

At-A-Glance Table for City Management

MANAGEMENT STAFF COMPENSATION FOR CALENDAR YEAR 2015

City Manager
Bruce Channing

| Regular Compensation | <u>2015</u> | <u>2014</u> | <u>2013</u> | <u>2012</u> | <u>2011</u> | <u>2010</u> |
|--|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| Base Salary | \$262,169 | \$243,785 | \$238,157 | \$234,994 | \$233,592 | \$233,592 |
| Management Incentive Plan | \$12,417 | \$0 | \$0 | \$0 | \$0 | \$0 |
| City-Paid Premiums for: | | | | | | |
| Medical Insurance | \$14,632 | \$17,685 | \$18,035 | \$16,229 | \$19,232 | \$24,374 |
| Dental Insurance | \$1,113 | \$1,663 | \$1,966 | \$1,299 | \$1,405 | \$1,875 |
| Vision Insurance | \$255 | \$380 | \$417 | \$253 | \$294 | \$400 |
| Group Life and Disability Insurance | \$1,538 | \$1,550 | \$1,562 | \$1,562 | \$1,509 | \$1,455 |
| CALPers Contribution ^{1,3} | \$13,456 | \$14,377 | \$15,840 | \$16,450 | \$16,351 | \$16,351 |
| Supplemental Retirement Contribution ² | \$17,041 | \$15,846 | \$15,480 | \$15,275 | \$15,183 | \$15,183 |
| Retiree Health Savings Contribution | \$5,000 | \$5,000 | \$5,000 | \$5,000 | \$5,000 | \$5,000 |
| Auto Allowance | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Deferred Compensation ³ | \$18,000 | \$17,500 | \$17,500 | \$17,000 | \$16,500 | \$16,500 |
| Taxable Personal Use of City-Owned Vehicle ³ | \$3,660 | \$3,494 | \$8,245 | \$8,298 | \$8,015 | \$8,320 |
| Physical Examination ³ | \$0 | \$0 | \$760 | \$0 | \$0 | \$800 |
| Employee's MediCare Contribution Paid by Employer ³ | \$6,041 | \$4,178 | \$4,580 | \$4,194 | \$4,430 | \$4,469 |
| Excess Life and Disability Insurance Premiums ³ | \$14,740 | \$14,172 | \$13,669 | \$13,213 | \$12,792 | \$12,382 |
| Taxable Personal Toll Road Fees Payment ³ | \$700 | \$689 | \$665 | \$607 | \$600 | \$779 |
| Total Regular Compensation | <u>\$370,762</u> | <u>\$340,319</u> | <u>\$341,877</u> | <u>\$334,372</u> | <u>\$334,903</u> | <u>\$341,481</u> |
| Other Compensation | | | | | | |
| Unused Vacation Buyouts | \$24,297 | \$9,575 | \$36,657 | \$13,593 | \$32,143 | \$11,230 |
| Unused Sick Leave Buyouts | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Retiree Health Savings Contribution from Unused Sick Leave in Excess of 160 Hrs | \$11,462 | \$10,152 | \$4,551 | \$10,781 | \$4,492 | \$8,535 |
| Value of Additional Vacation Days Granted by Resolution | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Total Other Compensation | <u>\$35,759</u> | <u>\$19,726</u> | <u>\$41,208</u> | <u>\$24,374</u> | <u>\$36,635</u> | <u>\$19,765</u> |
| TOTAL COMPENSATION | <u>\$406,521</u> | <u>\$360,045</u> | <u>\$383,085</u> | <u>\$358,746</u> | <u>\$371,538</u> | <u>\$361,247</u> |

¹ As of July 1, 2015, all City employees contribute 2.25% of the 7% employee portion paid to CalPERS.

² These are 100% funded by the City.

³ These items are contractually obligated to employee pursuant to employment agreement.