RESOLUTION NO. 2010-15

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HUNTINGTON BEACH MODIFYING SALARY AND BENEFITS FOR NON-REPRESENTED EMPLOYEES

WHEREAS, the City Council of the City of Huntington Beach desires to modify salary and benefits for non-represented employees upon adoption of this resolution,

NOW, THEREFORE, the City Council of the City of Huntington Beach does hereby resolve as follows:

1. Salaries and benefits for Non-Represented employees shall be as reflected in Exhibit A, attached hereto and incorporated by this reference.

2. Except as modified herein existing benefits shall remain in effect.

3. Any resolution in conflict herewith, whether by minute action or resolution of the City Council heretofore approved, is hereby repealed.

PASSED AND ADOPTED by the City Council of the City of Huntington Beach at a regular meeting thereof held on the 16th day of February, 2010.

Mayor

REVIEWED AND APPROVED:

City Administrator

INITIATED AND APPROVED:

Director of Human Resources

APPROVED AS TO FORM:

City Attorney

2.8.10

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

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NON-ASSOCIATED EMPLOYEES PAY AND BENEFIT PROVISIONS
EXHIBIT A

SECTION I – PAY

A. Salary Schedule

1. All current Non-Associated employees shall receive the salaries as identified in Exhibit 1, except for those elected employees identified in Exhibit 1.

2. The City Council shall set the salaries of the elected executive management positions identified in Exhibit 1, at any rate within the designated salary range.

3. The City Administrator is authorized to set the salaries of the non-elected executive management positions identified in Exhibit 1 at any rate at or below the control point of the designated salary range. The City Administrator is authorized to increase the salary by any percentage not greater than 5% based upon performance at annual review and market data; however, no salary for a new employee may be set above the control point at any time without City Council approval.

B. Direct Deposit

All Non-Associated employees are required to utilize direct deposit of payroll checks.

C. Assigned Vehicle/Auto Allowance

Department Heads

Appointed Department Heads and the City Clerk, City Treasurer, and City Attorney shall have the option of an assigned City vehicle or an auto allowance in the amount of two hundred thirty dollars and seventy-seven cents ($230.77) per bi-weekly pay period plus reimbursement of out-of-town travel at the approved mileage rate.

SECTION II – HOURS OF WORK/ TIME OFF

A. Executive Leave

Non-Associated exempt employees shall not be eligible for overtime compensation. Exempt department heads shall be credited with eighty (80) hours of executive leave per calendar year.

B. Flexible and Alternative Work Schedules

1. 5/40 Work Schedule

The 5/40 work schedule shall be defined as working five (5) eight (8) hour days Monday through Friday each week with a one-hour lunch during each work shift, totaling a forty (40) hours work week.

2. 9/80 Work Schedule

The 9/80 work schedule, as outlined in Exhibit 3, shall be defined as working nine (9) days for eighty (80) hours in a two week pay period by working eight (8) days at nine (9) hours per day and working one (1) day for eight (8) hours (Friday), with a one-hour lunch during each work shift, totaling forty (40) hours in each FLSA designated work week. The 9/80 work schedule shall not

reduce service to the public, departmental effectiveness, productivity and/or efficiency as determined by the City Administrator or designee.

3. Alternative Work Schedule
Non-associated employees may elect any alternative work schedule approved by the City Administrator or designee.

SECTION III – HEALTH AND OTHER INSURANCE BENEFITS

A. Health Insurance

1. Medical, Dental and Vision Insurance

The City shall continue to make available group medical, dental and vision benefits to all Non-Associated employees.

2. City and Employee Paid Health Insurance

The City and the employee shall pay for health insurance premiums for employees and qualified dependent(s) effective the first of the month following the employee's hire date. The employee payroll deduction for premium contributions shall be deducted on a pre-tax basis.

Such deductions shall be aligned with the effective date of coverage and the ending date of coverage upon employment separation. The employee's payroll deduction amount shall begin no later than the beginning of the first full pay period following the effective date of coverage and pro-rated for coverage through the end of the month in which employment was separated.

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

i. Health Plan Employee and Employer Contributions Chart for Classifications in EXHIBIT 1

Employer Contributions effective January 16, 2007 – December 31, 2007

	Medical				Dental		Vision
MONTHLY PREMIUMS effective 1/1/07	BSC HMO	BS HIGH OPTION PPO	BS LOW OPTION PPO	KAISER HMO	Delta PMI HMO	Dental Delta PPO	VSP
EE ONLY	$352.29	$644.97	$463.20	$316.34	$24.87	$58.31	$22.38
EE + 1	$767.75	$1,383.42	$979.29	$692.78	$42.29	$108.85	$22.38
EE + 2 OR MORE	$993.82	$1,809.14	$1,213.63	$911.06	$64.67	$143.45	$22.38
MONTHLY EMPLOYER CONTRIBUTION	BSC HMO	BSC HIGH OPTION PPO	BSC LOW OPTION PPO	KAISER HMO	Delta PMI HMO	Dental Delta PPO	VSP
EE ONLY	$301.43	$411.15	$411.15	$301.43	$24.15	$45.02	$18.46
EE + 1	$611.06	$772.48	$772.48	$611.06	$41.07	$85.91	$18.46
EE + 2 OR MORE	$792.20	$936.47	$936.47	$792.20	$62.80	$122.18	$18.46
MONTHLY EMPLOYEE CONTRIBUTION	BSC HMO	BSC HIGH OPTION PPO	BSC LOW OPTION PPO	KAISER HMO	Delta PMI HMO	Dental Delta PPO	VSP
EE ONLY	$50.86	$233.82	$52.05	$14.91	$0.72	$13.29	$3.92
EE + 1	$156.69	$610.94	$206.81	$81.72	$1.22	$22.94	$3.92
EE + 2 OR MORE	$201.62	$872.67	$277.16	$118.86	$1.87	$21.27	$3.92
BI-WEEKLY EMPLOYEE CONTRIBUTION	BSC HMO	BSC HIGH OPTION PPO	BSC LOW OPTION PPO	KAISER HMO	Delta PMI HMO	Dental Delta PPO	VSP
EE ONLY	$23.47	$107.92	$24.02	$6.88	$0.33	$6.13	$1.81
EE + 1	$72.32	$281.97	$95.45	$37.72	$0.56	$10.59	$1.81
EE + 2 OR MORE	$93.06	$402.77	$127.92	$54.86	$0.86	$9.82	$1.81

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

2008 Health Premiums and Contributions

Effective 1/1/2008 – 12/31/2008

Plan	Tier	Monthly Premium	ER Monthly Contrib	EE Monthly Contrib	EE Bi-Weekly Contrib
Kaiser	Single	316.16	301.43	14.73	6.80
	Two-Party	692.38	611.06	81.32	37.53
	Family	910.54	792.20	118.34	54.62
Blue Shield HMO	Single	388.83	301.43	87.40	40.34
	Two-Party	847.37	611.06	236.31	109.07
	Family	1,096.88	792.20	304.68	140.62
Blue Shield PPO Consolidated	Single	507.93	411.15	96.78	44.67
	Two-Party	1,073.84	772.48	301.36	139.09
	Family	1,330.81	936.47	394.34	182.00
Delta Dental PPO	Single	57.86	45.02	12.84	5.93
	Two-Party	108.02	85.91	22.11	10.20
	Family	142.36	122.18	20.18	9.31
Delta Care HMO	Single	24.87	24.15	0.72	0.33
	Two-Party	42.29	41.07	1.22	0.56
	Family	64.67	62.80	1.87	0.86
VSP	Single	22.93	18.46	4.47	2.06
	Two-Party	22.93	18.46	4.47	2.06
	Family	22.93	18.46	4.47	2.06

Employee and City Contributions subject to change.

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

ii. "Safety Member" Health Premiums – Employer Contribution

Employees that are classified as "safety member" by the California Public Employees' Retirement System (CalPERS) may have access to the medical plans offered by CalPERS as contracted by the City. In accordance with eligibility provisions, the Police Chief and the Fire Chief may elect to enroll in the CalPERS health insurance program offered by the City.

The City's maximum monthly employer contributions for the CalPERS health insurance program is set forth in the chart below. The amounts listed below include the mandated Public Employees' Medical and Hospital Care Act (PEMHCA) contribution.

Employer contribution rates effective January 16, 2007 – December 31, 2007

	Medical					Dental		Vision
MONTHLY PREMIUMS effective 1/1/07	PERS BS HMO	PERS CARE	PERS CHOICE	PORAC	PERS KAISER HMO	Delta PMI HMO	Delta Dental PPO	VSP
EE ONLY	$407.02	$731.40	$432.64	$439.00	$360.60	$24.87	$58.31	$22.38
EE + 1	$814.04	$1,462.80	$865.28	$822.00	$721.20	$42.29	$108.85	$22.38
EE + 2 OR MORE	$1,058.25	$1,901.64	$1,124.86	$1,045.00	$937.56	$64.67	$143.45	$22.38
MONTHLY EMPLOYER CONTRIBUTION	PERS BSC HMO	PERS CARE	PERS CHOICE	PORAC	PERS KAISER HMO	Delta PMI HMO	Delta Dental PPO	VSP
EE ONLY	$301.43	$411.15	$411.15	$411.15	$301.43	$24.15	$45.02	$18.46
EE + 1	$611.06	$772.48	$772.48	$772.48	$611.06	$41.07	$85.91	$18.46
EE + 2 OR MORE	$792.20	$936.47	$936.47	$936.47	$792.20	$62.80	$122.18	$18.46
MONTHLY EMPLOYEE CONTRIBUTION	PERS BSC HMO	PERS CARE	PERS CHOICE	PORAC	PERS KAISER HMO	Delta PMI HMO	Delta Dental PPO	VSP
EE ONLY	$105.59	$320.25	$21.49	$27.85	$59.17	$0.72	$13.29	$3.92
EE + 1	$202.98	$690.32	$92.80	$49.52	$110.14	$1.22	$22.94	$3.92
EE + 2 OR MORE	$266.05	$965.17	$188.39	$108.53	$145.36	$1.87	$21.27	$3.92
BI-WEEKLY EMPLOYEE CONTRIBUTION	PERS BSC HMO	PERS CARE	PERS CHOICE	PORAC	PERS KAISER HMO	Delta PMI HMO	Delta Dental PPO	VSP
EE ONLY	$48.73	$147.81	$9.92	$12.85	$27.31	$0.33	$6.13	$1.81
EE + 1	$93.68	$318.61	$42.83	$22.86	$50.83	$0.56	$10.59	$1.81
EE + 2 OR MORE	$122.79	$445.46	$86.95	$50.10	$67.09	$0.86	$9.82	$1.81

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

Plan	Tier	Monthly Premium	ER Monthly Contrib	EE Monthly Contrib	EE Bi-Weekly Contrib
PERS Kaiser	Single	393.63	301.43	92.20	42.55
	Two-Party	787.26	611.06	176.20	81.32
	Family	1,023.44	792.20	231.24	106.73
PERS Blue Shield HMO	Single	447.97	301.43	146.54	67.63
	Two-Party	895.94	611.06	284.88	131.48
	Family	1,164.72	792.20	372.52	171.93
PERS Blue Shield NetValue	Single	401.98	301.43	100.55	46.41
	Two-Party	803.96	611.06	192.90	89.03
	Family	1,045.15	792.20	252.95	116.75
PERS Choice	Single	458.59	411.15	47.44	21.90
	Two-Party	917.18	772.48	144.70	66.78
	Family	1,192.33	936.47	255.86	118.09
PERS Care	Single	712.71	411.15	301.56	139.18
	Two-Party	1,425.42	772.48	652.94	301.36
	Family	1,853.05	936.47	916.58	423.04
PERS Select	Single	444.05	411.15	32.90	15.18
	Two-Party	888.10	772.48	115.62	53.36
	Family	1,154.53	936.47	218.06	100.64
PORAC	Single	452.00	411.15	40.85	18.85
	Two-Party	847.00	772.48	74.52	34.39
	Family	1,076.00	936.47	139.53	64.40
Kaiser	Single	316.16	301.43	14.73	6.80
	Two-Party	692.38	611.06	81.32	37.53
	Family	910.54	792.20	118.34	54.62
Blue Shield HMO	Single	388.83	301.43	87.40	40.34
	Two-Party	847.37	611.06	236.31	109.07
	Family	1,096.88	792.20	304.68	140.62
Blue Shield PPO Consolidated	Single	507.93	411.15	96.78	44.67
	Two-Party	1,073.84	772.48	301.36	139.09
	Family	1,330.81	936.47	394.34	182.00
Delta Dental PPO	Single	57.86	45.02	12.84	5.93
	Two-Party	108.02	85.91	22.11	10.20
	Family	142.36	122.18	20.18	9.31
Delta Care HMO	Single	24.87	24.15	0.72	0.33
	Two-Party	42.29	41.07	1.22	0.56
	Family	64.67	62.80	1.87	0.86
VSP	Single	22.93	18.46	4.47	2.06
	Two-Party	22.93	18.46	4.47	2.06
	Family	22.93	18.46	4.47	2.06
Employee and City contributions subject to change					

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

iii. Employees shall not be entitled to the difference between the employer contribution and the premiums for insurance plan(s) selected by the employee.

iv. Future Premiums

The City "caps" its contributions toward monthly group medical, dental and vision plan premiums by category (EE, EE + 1, and EE + 2 or more) as outlined in sections i and ii above.

The employee and employer contributions rates set forth in sections ii and iii above shall remain in effect in 2009 and beyond unless otherwise modified by a successor Non-Associated Resolution.

The City's contribution caps will remain in place, even if premium increases result in these additional costs being borne by the employee.

3. Medical Cash Out

If an employee is covered by a medical program outside of a City-provided program (evidence of which must be supplied to Human Resources), they may elect to discontinue City medical coverage and receive one hundred forty-six dollars, ($146.00) bi-weekly.

4. Section 125 Plan

Employees shall be eligible to participate in a City-approved Section 125 Flexible Spending Account Plan the same as all other eligible employees, as provided by IRS law. This plan allows employees to use pre-tax salary to pay for regular childcare, adult dependent care and/or medical expenses.

B. Life and Accidental Death and Dismemberment Insurance

Each Non-Associated employee shall be provided with $50,000 life insurance and $50,000 accidental death and dismemberment insurance paid for by the City. Each employee shall have the option, at his/her own expense, to purchase additional amounts of life insurance and accidental death and dismemberment insurance to the extent provided by the City's current providers. Evidence of insurability is contingent upon total participation in additional amounts.

C. Long-Term Disability Insurance

This program provides for each incident of illness or injury, a waiting period of thirty (30) calendar days during which the Non-Associated employee may use accumulated sick leave, general leave, executive leave pay. Subsequent to the thirty-(30) day waiting period, the employee will be covered by an insurance plan paid for by the City providing sixty-six and two-thirds percent (66 2/3%) of the first $12,500 of the employee's basic monthly earnings up to a maximum monthly benefit of $8,332.50. The maximum benefit period for disability due to injury or illness shall be to age sixty-five (65).

Days and months refer to calendar days and months. Benefits under the plan are integrated with sick leave, Worker's Compensation, Social Security and other non-private program benefits to which the employee may be entitled. Disability is defined as: *"The inability to perform all of the duties of regular occupation during two years and thereafter the inability to engage in any employment or occupation, for which he/she is fitted by reason of education, training or experience."* Rehabilitation benefits are provided in the event the individual, due to disability, must engage in other occupation. Survivor's benefits continue the plan payment for three (3) months beyond death. A copy of the plan is on file in the Human Resources Department.

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

D. City-Paid Physical Examinations

Non-Associated employees shall be provided, once every two years, with a City-paid physical examination comparable to the current pre-placement class physical examination or reimbursed the amount authorized for said physical examination. No more than one-half of the eligible employees shall receive examinations in any one fiscal year. Said exam shall be comprehensive in nature and shall include:

1. A complete medical history, physical exam and review of results by physician.

2. Health testing including vision, hearing, breathing, chest x-ray and stress EKG.

4. Laboratory test including standard chemical test, blood count, HDL, urinalysis and stool test for blood.

E. Miscellaneous

When a Non-Associated employee is on a leave of absence without pay for reason of medical disability, the City shall maintain the City-paid insurance premiums during the period the employee is in a non-pay status for the length of said leave, not to exceed twenty-four (24) months.

F. Retiree Medical Coverage for Retirees Not Eligible for the City Medical Retiree Subsidy Plan

Employees who retire from the City after January 1, 2004, and are granted a retirement allowance by the California Public Employees' Retirement System and are not eligible for the City's Retiree Subsidy Medical Plan may choose to participate in City-sponsored medical insurance plans until the first of the month in which they turn age sixty-five (65).

The retiree shall pay the full premium for City-sponsored medical insurance for themselves and/or qualified dependents without any City subsidy.

Employees who retire from the City and receive a retirement allowance from the California Public Employees' Retirement System and are not eligible for the City's Retiree Subsidy Medical Plan and choose not to participate in City-sponsored medical insurance upon retirement permanently lose eligibility for this insurance.

However, if a retiree who is not eligible for the City's Retiree Subsidy Medical Plan chooses not to participate in City-sponsored medical insurance plans because the retiree has access to other group medical insurance, and subsequently loses eligibility for that group medical insurance, the retiree and their qualified dependents will have access to City-sponsored medical insurance plans reinstated.

Eligibility for Retiree Medical Coverage terminates the first of the month in which the retiree or qualified dependent turns age sixty-five (65).

G. Post-65 Supplemental Medicare Coverage

Retirees who are participating in the Retiree Subsidy Medical Plan as of January 1, 2004 and all future retirees who meet the criteria to participate in City-sponsored medical insurance, with or without the Retiree Medical

Subsidy Plan, may participate in City-sponsored medical insurance plans that are supplemental to Medicare, after a contract is in place between the City and a health insurance provider.

A retiree or qualified dependent must choose to participate in City-sponsored medical insurance plans that are supplemental to Medicare beginning the first of the month in which the retiree or qualified dependent turns age sixty-five (65).

The retiree shall pay the full premium to participate in City-sponsored medical insurance plans that are supplemental to Medicare for themselves or qualified dependents without any City subsidy.

Retirees or qualified dependents, upon turning age 65, who choose not to participate in City-sponsored medical insurance plans that are supplemental to Medicare permanently lose eligibility for this insurance.

SECTION IV – RETIREMENT

A. Benefits

1. Public Employees' Retirement System*

   Non-Associated employees shall be entitled to retirement benefits appropriate to his/her class as defined in the contract between the Board of Administration, Public Employees' Retirement System and the City Council of the City of Huntington Beach.

2. Self-Funded Supplemental Retirement Benefit

   In the event a Non-Associated employee member elects Option #1, #2, #2W, #3, #3W or #4 of the Public Employees' Retirement law, the City shall pay the difference between such elected option and the unmodified allowance which the member would have received for his or her life alone as provided in California Government Code sections 21455, 21456, 21457, and 21548 as said referenced Government Code sections exist as of the date of this agreement. This payment shall be made only to the member (Non-Associated employee), shall be payable by the City during the life of the member, and upon that member's death, the City's obligation shall cease. Unless previously excluded by employment or resolution, eligibility for this benefit is limited to employees hired before December 27, 1997.

3. Medical Insurance for Retirees

   a. Upon retirement, whether service or disability connected, each Non Associated employee shall be entitled to cause self, spouse and dependents to participate fully in the City's group health insurance program at the equivalent of the City's group premium rate in accordance with the provisions specified by Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). Such participation shall be at employee's expense and upon terms, conditions and restrictions currently in effect.

   b. As an alternative to the benefit described in paragraph IV.A.3.a above, the City will provide a financial contribution towards the cost of retiree medical premiums as described in Section VI.

4. PERS 2.5% @ 55

   If all other affected units agree, and subject to a formal ratification vote conducted by PERS, the City shall implement PERS 2.5% @ 55 retirement formula, effective as soon as possible. Effective the beginning of the first pay period following implementation through December 26,

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

2008, the employees shall pay all of the additional costs to implement 2.5% @ 55 retirement formula.

Effective December 27, 2008, and thereafter, the employees shall pay two and one-quarter percent (2.25%) of the employee share of PERS.

Effective April 3, 2010, and continuing through the pay period that includes September 30, 2011, employees shall pay four and one-quarter percent (4.25%) of the employee share of PERS.

5. Three Percent (3%) at Age 50 Formula

Non-Associated employees classified as "safety" employees are covered by the three percent at age 50 formula (3% @ 50) as identified in Section 21362.2 of the California Government Code.

"Safety" employees hired after December 1, 2009 shall pay two and one-quarter percent (2.25%) of the employee's share of PERS.

"Safety" employees hired prior to December 1, 2009 shall pay two percent (2.0%) of the employee's share of PERS, effective April 3, 2010, and continuing through the pay period that includes September 30, 2011.

"Safety" employee hired after December 1, 2009 shall pay four and one-quarter percent (4.25%) of the employee's share of PERS, effective April 3, 2010, and continuing through the pay period that includes September, 30, 2011.

6. Pre-Retirement Optional Settlement 2 Death Benefit

Non-Associated employees shall be covered by the Pre-Retirement Optional Settlement 2 Death Benefit as identified in Section 21548 of the California Government Code when approved by the City Council.

7. Fourth Level of 1959 Survivor Benefits

Non-Associated employees shall be covered by the Fourth Level of the 1959 Survivor Benefit as identified in Section 21574 of the California Government Code.

8. VEBA Plan Requirements

a. Eligibility Defined

Effective December 23, 2009, all eligible Unrepresented Management Employees with 25 years of continuous service to the City of Huntington Beach will participate in the Plan. An eligible employee is an employee who works twenty (20) or more hours per week and receives benefits.

b. Employee Contributions

c. Leave Payout

Each eligible unrepresented management employee shall designate all leave payouts to be rolled over to his/her VEBA Plan account based on the established range upon separation from City employment.

d. Participant Account

A separate account is maintained for each contributing eligible unrepresented management employee, which documents the employee's contributions and disbursements. Contributions to a VEBA plan account as well as any disbursements to cover nonreimbursed, post-tax medical care expenses are both tax free. Eligible benefits subject to reimbursement by the Plan shall be limited to long-term care expenses and nonreimbursed medical premiums, co-pays, prescribed drug expenses and other medical care costs as that term is defined by the Internal Revenue Code Section 213.

e. Administrative Fees

Any Plan administrative fees will be deducted from interest on the total Plan investments.

An eligible unrepresented management employee's Plan account is subject to a monthly administrative fee for expenses related to recordkeeping, claims processing, and claims reimbursement. The fee will first be deducted from interest on total plan investments, and then deducted, if necessary, from the employee's individual account.

f. Dispute Resolution

This Resolution and any disputes arising under or in connection with this Resolution shall not be subject to any dispute resolution procedures in the City's Personnel Rules, nor shall this Resolution and any such dispute relating thereto be subject to the jurisdiction of the City's Personnel Board for any reason whatsoever.

g. Indemnification

All Unrepresented Management Employees agree to indemnify and hold the City of Huntington Beach harmless against any claims made of any nature and against any suit instituted against the City arising from this Resolution, including, but not limited to, claims arising from an employee's participation in VEBA or from any salary reduction initiated by the City for VEBA contributions.

B. Public Employees' Retirement System Reimbursement and Reporting

Employees' Contribution

Non-Associated employees shall be reimbursed bi-weekly in an amount equal to eight percent (8%)~~7%~~ of the employee's base salary (9% for safety employees) as a pickup of the employee's contribution or portion of such contribution to the Public Employees' Retirement System (PERS). The above PERS pickup is not base salary but is done pursuant to Section 14(h)(2) of the Internal Revenue Code.

SECTION V – LEAVE BENEFITS

A. General Leave

1. Accrual

Employees will accrue General Leave at the accrual rates outlined below. General leave may be used for any purpose, including vacation, sick leave, and personal leave.

General leave for non-associated employees shall be accrued as follows:

Years of Service	Annual General Leave	Biweekly General Leave

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

	Allowance	Allowance
First through Fourth Year	176 hours	6.77
Fifth through Ninth Year	200 hours	7.69
Tenth through Fourteenth Year	224 hours	8.62
Fifteenth Year and Thereafter	256 hours	9.85

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

2. Eligibility and Approval

General leave must be pre-approved except for illness, injury or family sickness, which may require a physician's statement for approval. General leave accrued time is to be computed from hiring date anniversary. Members shall not be permitted to take general leave in excess of actual time earned. Members shall not accrue general leave in excess of six hundred forty (640) hours. Employees may not use their general leave to advance their separation date on retirement or other separation from employment.

3. Leave Benefit Entitlements

The City shall comply with all State and Federal leave benefit entitlement laws. An eligible employee on an approved leave shall be allowed to use applicable earned Sick Leave, General Leave, or Executive Leave for family or personal health issues. For more information on employee leave options contact the Human Resources Department.

4. Conversion to Cash

a. Pay Off at Termination

An employee shall be paid for unused general leave upon termination of employment at which time such terminating employee shall receive compensation at their current salary rate for all unused, earned general leave to which they are entitled up to and including the effective date of their termination.

b. Conversion to Cash

Two times during each fiscal year, each permanent employee shall have the option to convert into a cash payment or deferred compensation up to a total of one hundred-twenty (120) general leave benefit hours per fiscal year. The employee shall give payroll two (2) weeks advance notice of their decision to exercise such option.

c. One Week Minimum Vacation Requirement

The City Administrator may require certain positions which handle money or transfer funds to take a minimum of one week, (i.e., five consecutive work days) paid vacation each calendar year.

d. Deferred Compensation Contribution at Time of Separation

The value of any unused earned leave benefits may be transferred to deferred compensation at separation (including retirement), but only during the time that the employee is actively employed with the City. The latest opportunity for such transfer must be the beginning of the pay period prior to the employee's last day of employment.

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

B. Holidays and Pay Provisions

1. Non-Associated employees shall receive the following legal holidays as of the first pay period following adoption of the Non-Associated Resolution paid in full per the employee's regularly scheduled work shift:

(1) New Year's Day (January 1)
(2) Martin Luther King Day (third Monday in January)
(3) Presidents Day (third Monday in February)
(4) Memorial Day (last Monday in May)
(5) Independence Day (July 4)
(6) Labor Day (first Monday in September)
(7) Veteran's Day (November 11)
(8) Thanksgiving Day (fourth Thursday in November)
(9) The Friday after Thanksgiving
(10) Christmas Day (December 25)

2. Any day declared by the President of the United States to be a national holiday or by the Governor of the State of California to be a state holiday and adopted as an employee holiday by the City Council of the City of Huntington Beach.

3. For Civic Center holiday closure purposes, holidays which fall on Sunday shall be observed the following Monday, and those falling on Saturday shall be observed the preceding Friday.

C. Sick Leave

1. Accrual

No employee shall accrue sick leave.

2. Credit

Employees assigned to Non-Associated shall carry forward their sick leave balance and shall no longer accrue sick leave credit.

3. Usage

Employees may use accrued sick leave for the same purposes for which it was used prior to December 25, 1999. Sick leave shall not be used to extend absences due to work related (industrial) injuries or illnesses, this provision shall be added to Personnel Rule 18.10.

4. Payoff at Termination

a. Non Associated employees with continuous service with the City since November 20, 1978, shall be entitled to the following sick leave payoff plan:

At involuntary termination by reason of disability, or by death, or by retirement, employees shall be compensated at their then current rate of pay for seventy-five percent (75%) of all unused sick leave accumulated as of July 1, 1972, plus fifty percent (50%) of unused sick leave accumulated subsequent to July 1, 1972, up to a maximum of seven hundred and twenty hours (720) of unused, accumulated sick leave, except as provided in paragraph V.C.5.d below.

Upon termination for any other reason, employees shall be compensated at their then current rate of pay for fifty percent (50%) of all unused accumulated sick leave, up to a maximum of 720 hours of such accumulated sick leave.

b. Non-Associated employees hired after November 20, 1978 shall be entitled to the following sick leave payoff plan:

Upon termination, all employees shall be paid, at their then current salary rate, for twenty-five percent (25%) of unused, earned sick leave to 480 hours accrued, and for thirty-five percent (35%) of all unused, earned sick leave in excess of 480 hours, but not to exceed 720 hours, except as provided in paragraph V.C.2.c below.

c. Except as provided in paragraph V.C.5.d below, no Non-Associated employee shall be paid at termination for more than 720 hours of unused, accumulated sick lave. However, employees may utilize accumulated sick leave on the basis of "last in, first out," meaning that sick leave accumulated in excess of the maximum for payoff may be utilized first for sick leave, as defined in Personnel Rule 18-8.

d. Non-Associated employees who had unused, accumulated sick leave in excess of 720 hours as of July 5, 1980, shall be compensated for such excess sick leave remaining on termination under the formulas described in paragraphs V.C.5.a and b above. In no event shall any employee be compensated upon termination for any accumulated sick leave in excess of the "cap" established by this paragraph (i.e., 720 hours plus the amount over 720 hours existing on July 5, 1980). Employees may continue to utilize sick leave accrued after that date in excess of such "cap" on a "last in, first out" basis. To the extent that any such "capped" amount of excess sick leave over 720 hours is utilized, the maximum compensable amount shall be correspondingly reduced. (Example: Employee had 1,000 hours accumulated. Six months after July 5, 1980, employee had accumulated another 48 hours. Employee is then sick for 120 hours. Employee's maximum sick leave "cap" for compensation at termination is now reduced by 72 hours to 928.)

D. Bereavement Leave

Employees shall be entitled to bereavement leave not to exceed twenty-four (24) hours in each instance of death in the immediate family. Immediate family is defined as father, mother, sister, brother, spouse, children, grandfather, grandmother, stepfather, stepmother, step grandfather, step grandmother, grandchildren, stepsisters, stepbrothers, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepchildren, or wards of which the employee is the legal guardian.

E. Voluntary Catastrophic Leave Donation Program

Under certain conditions, an employee may donate leave time to another employee in need. The program is outlined in Exhibit 6.

SECTION VI – RETIREE SUBSIDY MEDICAL PLAN

An employee who has retired from the City shall be entitled to participate in the City-sponsored medical insurance plans in accordance with the Retiree Subsidy Medical Plan as outlined in Exhibit 2. Employees hired on or after December 1, 2009, shall not be eligible for this benefit.

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

SECTION VII – MISCELLANEOUS

A. Collection of Payroll Overpayments

In the event that a payroll overpayment is discovered and verified, and considering all reasonable factors including the length of time that the overpayment was made and if and when the employee could have reasonably known about such overpayment, the City shall take action to collect from the employee the amount of overpayment(s). Such collection shall be processed by payroll deduction over a reasonable period of time considering the total amount of overpayment.

In the event the employee separates from employment during the collection period, the final amount shall be deducted from the last payroll check of the employee. If applicable, the balance due from the employee shall be communicated upon employment separation if the last payroll check does not sufficiently cover the amount due the City.

It shall be the responsibility of the employee and the City to periodically monitor the accuracy of compensation payments or reimbursements due to the possibility of a clerical oversight or error. The City reserves the right to also collect compensation overpayments caused by or the result of misinterpretation of a pay provision by non-authorized personnel. The interpretation of all pay provisions shall be administered by the City Administrator or designee and as adopted by the City Council. Unauthorized compensation payments shall not constitute a past practice (1/03/05).

B. Uniforms and CalPERS Reporting

The City provides uniforms to active duty employees in the classifications of Police Chief and Fire Chief. These employees are required to wear a standard uniform for appearance, uniformity, and public recognition purposes.

The City will report to the California Public Employees' Retirement System (CalPERS) the average annual cost of uniforms as special compensation for each eligible employee in accordance with Title 2, California Code of Regulations, Section 571(a)(5).

NON-ASSOCIATED EMPLOYEE PAY AND BENEFIT PROVISIONS

EXHIBIT 1
NON-ASSOCIATED EXECUTIVE MANAGEMENT SALARY SCHEDULE
EFFECTIVE DECEMBER, 2009

Job Type	Description	Pay Grade 12/09	Starting Point		Control Point		High Point
0510	Deputy City Administrator	715	$77.17		$85.89		$95.59
0009	Director of Building & Safety	693	$69.15		$76.96		$85.66
0014	Director of Community Services	709	$74.88		$83.35		$92.77
0008	Director of Econ Development	693	$69.15		$76.96		$85.66
0574	Director of Human Resources	693	$69.15		$76.96		$85.66
0479	Director of Info Services	693	$69.15		$76.96		$85.66
0007	Director of Library Services	680	$64.80		$72.12		$80.28
0021	Director of Planning and Building	709	$74.88		$83.35		$92.77
0010	Director of Public Works	709	$74.88		$83.35		$92.77
0518	Finance Director	709	$74.88		$83.35		$92.77
0015	Fire Chief	721	$79.51		$88.49		$98.50
0011	Police Chief	721	$79.51		$88.49		$98.50
0016	City Attorney	752	$92.81		$103.30		$114.97
0017	City Clerk	680	$64.80		$72.12		$80.28
0018	City Treasurer	693	$69.15		$76.96		$85.66

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

EXHIBIT 2
RETIREE MEDICAL PLAN

An employee who has retired from the City shall be entitled to participate in the City sponsored medical insurance plans and the City shall contribute toward monthly premiums for coverage in an amount as specified in accordance with this Plan, provided:

A. At the time of retirement the employee has a minimum of ten (10) years of continuous full time City service or is granted an industrial disability retirement; and

B. At the time of retirement, the employee is employed by the City; and

C. Following official separation from the City, the employee is granted a retirement allowance by the California Public Employees' Retirement System.

The City's obligation to pay the monthly premium as indicated shall be modified downward or cease during the lifetime of the retiree upon the occurrence of any one of the following:

1. On the first of the month in which a retiree or dependent reaches age 65 or on the date the retiree or dependent can first apply and become eligible, automatically or voluntarily, for medical coverage under Medicare (whether or not such application is made) the City's obligation to pay monthly premiums may be adjusted downward or eliminated. Benefit coverage at age 65 under the City's medical plans shall be governed by applicable plan document.

2. In the event of the death of any employee, whether retired or not, the amount of the retiree medical insurance subsidy benefit which the deceased employee was receiving at the time of his/her death would be eligible to receive if he/she were retired at the time of death, shall be paid on behalf of the spouse or family for a period not to exceed twelve (12) months.

D. Schedule of Benefits

1. Minimum Eligibility for Benefits

With the exception of an industrial disability retirement, eligibility for benefits begins after an employee has completed ten (10) years of continuous full time service with the City of Huntington Beach. Said service must be continuous unless prior service is reinstated at the time of his/her rehire in accordance with the City's Personnel Rules.

2. Disability Retirees

Industrial disability retirees with less than ten (10) years of service shall receive a maximum monthly payment toward the premium for health insurance of $121. Payments shall be in accordance with the stipulations and conditions, which exist for all retirees. Payment shall not exceed dollar amount, which is equal to the full cost of premium for employee only.

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

3. Maximum Monthly Subsidy Payments

Payment amounts may be reduced each month as dependent eligibility ceases due to death, divorce or loss of dependent child status. However, the amount shall not be reduced if such reduction would cause insufficient funds needed to pay the full premium for the employee and the remaining dependents. In the event no reduction occurs and the remaining benefit premium is not sufficient to pay the premium amount for the employee and the eligible dependents, said needed excess premium amount shall be paid by the employee.

All retirees, including those retired as a result of disability whose number of years of service prior to retirement, exceeds ten (10) years of continuous full time service, shall be entitled to maximum monthly payment of premiums by the City for each year of completed City service as follows:

Maximum Monthly Payment
for Retirements After:

Years of Service	Subsidy
10	$121
11	136
12	151
13	166
14	181
15	196
16	211
17	226
18	241
19	256
20	271
21	286
22	300
23	315
24	330
25	344

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

MISCELLANEOUS PROVISIONS

A. Eligibility:

1. The effective start-up date of the Retiree Subsidy Medical Plan for the various employee groups shall be the first of the month following retirement date.

2. A retiree may change plans, add dependents, etc., during annual open enrollment. The Administrative Services Department shall notify covered retirees of this opportunity each year.

3. Years of service computed for the Retiree Subsidy Medical Plan are actual years of completed service with the City of Huntington Beach.

B. Benefits:

1. Retiree Subsidy Medical Plan includes Managed Health Network (MHN), Prescription Card System (PCS), Orange County Foundation for Medical Care (OCFMC) and Medical Stop Loss insurance.

2. City Plans are the primary payer for active employees age 65 and over, with Medicare the secondary payer. Retirees age 65 and over have no City Plan options and are eligible only for Medicare.

3. Premium payments are to be received at least one month in advance of the coverage period.

C. Subsidies:

1. The subsidy payments will pay for:

   a. Retiree Subsidy Medical Plan.

   b. HMO.

   c. Part A of Medicare for those retirees not eligible for paid Part A.

2. Subsidy payments will not pay for:

   a. Part B Medicare.

   b. Regular City Employee Indemnity Plan.

   c. Any other employee benefit plan.

   d. Any other commercially available benefit plan.

   e. Medicare supplements

D. Medicare:

1. All persons are eligible for Medicare coverage at age 65. Those with sufficient credit quarters of Social Security will receive Part A of Medicare at no cost. Those without sufficient credited quarters are still eligible for Medicare at age 65, but will have to pay for Part A of Medicare if the individual elects to take Medicare. In all cases, Part B of Medicare is paid for by the participant.

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

2. When a retiree and his/her spouse are both 65 or over, and neither is eligible for paid Part A of Medicare, the subsidy shall pay for Part A for each of them or the maximum subsidy, whichever is less.

3. When a retiree at age 65 is eligible for paid Part A of Medicare and his/her spouse is not eligible for paid Part A, the spouse shall not receive subsidy. When a retiree at age 65 is not eligible for paid Part A of Medicare and his/her spouse who is also age 65 is eligible for paid Part A of Medicare, the subsidy shall be for the retiree's Part A only.

E. Cancellation:

1. For retirees/dependents eligible for paid Part A of Medicare, the following cancellation provisions apply:

   a. Coverage for a retiree under the Retiree Subsidy Medical Plan will be eliminated on the first day of the month in which the retiree reaches age 65. If such retiree was covering dependents under the Plan, dependents will be eligible for COBRA continuation benefits effective as of the retiree's 65th birthday.

   b. Dependent coverage will be eliminated upon whichever of the following occasions comes first:

      1) After 36 months of COBRA continuation coverage, or

      2) When the covered dependent reaches age 65 in the event such dependent reaches age 65 prior to the retiree reaching age 65.

   c. At age 65 retirees are eligible to make application for Medicare. Upon being considered "eligible to make application," whether or not application has been made for Medicare, the Retiree Subsidy Medical Plan will be eliminated.

2. See provisions under "Benefits," "Subsidies," and "Medicare" for those retirees/dependents not eligible for paid Part A of Medicare.

3. Retiree Subsidy Medical Plan and COBRA participants shall be notified of non-payment of premium by means of a certified letter from Employee Benefits in accordance with provisions of the Non-Associated Resolution.

4. A retiree who fails to pay premiums due for coverage and is in arrears for sixty (60) days shall be terminated from the Plan and shall not have reinstatement rights.

NON-ASSOCIATED EMPLOYEE PAY AND BENEFIT PROVISIONS

EXHIBIT 3 - 9/80 WORK SCHEDULE

This work schedule is known as "9/80". The 9/80 work schedule is designed to be in compliance with the requirements of the Fair Labor Standards Act (FLSA). In the event that there is a conflict with the current rules, practices and/or procedures regarding work schedules and leave plans, then the rules listed below shall govern.

9/80 WORK SCHEDULE DEFINED

The 9/80 work schedule shall be defined as working nine (9) days for eighty (80) hours in a two week pay period by working eight (8) days at nine (9) hours per day and working one (1) day for eight (8) hours (Friday), with a one-hour lunch during each work shift, totaling forty (40) hours in each FLSA work week. The 9/80 work schedule shall not reduce service to the public, departmental effectiveness, productivity and/or efficiency as determined by the City Administrator or designee.

A. Forty (40) Hour FLSA Work Week

The actual FLSA workweek is from Friday at mid-shift (p.m.) to Friday at mid-shift (a.m.). No employee working the 9/80 work schedule will be able to flex their Friday start time nor the time they take their lunch break, which will be from 12:00 p.m. to 1:00 p.m. on Fridays. All employee work shifts will start at 8:00 a.m. on their Friday worked. The start of the FLSA workweek is 12:00 noon Friday.

B. Two Week Pay Period

The pay period for employees starts Friday mid-shift (p.m.) and continues for fourteen (14) days until Friday mid-shift (a.m.). During this period, each week is made up of four (4) nine (9) hour work days (thirty-six (36) hours) and one (1) four (4) hour Friday and those hours equal forty (40) work hours in each work week (e.g. the Friday is split into four (4) hours for the a.m. shift, which is charged to work week one and four (4) hours for the p.m. shift, which is charged to work week two).

C. A/B Schedules

To continue to provide service to the public every Friday, employees are to be divided between two schedules, known as the "A" schedule and the "B" schedule, based upon the departmental needs. For identification purposes, the "A" schedule shall be known as the schedule with a day off on the Friday in the middle of the pay period, or, "off on payday", the "B" schedule shall have the first Friday (p.m.) and the last Friday (a.m.) off, or "working on payday". An example is listed below:

	AM F	PM F	S	S	M	T	W	Th	AM F	PM F	S	S	M	T	W	Th	AM F	PM F
A Schedule	4	4	-	-	9	9	9	9	-	-	-	-	9	9	9	9	4	4
B Schedule	-	-	-	-	9	9	9	9	4	4	-	-	9	9	9	9	-	-

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

D. A/B Schedule Changes

FLSA exempt employees may change A/B schedules at the beginning of any pay period with supervisor or City Administrator approval.

E. Emergencies

All employees on the 9/80 work schedule are subject to be called to work any time to meet any and all emergencies or unusual conditions which, in the opinion of the City Administrator, or designee may require such service from any of said employees.

LEAVE BENEFITS

When an employee is off on a scheduled workday under the 9/80 work schedule, then nine (9) hours of eligible leave per workday shall be charged against the employee's leave balance or eight (8) hours shall be charged if the day off is a Friday. All leaves shall continue under the current accrual, eligibility, request and approval requirements.

1. General Leave – As stated in the Non-Associated Resolution.

2. Sick Leave – As stated in the Non-Associated Resolution.

3. Executive Leave – As stated in the Non-Associated Resolution.

4. Bereavement Leave – As stated in the Non-Associated Resolution.

5. Holidays - As stated in the Non-Associated Resolution.

6. Jury Duty – The provisions of the Personnel Rules shall continue to apply, however, if an FLSA exempt employee is called to serve on jury duty during a normal Friday off, Saturday, or Sunday, or on a City holiday, then the jury duty shall be considered the same as having occurred during the employees day off work, therefore, the employee will receive no added compensation.

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

EXHIBIT 4 - VOLUNTARY CATASTROPHIC LEAVE DONATION

Guidelines

1. Purpose

   The purpose of the voluntary catastrophic leave donation program is to bridge employees who have been approved leave time to either; return to work, long-term disability, or medical retirement. Permanent employees who accrue vacation, general leave or compensatory time may donate such leave to another permanent employee when a catastrophic illness or injury befalls that employee or because the employee is needed to care for a seriously ill family member. The leave-sharing Leave Donation Program is Citywide across all departments and is intended to provide an additional benefit. Nothing in this program is intended to change current policy and practice for use and/or accrual of vacation, general, or sick leave.

2. Definitions

   Catastrophic Illness or Injury - A serious debilitating illness or injury, which incapacitates the employee or an employee's family member.

   Family Member - For the purposes of this policy, the definition of family member is that defined in the Family Medical Leave Act (child, parent, spouse or domestic partner).

3. Eligible Leave

   Accrued compensatory, vacation or general leave hours may be donated. The minimum donation an employee may make is two (2) hours and the maximum is forty (40) hours.

4. Eligibility

   Permanent employees who accrue vacation or general leave may donate such hours to eligible recipients. Compensatory time accrued may also be donated. An eligible recipient is an employee who:

   - Accrues vacation or general leave;
   - Is not receiving disability benefits or Workers' Compensation payments; and
   - Requests donated leave.

5. Transfer of Leave

   The maximum donation credited to a recipient's leave account shall be the amount necessary to ensure continuation of the employee's regular salary during the employee's period of approved catastrophic leave. Donations will be voluntary, confidential and irrevocable. Hours donated will be converted into a dollar amount based on the hourly wage of the donor. The dollar amount will then be converted into accrued hours based on the recipient's hourly wage.
   An employee needing leave will complete a Leave Donation Request Form and submit it to the Department Director for approval. The Department Director will forward the form to Human Resources for processing. Human Resources, working with the department, will send out the request for leave donations.

   Employees wanting to make donations will submit an Authorization for Donation to the Human Resources Division (payroll).

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

All donation forms submitted to payroll will be date stamped and used in order received for each bi-weekly pay period. Multiple donations will be rotated in order to insure even use of time from donors. Any donation form submitted that is not needed will be returned to the donor.

6. Other

Please contact the Human Resources Department with questions regarding employee participation in this program.

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

Voluntary Catastrophic Leave Donation Program
Leave Request Form

Requestor, Please Complete

According to the provisions of the Voluntary Catastrophic Leave Donation Program, I hereby request donated vacation, general leave or compensatory time.

MY SIGNATURE CERTIFIES THAT:

- A Leave of absence in relation to a catastrophic illness or injury has been approved by my Department; and
- I am not receiving disability benefits or Workers' Compensation payments.

Name: *(Please Print or Type: Last, First, MI)*	
Work Phone:	Department:
Job Title:	Employee ID#:
Requester Signature:	Date:
Department Director Signature of Support:	Date:
Human Resources Department Use Only End donation date will bridge to: ☐ Long Term Disability ☐ Medical Retirement beginning ☐ Length of FMLA leave ending ☐ Return to work	End donation date:
Human Resources Director Signature:	Date signed:

Please submit this form to the Human Resources Department.

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

Voluntary Catastrophic Leave Donation Program
Leave Donation Form

Donor, please complete

Donor Name: *(Please Print or Type: Last, First, MI)*	
Work Phone:	
Donor Job Title:	
Type of Accrued Leave: ☐ Vacation ☐ Compensatory Time ☐ General Leave	Number of Hours I wish to Donate: _____ Hours of Vacation _____ Hours of Compensatory Time _____ Hours of General Leave

I understand that this voluntary donation of leave credits, once processed, is irrevocable; but if not needed, the donation will be returned to me. I also understand that this donation will remain confidential.

I wish to donate my accrued vacation, comp or general leave hours to the Leave Donation Program for:

Eligible recipient employee's name (Last, First, MI):	
Donor Signature:	Date:

Please submit to the Human Resources Department.

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

EXHIBIT 1
NON-ASSOCIATED EXECUTIVE MANAGEMENT SALARY SCHEDULE
EFFECTIVE January 16, 2007

Job Type	Description	Pay Grade 1/16/07	Starting Point		Control Point		High Point
0510	Deputy City Administrator	703	$72.68		$80.90		$90.04
0009	Director of Building & Safety	681	$65.12		$72.48		$80.68
0014	Director of Community Services	697	$70.53		$78.50		$87.38
0008	Director of Econ Development	681	$65.12		$72.48		$80.68
0574	Director of Human Resources	681	$65.12		$72.48		$80.68
0479	Director of Info Services	681	$65.12		$72.48		$80.68
0007	Director of Library Services	668	$61.03		$67.93		$75.61
0021	Director of Planning	681	$65.12		$72.48		$80.68
0010	Director of Public Works	697	$70.53		$78.50		$87.38
0518	Finance Director	697	$70.53		$78.50		$87.38
0015	Fire Chief	709	$74.88		$83.35		$92.77
0011	Police Chief	709	$74.88		$83.35		$92.77
0016	City Attorney	740	$87.41		$97.29		$108.29
0017	City Clerk	668	$61.03		$67.93		$75.61
0018	City Treasurer	681	$65.12		$72.48		$80.68
0007	Director of Library Services	668	$61.03		$67.93		$75.61

NON-ASSOCIATED EMPLOYEE PAY AND BENEFIT PROVISIONS

EXHIBIT 1
NON-ASSOCIATED EXECUTIVE MANAGEMENT SALARY SCHEDULE
EFFECTIVE December 29, 2007

Job Type	Description	Pay Grade 12/29/07	Starting Point		Control Point		High Point
0510	Deputy City Administrator	709	$74.88		$83.35		$92.77
0009	Director of Building & Safety	687	$67.11		$74.69		$83.13
0014	Director of Community Services	703	$72.68		$80.90		$90.04
0008	Director of Econ Development	687	$67.11		$74.69		$83.13
0574	Director of Human Resources	687	$67.11		$74.69		$83.13
0479	Director of Info Services	687	$67.11		$74.69		$83.13
0007	Director of Library Services	674	$62.89		$70.00		$77.91
0021	Director of Planning	687	$67.11		$74.69		$83.13
0010	Director of Public Works	703	$72.68		$80.90		$90.04
0518	Finance Director	703	$72.68		$80.90		$90.04
0015	Fire Chief	715	$77.17		$85.89		$95.59
0011	Police Chief	715	$77.17		$85.89		$95.59
0016	City Attorney	746	$90.07		$100.25		$111.58
0017	City Clerk	674	$62.89		$70.00		$77.91
0018	City Treasurer	687	$67.11		$74.69		$83.13

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

EXHIBIT 1
NON-ASSOCIATED EXECUTIVE MANAGEMENT SALARY SCHEDULE
EFFECTIVE December 27, 2008

Job Type	Description	Pay Grade 12/27/08	Starting Point		Control Point		High Point
0510	Deputy City Administrator	715	$77.17		$85.89		$95.59
0009	Director of Building & Safety	693	$69.15		$76.96		$85.66
0014	Director of Community Services	709	$74.88		$83.35		$92.77
0008	Director of Econ Development	693	$69.15		$76.96		$85.66
0574	Director of Human Resources	693	$69.15		$76.96		$85.66
0479	Director of Info Services	693	$69.15		$76.96		$85.66
0007	Director of Library Services	680	$64.80		$72.12		$80.28
0021	Director of Planning	693	$69.15		$76.96		$85.66
0010	Director of Public Works	709	$74.88		$83.35		$92.77
0518	Finance Director	709	$74.88		$83.35		$92.77
0015	Fire Chief	721	$79.51		$88.49		$98.50
0011	Police Chief	721	$79.51		$88.49		$98.50
0016	City Attorney	752	$92.81		$103.30		$114.97
0017	City Clerk	680	$64.80		$72.12		$80.28
0018	City Treasurer	693	$69.15		$76.96		$85.66

Res. No. 2010-15

STATE OF CALIFORNIA
COUNTY OF ORANGE) ss:
CITY OF HUNTINGTON BEACH)

I, JOAN L. FLYNN the duly elected, qualified City Clerk of the City of Huntington Beach, and ex-officio Clerk of the City Council of said City, do hereby certify that the whole number of members of the City Council of the City of Huntington Beach is seven; that the foregoing resolution was passed and adopted by the affirmative vote of at least a majority of all the members of said City Council at an **regular** meeting thereof held on **February 16, 2010** by the following vote:

AYES: Carchio, Coerper, Hardy, Green, Bohr, Dwyer, Hansen
NOES: None
ABSENT: None
ABSTAIN: None

City Clerk and ex-officio Clerk of the
City Council of the City of
Huntington Beach, California