



AMENDMENT TO SCHEDULE OF BENEFITS

FOR THE

EXECUTIVE MANAGEMENT EMPLOYEES

EFFECTIVE JULY 1, 2020 through JUNE 30, 2021

(Pursuant to Resolution 2020-###)

The following Sections of the Schedule of Benefits for Executive Management Employees are amended effective July 1, 2020. All other Sections of the Schedule of Benefits remain unchanged.

SECTION II. SALARIES

2.1 General Increases

Executive Managers will receive salary increases as follows:

Effective July 1, 2017, there will be a three percent (3%) Cost of Living Adjustment for all classifications covered by this resolution.

Effective July 1, 2018, there will be a three percent (3%) Cost of Living Adjustment for all classifications covered by this resolution.

Effective July 1, 2019, there will be a three percent (3%) Cost of Living Adjustment for all classifications covered by this resolution.

The three percent (3.0%) Cost of Living Adjustment for all Executive Management classifications scheduled for July 1, 2020 will be deferred and implemented July 1, 2021.

SECTION X. RETIREMENT AND SURVIVOR BENEFIT

10.1 Retirement Benefit:

A. Non-Safety

1. Non-Safety Tier One Pension:

- a. Formula: The City shall provide the full formula of two and one half percent (2.5%) at age 55 calculated on the single highest year for local miscellaneous members considered "classic" members of CalPERS.
- b. Member Contribution: Employees in Non-Safety Tier One Pension shall pay the statutory member contribution required by CalPERS, in addition to the cost share requirement described below.
- c. Employee Cost Sharing: Employees in Non-Safety Tier One pension are required to pay two and three-tenths percent (2.3%) of reportable

compensation toward the employer contribution for pension in accordance with Government Code Section 20516(a)-Employees Sharing Cost of Additional Benefits) for the pension formula enhancement to 2.5% at 55.

- d. In addition to the statutory member contribution and the 2.3% employee cost sharing for employees in Tier One Pension, described above, between July 1, 2020 and June 30, 2021, Tier One Pension employees will pay an additional four percent (4%) toward the City's pension contribution in accordance with Government Code section 20516(a).

2. Non-Safety Tier Two Pension:

- a. Formula: For eligible non-safety employees who are "new members" as defined by Government Code Section 7522.02(f) the City will provide the CalPERS two percent (2%) at age sixty-two (62) formula retirement plan in accordance with Government Code Section 7522.20, calculated on the average of the three highest, consecutive years, in accordance with Government Code Section 7522.32.
- b. Member Contribution: Non-safety employees in Tier Two Pension shall pay member contributions to the Public Employees' Retirement System in the amount required by the Public Employee Pension Reform Act (PEPRA), which amount is at least one-half of the total normal costs within the meaning of PEPRA.
- c. Employee Cost Sharing: In addition to the statutory member contribution described above, between July 1, 2020 and June 30, 2021, Tier Two Pension employees will pay an additional four percent (4%) toward the City's pension contribution in accordance with Government Code section 20516(a).

3. Survivor Benefits

The City shall provide the Third Level of 1959 Survivor's Benefit for Non-Safety Tier One and Tier Two employees, a benefit for survivors of the employee who is actively employed at the time of death.

B. Safety

1. Safety Tier One Pension

- a. Formula: The City shall provide the full formula of three percent (3%) at age 50 Retirement Plan calculated on the single highest year for

local safety members considered “classic” members of CalPERS.

- b. Member Contribution: Employees in Safety Tier One Pension shall pay the statutory member contribution required by CalPERS, in addition to the cost share requirement described below.
- c. Employee Cost Sharing: Employees in Safety Tier One Pension are required to pay three and three-tenths percent (3.3%) of reportable compensation toward the employer contribution for pension in accordance with Government Code Section 20516(a)-Employees Sharing Cost of Additional Benefits
- d. In addition to the statutory member contribution and the 2.3% employee cost sharing for employees in Tier One Pension, described above, between July 1, 2020 and June 30, 2021, Tier One Pension employees will pay an additional four percent (4%) toward the City’s pension contribution in accordance with Government Code section 20516(a).

2. Safety Tier Two Pension

- a. Formula: For safety employees who are “new members” as defined by Government Code Section 7522.02(f) the City will provide the CalPERS two percent (2%) at age 50 increasing to two and seven-tenths percent (2.7%) at age 57 retirement formula in accordance with Government Code Section 7522.25(d), based on the average of three highest, consecutive years, in accordance with Government Code Section 7522.32.
- b. Member Contribution: Safety employees in Tier Two pension shall pay member contributions to the Public Employees’ Retirement System in the amount required by the Public Employee Pension Reform Act (PEPRA), which amount is at least one-half of the total normal costs within the meaning of PEPRA.
- c. Employee Cost Sharing: In addition to the statutory member contribution described above, between July 1, 2020 and June 30, 2021, Tier Two Pension employees will pay an additional four percent (4%) toward the City’s pension contribution in accordance with Government Code section 20516(a).

3. Survivor Benefits

The City shall provide the Third Level of 1959 Survivor’s Benefit for Safety Tier One and Tier Two employees, a benefit for survivors of the employee

who is actively employed at the time of death.

The following Section is added to the Schedule of Benefits for Executive Management Employees for the period of July 1, 2020 to June 30, 2021:

SECTION XIX: POTENTIAL RESTORATION OF CONCESSIONS DURING THE PERIOD JULY 1, 2020-JUNE 30, 2021.

If, as determined by the final audited financial statements for FY 2019/20, the City does not use its entire Budget Stabilization Reserve in FY 2019/20, including as a result of receiving revenue from Casino San Pablo in excess of five hundred thousand dollars (\$500,000) for the operational period between June 15, 2020 and June 30, 2020, the City will apply Budget Stabilization Reserve funds to offset the FY 2020/21 deficit. Based on the Budget Stabilization Reserve funds applied to the FY 2020/21 deficit in excess of five hundred thousand dollars (\$500,000), the City will correspondingly reduce concessions by a proportionate amount for all represented and unrepresented employee groups that have participated in labor concessions including the Executive Management Employees group. The Executive Management Employees group represents 6.9% of labor costs in the City; and therefore 6.9% of the Budget Stabilization Reserve funds available in FY 2020/21 will be used to reduce/eliminate concessions for employees in the Executive Management Employees Group.

As permitted based on Budget Stabilization Reserve fund amounts available in FY 2020/21 starting January 2021, on a prospective basis, concessions may be reduced/eliminated in the following order:

- 4% additional cost share towards employer cost of pension
- 3% COLA

If, in January 2021, the City determines that based on the FY 2019/20 final audited financial statements, there are Budget Stabilization Reserve Funds available in FY 2020/21 in excess of \$500,000, and the Executive Management Employees' Group proportionate amount (6.9%) is greater than the cost of prospectively restoring concessions for the Executive Management Employees Group between January and June 2021, the City will pay the balance, up to the amount of concessions already made between July and December 2020, in the form of one time payments to individual, current employees in the Executive Management Employees Group. The one-time payments will only be made to those individual employees whose balance due exceeds one hundred dollars (\$100).