

CITY OF TAFT

DEPARTMENT HEADS BENEFITS COMPENSATION PLAN

Article 1 - Introduction

This Plan has been adopted by Resolution of the City Council of the City of Taft and is intended to define wages, hours and other terms and conditions of employment for those employees of the City of Taft designated as Department Heads.

Article 2 – Positions/Classifications

Attached as "Attachment 1" is positions/classification designated as At-Will Department Heads.

Article 3 - Section 125 Program

The City shall continue to offer a Premium-Only Section 125 Program whereby employee contributions toward health and dental insurance premiums will be paid not subject to Federal Income Tax, State Income Tax, or FICA. Employee participation in the program will be voluntary.

Article 4 - Health Insurance

City agrees to assume the cost of employee and dependent health insurance as follows:

The City will pay 100% toward health coverage for employees and dependents in the following manner:

1. The City will continue to pay 100% toward employee and dependent health and vision coverage based upon the GEMCare Plan rates. Employees who elect to be covered by Kaiser, will be responsible for 100% of the difference in premium between the GEMCare and Kaiser Plans.

Article 5 - Life Insurance

Employees included in the Plan shall be entitled to participate in the City's group life insurance program upon completion of thirty (30) days continuous service.

Should an employee elect to participate in group life insurance program, the City shall bear the total cost of such insurance for the individual employee. Employees, however, may not secure group life insurance benefits for dependents under this program.

Department Head life insurance benefits shall be \$50,000 for each participating employee.

The City's group life insurance program also provides employee benefits in the event of accidental death or dismemberment subject of conditions outlined in the City's group life insurance policy.

Article 6 - Retirement Benefits

Effective July 1, 2012 Department Heads will be responsible for paying the full seven percent (7%) employee contributions required to be paid by employees to the Public Employees Retirement System.(PERS)

Article 7 - Special Leave

Effective July 1 of each fiscal year, Department Heads shall be granted fifty-six (56) hours, Special Leave with pay which may be used at any time during the fiscal year upon approval of the City Manager. This leave must be used during the fiscal year in which it is received. Special Leave may not be carried over to a subsequent fiscal year. Any unused Special Leave at the end of the fiscal year or at time of termination will be forfeited and has no cash value.

Employees who commence employment after July 1 shall receive upon hire a pro-rata amount based on the months remaining in the fiscal year.

Article 8 - Overtime Compensation

Department Heads are classified as exempt employees as defined in the Federal Fair Labor Standards Act and shall not be eligible for overtime compensation or for compensatory time-off (ATO) regardless of the number of hours worked.

Article 9 - Premium Pay

Department Heads are classified as exempt employees as defined in the Federal Fair Labor Standards Act and shall not be eligible to receive premium pay or any other compensation than that specifically authorized herein.

The Police Chief shall receive a Uniform Allowance of \$1,100 annually, paid on July 1 of each year.

Article 10 - Higher Classification Pay

Department Heads will not be eligible for additional compensation or benefits unless specifically authorized by the City Council.

Article 11 – Communications Allowance

Department Head employees shall receive a \$125 per month cell phone/communication allowance in lieu of a City issued cell-phone.

Article 12 – Severance Pay

In the event an At-Will Department Head employee is terminated by the City Manager during such time as the Employee is willing and able to perform the duties of their position, the City agrees to pay the employee a lump sum cash severance payment equal to three (3) months of employee's aggregate compensation. Except in the case of gross misconduct or employees conviction of an illegal act involving personal gain to the employee in which case the City shall have no obligation to pay severance benefits.

ATTACHMENT 1

Department Head Position Classifications

The following classifications are designated as At-Will Department Head and are FLSA exempt.

Position

Director of Finance

Director of Human Resources/Asst. City Manager

Director of Planning and Development Services

Director of Public Works

Police Chief

Records Administrator

RESOLUTION NO. 3437-12

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TAFT
AMENDING THE POSITION CLASSIFICATION PLAN
AND ESTABLISHING CORRESPONDING COMPENSATION RATES**

WHEREAS, pursuant to Section 1-10-5, Taft Municipal Code, the City Council may adopt rules and regulations for the administration of the personnel system, including establishing position classifications and range changes; and

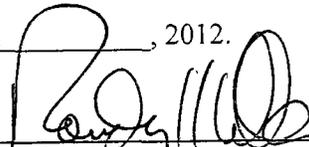
WHEREAS, the City Council wishes to amend the Position Classification Plan and establish corresponding compensation rules pursuant thereto.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Taft that:

Section 2. The salary schedule setting forth rates of pay for the following positions designated as Management/Supervisory/Confidential position shall be as follows:

<u>Position Title</u>	<u>New Range</u>
Director of Finance	69.3
Municipal Records Administrator	53.9

PASSED, APPROVED AND ADOPTED this 19~~th~~ day of June, 2012.



Randy Miller, Mayor

ATTEST:



Louise Hudgens, CMC
CITY CLERK

STATE OF CALIFORNIA }
COUNTY OF KERN } SS
CITY OF TAFT }

I, Louise Hudgens, City Clerk of the City of Taft, do hereby certify that the foregoing Resolution was duly and regularly adopted by the City Council of the City of Taft at a regular meeting thereof held on the 19th day of June, 2012, by the following vote:

AYES:	COUNCILMEMBER:	Krier, Linder, Noerr, Waldrop, Miller
NOES:	COUNCILMEMBER:	None
ABSENT:	COUNCILMEMBER:	None
ABSTAIN:	COUNCILMEMBER:	None



Louise Hudgens, CMC
CITY CLERK