

CITY OF SALINAS
CITY COUNCIL MEETING
March 3, 2020

**EMPLOYEE COMPENSATION AND
BENEFIT SUMMARY**



TOTAL COMPENSATION

- Base Pay
- Additional Pays
 - Auto Allowance
 - Bilingual Pay
 - Canine Officer
 - Certification Pay (30+)
 - Commercial Driver's Lic
 - Community Relations
 - Confidential Premium
 - Court Pay
 - Crime Scene Invest.
 - Detective Premium
 - Differentials SEIU
 - Educ. Incentive
 - Field Training Officer
 - Fire Staff Premium
 - Gang Detail
 - Hazardous Conditions SEIU
 - Hazardous Materials IAFF
 - Longevity
 - Master Police Officer
 - Motors Patrol Premium
 - NFRIS Report Checker
 - On Call Pay
 - Overtime
 - Paramedic
 - Personnel & Training
 - Platoon Training Coord/EMS
 - Police Records Assignment
 - Residency Stipend
 - Search Pay Premium
 - Shift Differential
 - Supervisor Premium
 - Temporary Upgrade Pay
 - Uniform/Footwear Allowance

RETIREMENT PLANS

- CalPERS - 528 Active Members and 623 Retired Members

Police:

3.0% @ 50

3.0% @ 55

2.7% @ 57

Fire:

3.0% @ 50

3.0% @ 55

2.5% @ 57

Non-Public Safety:

2.0% @ 55

2.0% @ 62

- New York Life – 12 Active Members and 47 Retired Annuitant Members

Non-Public Safety:

2 % @ 60

- Social Security – All Miscellaneous Employees excluding temporary

6.2% of Payroll

EMPLOYEE BENEFITS

- Annual Leave
- Annual Leave Buyback
- Bereavement
- Flex/Management Leave
- Holidays/Floating
- Industrial Leave
- Military Leave
- Temp Employee Sick Leave
- Biennial Physical Examination
- Cafeteria Benefit
- Deferred Comp
- Fitness Test/Gym Reimbursement
- Health/Dental/Vision
- Life Insurance
- Long Term Disability
- Retiree Medical (Police & Fire)
- Retiree PEMHCA Minimum
- Take Home Vehicles/Auto Allowance
- Tuition Reimb./Prof Development
- Unemployment Insurance
- Workers' Compensation

A LOOK AT ANNUAL COSTS

A LOOK AT ANNUAL COSTS CONT'D

Cont'd

MEDICAL COVERAGE TYPE

- 100% Coverage equal to PERS Choice Premium until December 2019

Choice Plan Monthly Rates	Employee Count	2019	2019 Employee Contribution
Employee Only	151	\$ 866.95	\$ 25.00
Employee Plus One	107	\$ 1,733.90	\$ 50.00
Family	273	\$ 2,254.07	\$ 75.00

- Public Employees Medical Hospital Care Act (PEMHCA)

Retirees	147	\$ 129.20
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- Public Safety Retiree Medical
- | | |
|----|-----------|
| 48 | \$ 100.00 |
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EXAMPLE OF TOTAL COMPENSATION

Salary/Pays	Police Officer	Firefighter	Crew Supervisor - SEIU
Maximum Base	\$ 110,556.00	\$ 97,812.00	\$ 91,908.00
Bilingual	\$ 5,528.00	\$ 4,891.00	\$ 4,595.00
Premium	\$ 8,844.00	\$ 17,117.00	-
Education/Cert	\$ 7,739.00	\$ 1,440.00	\$ 6,893.00
Flex/Management	-	-	\$ 5,744.00
Annual Leave	\$ 14,032.00	\$ 14,477.00	\$ 11,665.00
Fitness	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Longevity	\$ 8,844.00	\$ 6,847.00	\$ 4,595.00
Tuition	\$ 500.00	\$ 1,000.00	\$ 1,000.00
Uniform	\$ 1,200.00	\$ 1,200.00	\$ 250.00
Health	\$ 26,579.00	\$ 27,338.00	\$ 28,857.00
Retirement	\$ 58,035.00	\$ 81,578.00	\$ 16,020.00
Total Pays	\$ 242,857.00	\$ 254,700.00	\$ 172,527.00

SPECIALTY PAY COSTS WITHIN MOU'S

OVERTIME BY BARGAINING UNIT

<u>Unit</u>	<u>Employees</u>	<u>Gross Amount</u>
• IAFF	83	\$ 2,539,355
• SPOA	129	2,429,713
• PMA	31	760,297
• SMEA	83	330,957
• FSA	7	94,425
• SEIU	48	108,549
• SEIU Crew Sup	3	2,471
• AMPS	4	<u>31,726</u>
		\$ 6,297,494

SAMPLE SALINAS CALPERS RETIREES

Position	Pension	Years of Service	Year of Retirement
• Fire Chief	\$ 204,571.00	34.70	2008
• City Manager	\$ 194,041.00	35.02	2008
• Deputy Police Chief	\$ 191,589.00	30.07	2013
• Police Chief	\$ 175,178.00	30.05	2016
• Battalion Chief	\$ 144,314.00	27.17	2017
• PW Director	\$ 57,587.00	14.63	2016
• Parks Crew Sup	\$ 84,282.00	36.97	2017
*5 – NYL Retirements	\$5,129,606.00		2019

LEAVE ACCRUALS

- Annual Leave
Years of Service

Leave Days/Hours
40 Hour Sched.

1 - 5	22 Days or 176 Hours
6 - 10	27 Days or 216 Hours
11 - 15	29 Days or 232 Hours
16 - 17	30 Days or 240 Hours
18 - 19	31 Days or 248 Hours
20 - 24	32 Days or 256 Hours
25+	33 Days or 264 Hours

- IAFF/FSA Annual Leave

Years of Service Leave Hours
56 40 Hour Sched.

1 - 3	224	160
4 - 5	280	200
6 - 10	314	224
11 - 15	353	252
16 - 17	372	266
18 - 19	392	280
20 - 24	412	294
25+	431	308

LEAVES CONTINUED

- Paid Holidays

12 Paid holidays per year fixed within appropriate MOU

2 Floating holidays per year for Non-Public Safety Units

1 Floating holiday per year for FSA

- Management Leave or Flex Time Leave:

AMPS – 16.25 Days

SEIU Blue Collar – 10.4 Days

Conf Mgmt – 16.25 Days/18.75 Days

SEIU Crew Supervisors – 16.25 Days

Conf Misc – 13 Days

SMEA – 13 Days

Department Directors – 20 Days

FSA – 10 Days/14 Days

MITIGATION TO RETIREMENT CHALLENGES

- Develop and implement a plan to pay down the City's Liabilities
 - ✓ 2018 - \$11.3M towards CalPERS Fire unfunded liability
 - ✓ 2020 - \$4.5M towards CalPERS Miscellaneous unfunded liability
- Create a Pension Rate Stabilization Program
 - ✓ In progress
- Change the service delivery method of certain public services
 - ✓ Review non-sworn police functions to be handled by non-sworn staff
 - ✓ City – County Animal Shelter – Salinas Plan shared services recommendation
 - ✓ EMS, ALS, Medical Response Squads
- Undertake appropriate methods to get City employees to pay a larger portion of annual pension contribution
 - ✓ Police and Fire paying 12% towards CalPERS
 - ✓ Temporary Employees paying PARS contributions

MITIGATION TO RETIREMENT CHALLENGES

- Efforts made within the Salinas Plan
 - ✓ COLA's within recommended sustainability recommendations
 - ✓ Greater employee contribution towards health
 - ✓ Elimination of biennial physical examinations
 - ✓ Elimination of physical fitness/wellness incentive
 - ✓ Elimination of Management Leave
 - ✓ Elimination of Floating Holidays
 - ✓ Operational Efficiencies

Questions?