

## RESOLUTION NO. 11991

### A RESOLUTION 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:

SECTION 1: *Executive Management Team.* The City's executive management team (collectively, the "EMT") are not represented by a bargaining unit and consist of 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  
Director of Recreation & Community Services  
Fire Chief  
Police Chief

SECTION 2: *Salary.* Retroactively effective February 1, 2018, EMT salaries will be in the range set forth in attached Exhibit "A," which is incorporated by reference. The EMT is eligible for \$50 per pay period matching deferred compensation contribution.

SECTION 3: *Fair Labor Standards Act.* Unless otherwise provided by federal law, the EMT employees are designated as exempt from the provisions of the FLSA and are ineligible for overtime compensation.

SECTION 4: *Medical.* All EMT employees will receive City paid monthly medical premiums of a maximum of \$1,375. Additionally, the City will provide \$300 cash per month, in lieu of medical premium contribution, if the EMT employee can provide evidence that the employee is enrolled in a non-City provided medical insurance plan. Enrollment into, and withdrawal from, City paid medical is subject to the medical provider's policies. Additional medical benefits include:

- A. All EMT employees will receive \$130 per month City paid contribution towards dental insurance.
- B. All EMT employees will receive \$30 per month City paid contribution towards vision insurance.
- C. All EMT employees will be provided \$150,000 term life insurance policy.

SECTION 5: *Public Employees' Retirement System.* The City is a contract member of the Public Employees' Retirement System (PERS). Under this contract, all EMT employees, except 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 EMT employees who are PERS members includes the following options:

- A. Beginning January 1, 2013, a 2% @ 62-Full formula –applies to new members to PERS or an individual with a 6-month break in service (Government Code § 7522.20).
- B. 2.7% @ 55-Full formula for Classic PERS members and with prior PERS service credit with no service break greater than 6 months (Government Code § 21354.5).
- C. Beginning January 1, 2013, a 2.7 % @ 57-Full formula applies to New Members to PERS or an individual with a 6-month break in service for local police and fire members only (Police Chief & Fire Chief) (Government Code § 7522.25(d)).
- D. 3% @ 55-Full formula for Classic PERS members and with prior PERS service credit with no service break greater than 6 months (Government Code § 21363.1) for local police and fire members only (Police Chief & Fire Chief).
- E. 1959 Survivor Benefit at funding Level 14 (Government Code § 21574).
- F. One Year Final Compensation (Government Code § 20042).
- G. Military Service Credit as Public Service (Government Code § 21024).
- H. Credit for Unused Sick Leave (Government Code § 20965).

**SECTION 6:** *CalPERS Retirement Contribution.* EMT employees will pay 100% of the employee’s portion of PERS retirement contribution.

**SECTION 7:** *Education and Longevity Incentive.* EMT employees will receive educational and longevity pay increase in an amount commensurate with their respective management employee associations. For purposes of this Resolution, the Incentive is the Police Mid-Management Association for the Police Chief; the Professional Chief Officers Association for the Fire Chief; and the Monterey Park Mid-Management Association for all other EMT employees. Per this section there will be no educational monthly stipend given for the possession or achievement of a Bachelor’s Degree.

**SECTION 8:** *Long Term Disability.* All EMT employees will continue to receive City paid long-term disability insurance

**SECTION 9:** *Car Allowance.* Unless otherwise provided by a separate employment contract, EMT employees do not receive a car allowance. The Police Chief and the Fire Chief may use a City vehicle for business use.

**SECTION 10:** *Sick Leave.* EMT employees receive paid sick leave if continuously employed for more than 30 days. Sick leave is calculated at the rate of 88 hours for each full calendar month of continuous employment with the City.

**SECTION 11:** *Catastrophic Leave.* EMT employees are enrolled in the catastrophic leave bank as described in Administrative Policy No. 30–10. The City will annually contribute 8 hours sick leave on behalf of each EMT employee.

**SECTION 12:** *Administrative Leave.* EMT employees will receive 80 hours of administrative leave every fiscal year. There is no accumulation or rollover of hours to subsequent years or cash out value assigned to administrative hours.

**SECTION 13:** *Vacation/Holiday Leave.* EMT employees will receive the same Vacation/Holiday accrual as other management employees.

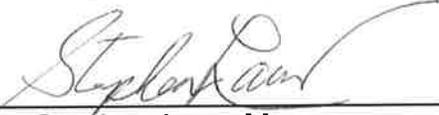
**SECTION 14:** *Leave Cash-Out.* Annually, EMT employees may cash out vacation, holiday and sick leave in the same amounts as other management employees. Upon separation, retirement or death of an EMT employee, the City will cash-out the unused balance of accrued sick leave to the employee or designated beneficiary in the same amounts as other management employees.

**SECTION 15:** *Other.* EMT employees will receive other general benefits such as family sick leave, bereavement leave, emergency leave, employee assistance program, leave of absences, military leave, tuition reimbursement and jury duty in the same manner provided to other management employees. Regarding tuition reimbursement, if an executive employee separates employment with the City within six months of receiving a tuition reimbursement, such tuition reimbursement will be owed and paid back to the City in the processing the employee's final compensation transaction.

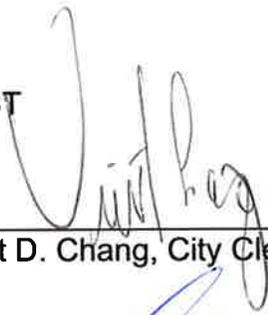
**SECTION 16:** This Resolution will become effective immediately upon adoption and will remain effective unless repealed or superseded.

**SECTION 17:** 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.

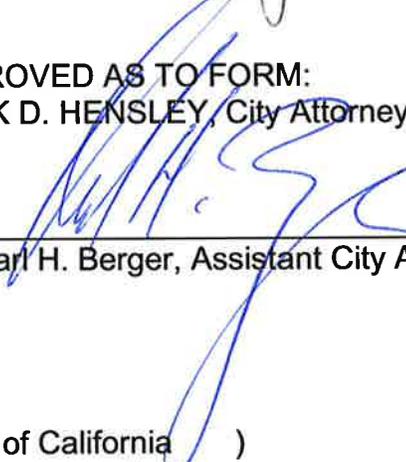
PASSED AND ADOPTED this 21<sup>st</sup> day of February 2018.

  
\_\_\_\_\_  
Stephen Lam, Mayor

ATTEST

  
\_\_\_\_\_  
Vincent D. Chang, City Clerk

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

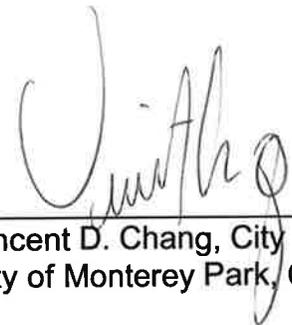
By:   
\_\_\_\_\_  
Karl H. Berger, Assistant City Attorney

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. 11991 was duly and regularly adopted by the City Council of the City of Monterey Park at a council meeting held on the 21<sup>st</sup> day of February, 2018, by the following vote:

Ayes:	Council Members: Real Sebastian, Ing, Liang, Chan, Lam
Noes:	Council Members: None
Absent:	Council Members: None
Abstain:	Council Members: None

Dated this 21<sup>st</sup> day of February, 2018.

  
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Vincent D. Chang, City Clerk  
City of Monterey Park, California

**Attachment A**  
**EXECUTIVE MANAGEMENT SALARY TABLE**

<b>Job Classification</b>	<b>Current Range</b>	<b>Proposed 2% Increased Range Effective February 1, 2018</b>	<b>Proposed 2% Increased Range Effective January 1, 2019</b>
Police Chief	\$160,000 - \$199,000	\$163,200 - \$202,980	\$166,464 - \$207,040
Fire Chief	\$146,000 - \$190,000	\$148,920 - \$193,380	\$155,000 - \$197,248
Director of Public Works	\$128,000 - \$164,000	\$130,560- \$167,280	\$133,171 - \$170,626
Director of Management Services	\$128,000 - \$164,000	\$130,560- \$167,280	\$133,171 - \$170,626
Director of Human Resources & Risk Management	\$128,000 - \$164,000	\$130,560- \$167,280	\$133,171 - \$170,626
Director of Community & Economic Development	\$128,000 - \$164,000	\$130,560- \$167,280	\$133,171 - \$170,626
Director of Recreation & Community Services	\$109,000 - \$140,000	\$111,180- \$142,800	\$113,404 - \$145,656
City Librarian	\$100,000 - \$126,000	\$102,000 - \$128,520	\$104,040 - \$131,090