SECTION 12: Family and Emergency Sick Leave:** Family and Emergency sick leave shall be as provided other management employees of the City.

**SECTION 13: Military Leave:** Military Leave of Absence shall be granted in accordance with provisions of the City of Monterey Park's Personnel System Rules and Regulations, Administrative Policy 30-14 and as defined in Section 395 et. Seq of the Military and Veteran's Code of the State of California.

**SECTION 14: Jury Duty:** Shall be governed by Personnel Rule, Attendance and Leaves, Section 3a, Jury Leave.

**SECTION 15: Leave of Absence:** Shall be governed by Personnel Rule, Attendance and Leaves, Section 4, Leave of Absence.

**SECTION 16: Holiday Leave:** Holidays shall be as provided to other management employees.


**SECTION 17: Leave Cashout:** Annually executive management employees may cash out vacation, holiday and sick leave in the same amounts as other management employees. Upon separation, retirement or death of an employee, the City shall cash-out the unused balance of accrued sick leave to the employee or designated beneficiary.

**SECTION 18: Administrative Leave:** 60 hours every Fiscal Year. No accumulation or rollover of hours to subsequent years or cash out value.

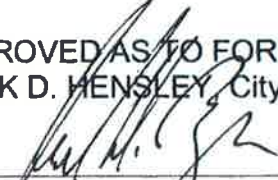
**SECTION 19:** This Resolution will become effective immediately upon adoption and will remain effective unless repealed or superseded.

**SECTION 20:** The City Clerk will certify to the passage and adoption of this Resolution; will enter the same in the book of original Resolutions of said City; and will make a minute of the passage and adoption thereof in the record of proceedings of the City Council of said City, in the minutes of the meeting at which the same is passed and adopted.

**PASSED AND ADOPTED this 7<sup>th</sup> day of August 2013.**

  
\_\_\_\_\_  
Teresa Real Sebastian, Mayor  
Monterey Park, California

ATTEST:  
  
\_\_\_\_\_  
Vincent D. Chang, City Clerk  
Monterey Park, California


APPROVED AS TO FORM:  
MARK D. HENSLEY, City Attorney  
By:   
\_\_\_\_\_

State of California )  
County of Los Angeles ) ss.  
City of Monterey Park )

I, Vincent D. Chang, City Clerk of the City of Monterey Park, California, do hereby certify that the foregoing Resolution No. 11598 was duly and regularly adopted by the City Council of the City of Monterey Park at a meeting held on the 7<sup>th</sup> day of August 2013, by the following vote:

Ayes:	Council Members: Ing, Chan, Liang, Wong
Naes:	Council Members: None
Absent:	Council Members: Real Sebastian
Abstain:	Council Members: None

Dated this 7<sup>th</sup> day of August 2013.

  
\_\_\_\_\_  
Vincent D. Chang, City Clerk  
Monterey Park, California

# EXECUTIVE MANAGEMENT 2013-2014 SALARY TABLE

Effective: 08/07/2013

<u>Job Classification</u>	<u>Minimum</u>	<u>Maximum</u>
City Manager	190,000	190,000
Police Chief	146,000	186,000
Fire Chief	140,000	178,000
Director of Public Works / Assistant City Manager	137,000	175,000
Director of Management Services	116,000	148,000
Director of Human Resources / Risk Management	116,000	148,000
Director of Community / Economic Development	116,000	148,000
Controller	113,000	144,500
Director of Recreation / Community Services	99,000	126,000
City Librarian	90,000	115,000