

Menlo Park Fire Protection District

COMPENSATION PLAN

Chief Officers Unrepresented Personnel

Effective July 10, 2018 through January 2022,
except where specifically noted.

SECTION I. COMPENSATION	1
A. CHIEF OFFICERS COMPENSATION POLICY.....	1
B. BASIC PLAN ELEMENTS.....	1
C. CHIEF OFFICERS COMPENSATION ADJUSTMENT AUTHORIZATION	3
SECTION II. SPECIAL COMPENSATION.....	4
A. DEPLOYMENT STIPEND	4
B. DISTRICT HOLIDAYS	4
C. BackFill stipend.....	5
D. RESIDENCY STIPEND	6
E. WORKING ABOVE CLASSIFICATION PAY – TEMPORARY UPGRADE PAY	6
F. JOB DESCRIPTION REVIEW	6
G. UNIFORMS.....	6
H. GROUP INSURANCE.....	7
I. EMPLOYEE ASSISTANCE PLAN	10
J. FLEX SPENDING PROGRAM	10
K. LEAVES.....	10
L. RETIREMENT PENSION	12
M. COMMUTE INCENTIVES.....	13
N. AT-WILL STATUS.....	13
O. REIMBURSEMENT FOR RELOCATION EXPENSE.....	14
P. GRIEVANCES.....	14
Q. POLICY AND PROCEDURES	14
ATTACHMENT B	15
A. At-Will Positions.....	15
ATTACHMENT C	16
A. Salary Schedule effective 7/9/2017	Error! Bookmark not defined.
B. Salary Schedule effective 7/9/2018	16

COMPENSATION PLAN FOR THE MENLO PARK FIRE PROTECTION DISTRICT

Chief Officers Personnel

As used in this Plan, the term “Chief Officers” refers to all unrepresented, safety employees, including Mid-Level Management employees and Management staff. This group will hereafter be identified as “Chief Officers” personnel.

SECTION I. COMPENSATION

This section applies to all chief officers employees and does not include District Board or the Fire Chief. The Fire Chief shall be the responsible decision-maker under this Plan for those employees in departments under his/her control.

A. CHIEF OFFICERS COMPENSATION POLICY

The District’s policy for Chief Officers compensation is to establish and maintain a general structure based on marketplace norms and internal job alignment with broad compensation grades and ranges. Structures and ranges will be reviewed and updated as necessary based on marketplace survey data, internal relationships, and District financial conditions.

Individual compensation adjustments will be considered by the Fire Chief based on (1) performance factors including achievement of predetermined objectives; (2) pay structure adjustments; and (3) District financial conditions.

B. BASIC PLAN ELEMENTS

1. Structure: The current compensation structure for this group lists a max salary by classification, commonly referred to as control point. With the approval of this plan, the control point method will be converted to mid-point with salary ranges as described below.

The compensation plan includes a separate salary range for each classification with a mid-point which is 25% above the minimum, and 20% below the maximum of the range. All Chief Officer positions will be assigned an appropriate pay range based on salary survey data and internal relationships. Actual salary within the range is determined by experience and performance.

Competitive marketplace studies will be conducted as needed by surveying a minimum of 5 organizations similar to the District in number of employees, budget, population, location, and services provided when possible. These studies will focus on total compensation for position-by-position comparisons using market research and internal equity data. The results of these studies may indicate the pay range structure be adjusted and such adjustments will only affect the salary administration framework. No individual salaries will be automatically changed because of structural adjustments.

2. Compensation Adjustment Authorization: Following Board adoption of this plan all pay ranges for classifications within this group will receive a one and a half percent (1.5%) salary increase effective pay period beginning January 9, 2019. In July 2019, all pay ranges for classifications within this group will receive a one and a half percent (1.5%) salary increase. In January 2020, all pay ranges for classifications within this group will receive a three percent (3%) salary increase. In January 2021, all pay ranges for classifications within this group will receive a three percent (3%) salary increase. All pay increases shall correspond with the first day of the full pay period. Any increases in the middle of the pay period shall be made effective on the first day of the following pay period.

- a) Base Compensation. Compensation for Chief Officer employees includes bi-monthly base pay and is paid on a continuing basis. On a fiscal year basis, the bi-monthly base pay must fall within the established pay range.

Base pay increases are earned and authorized in accordance with this compensation plan and are based upon growth within the position and performance, which must meet or exceed position standards defined through the performance planning and appraisal process described in subsection b below, the salary structure, and the District's ability to pay. Base pay increases for performance shall be authorized only on an annual basis. All pay increases shall correspond with the first day of the full pay period. Any increases in the middle of the pay period shall be made effective on the first day of the following pay period.

Chief Officer employees who have received an overall rating of "Meets" or "Exceeds" expectations on their annual performance evaluation and who have not been on a performance improvement plan during the preceding fiscal year will be eligible for an adjustment to base compensation. Nothing herein shall preclude an employee's manager from awarding a mid-point adjustment increase to an employee on a performance plan at a later date should employee's performance improve.

- b) Performance Evaluations - Performance evaluations will be conducted at the end of each fiscal year during the months of July through September 30 each year prior to determining individual employee fixed compensation. Alignment with the fiscal year cycle is intended to ensure employees set goals consistent with the District's goals for that year. This process includes both review of previous performance plan and preparation of the performance plan for the next planning period (usually the fiscal year). Performance plans are jointly prepared by the employee and supervisor with the concurrence of the department head or the Fire Chief. The performance plans shall contain measurable objectives which place special emphasis on position description duties or specific assignments. Progress toward meeting objectives shall be monitored periodically. The performance evaluations should be implemented in a manner that will achieve the following objectives:

- Define the employee's job duties and expected performance level for the next review period to ensure that both the employee and supervisor have a clear understanding of the employee's role and responsibilities;
- Evaluate and document past performance to serve as a basis for establishing and obtaining future performance standards/objectives;
- Facilitate two-way communication and understanding between the employee and his or her supervisor;
- Counsel and encourage employees to work toward a learning development plan and realize their full potential;
- Establish future work plan objectives.

Evaluations should include job related projects or special goals related to regular job duties when applicable. At the conclusion of the fiscal year (or review period), supervisors shall make a final determination of the overall performance rating.

Recommendations shall be forwarded to Human Resources and the Fire Chief who will then determine individual fixed adjustments according to the provisions of the compensation plan. Each department will ensure that metrics tie to the performance appraisal. The performance planning and appraisal process should be completed by September 30.

C. CHIEF OFFICERS COMPENSATION ADJUSTMENT AUTHORIZATION

1. The Fire Chief is authorized to pay salaries in accordance with this plan to Chief Officer employees in an amount not to exceed the Board approved budgeted salaries for the applicable fiscal year.
2. Individual Chief Officer compensation authorized by the Fire Chief under the Chief Officers Compensation Plan may not be less than 25% below nor more than 20% above the mid-point for the individual position grades authorized in Salary Schedule attached.
3. The Fire Chief is authorized to establish such administrative rules as are necessary to implement the Chief Officers Salary Plan subject to the limitations of the approved compensation adjustment authorization and the approved range and mid-point structure.
4. Notwithstanding any other provision of this Compensation Plan, in the event a downward adjustment of a position range assignment indicates a reduction in the established salary of an individual employee, the Fire Chief may, if circumstances warrant, continue the salary for such employee in an amount in excess of the revised range limit for a reasonable period of time. Such interim salary rates shall be defined as "Y-rates." Employees in "Y-rated" positions shall not be eligible for any increase to base salary unless and until the amount of the "Y-rated" salary is equal to or less than the published pay rates.

SECTION II. SPECIAL COMPENSATION

This section applies to all eligible unrepresented chief officer positions. Eligibility shall be in conformance with the District Policy and Procedures, Regulation, and or Administrative Directives issued by the Fire Chief for the purposes of clarification and interpretation.

A. DEPLOYMENT STIPEND

Compensation for time worked on deployment shall be in conformance with the District guidelines and Policies and Procedures. This pay shall not be included as Special Compensation as defined by CalPERS. Clarification on compensation specific to this time of work is outlined below.

- 1. OES/Wildland/FEMA Deployments – When a member of this group is sent on deployment, as required by the Fire Chief, the employee shall be paid a stipend as follows:
 - a. When a Battalion Chief is deployed on days he or she is not normally scheduled to work, the employee shall be paid \$2500 per day for full shifts and \$105 per hour for partial shifts. Full shifts shall be a full 24-hour shift calculated starting at 8:00 AM to 7:59 AM the following day.
 - i. Normally scheduled days shall be paid at the regular rate while deployed
 - b. When a Division Chief or higher is sent on deployment, as required by the Fire Chief, they shall be paid a stipend as follows:
 - i. On days he or she is not normally scheduled to work, he or she shall be paid \$2800 per day for full shifts. Full shifts shall be a full 24-hour shift. For partial shifts, he or she will be paid \$117 per hour. Time for each shift shall be calculated starting at 12:00 AM to 11:59 PM.
 - ii. On days he or she is normally scheduled to work, they shall be paid their salary plus \$117 per hour worked in addition to the normally scheduled day.

- 2. Mutual Aid/Holdover – In the event of a major incident which requires mutual aid that causes an employee to stay beyond their normally scheduled shift, the employee shall be paid a stipend as follows:
 - a. Battalion Chief: \$2500 per day for full shifts and \$1250 per day for partial shifts
 - b. Division Chiefs or higher: \$2800 per day for full shifts and \$1400 per day for partial shifts

- 3. Required training for 56-hour shift employees – When a Battalion Chief assigned to a 56-hour shift is required to attend a training during an unscheduled day and a trade is not possible, the employee shall receive the following:
 - a. \$2500 per day for full shifts and \$1250 per day for partial shifts

B. DISTRICT HOLIDAYS

The following are recognized as District paid holidays:

New Year’s Day	Columbus Day
Martin Luther King Jr. Day	Veterans Day
President’s Day	Day Before Thanksgiving Day

Memorial Day	Thanksgiving Day
Independence Day	Christmas Day
Labor Day	Day After Christmas

1. Observance:

- a. 40 Hr/wk Non-Shift – In the event that a holiday is observed on an employee’s regularly scheduled day off, the employee will be permitted to observe the holiday on the regularly scheduled work day which immediately precedes or succeeds the holiday.

A Friday or Saturday holiday shall be observed on the previous Thursday. A Sunday holiday shall be observed on the following Monday.

If a District paid holiday falls during the employee’s scheduled vacation, the holiday will not be counted as vacation taken.

In order to receive holiday pay, an employee must be in paid status on the day immediately preceding and immediately following the date on which the holiday is observed. The number of hours that an employee will receive in holiday pay will be the same as the number of hours that the employee would have regularly worked if not for the holiday. If an employee is on a paid leave of absence when the holiday is observed, the number of hours that the employee will receive in holiday pay will equal the number of hours in which the employee was in paid status on the days immediately preceding and succeeding the holiday. An employee who separates or commences an unpaid leave of absence on the last scheduled workday preceding a holiday will not receive holiday pay.

- b. Shift - All 56 hour shift employees shall receive an additional 144 hours (12- 12 hour holidays) annually. This pay will be distributed equally over the 24 pay periods that occur in each year.

C. BACKFILL STIPEND

When teams are deployed to respond to mutual aid or deployment requests, a Division Chief or a Battalion Chief may be called to duty to cover in the absence of the shift employee that was deployed. If the Fire Chief deems it necessary to have an employee provide coverage (backfill) the employee will be paid a stipend as follows:

- a. Battalion Chief: \$2500 per day for full shifts and \$1250 per day for partial shifts
- b. Division Chiefs or higher: \$2800 per day for full shifts and \$1400 per day for partial shifts

The above pay is not considered Special Compensation and will not be reported to CalPERS.

D. RESIDENCY STIPEND

In the interest of supporting employees who choose to live in close proximity to the District for faster response in an emergency, the District will provide chief officers employees with a scalable approach to a residency stipend. The following shall be paid to those who live within a designated air-mile radius of 170 Middlefield Road, Menlo Park, CA 94025 the following benefit:

- a. Battalion Chiefs working a 56 hour shift living within 30 miles: \$600 monthly stipend
- b. Chief Officers working a 40 hour non-shift:
 - i. For employees living with 10 miles: \$1000 month stipend
 - ii. For employees living with 20 miles: \$800 month stipend
 - iii. For employees living with 30 miles: \$600 month stipend

Such stipend will not be reported as compensation for purposes of pension benefits.

E. WORKING ABOVE CLASSIFICATION PAY – TEMPORARY UPGRADE PAY

Where chief officer employees, on a temporary basis, are assigned to perform all significant duties of a higher classification for a period of one month or more, the Fire Chief may authorize payment within the range of the higher classification for the specified time frame. Working above classification will not exceed six months, unless renewed at the discretion of the Fire Chief. On expiration of that timeframe, working above classification pay will cease and the employee will return to his or her former pay level. Working above classification pay is not to exceed 10% more than the employee's current salary and shall be documented on a Personnel Action Form, with a description of the upgraded duties in the higher classification to be performed and an end date. Eligibility for CalPERS specialty pay shall follow the regulations and rules set by CalPERS.

F. JOB DESCRIPTION REVIEW

Employees on an annual basis may request to have their job classification reviewed. This review shall include a review of the required knowledge, skills, and abilities, as well as the specific job duties. The employee shall submit this review to their supervisor for comment. The supervisor will then submit the review to Human Resources for final review. In the event that revisions are recommended by the supervisor and Human Resources, the Fire Chief shall have final discretion for updating and implementing job description changes. Changes to a job description will not necessarily result in a change to compensation. Any recommended change that results in a change in classification title and revised salary range must be approved by the Board prior to implementation.

G. UNIFORMS

Each chief officer employee will be allowed 2 District uniforms. Any customizations (e.g. name embroidery or tailoring) shall be paid by the employee. The employee may purchase additional

uniforms or District branded apparel at their own cost. Cleaning or replacement of District provided uniforms will be at the employee’s expense.

H. GROUP INSURANCE

1. Effective Date of Coverage for New Employees

For newly-hired regular employees coverage begins on the first day of the month following date of hire for the health plan, dental plan, PEHP, long term disability and life insurance plans if these benefits are elected. The health plan administrator, CalPERS, collects the cost of the full premium as of the effective date of enrollment, therefore, the District shall contribute the full Café plan amount as of the effective date of enrollment.

2. Active Employee Health Plan

Changes in the CalPERS health plans costs of a non-incident nature may result in increases or decreases to the District’s contribution to the Café plan.

- a) For health coverage beginning January 1, 2018, the maximum District contribution towards medical premiums for eligible full-time employees per employee category shall be up to a maximum of the following for any plan:

<u>Medical Premium Category</u>	<u>PEMHCA contribution*</u>	<u>Additional District Café Plan Contribution 2018</u>	<u>Up to a Total Maximum District Contribution</u>
<u>Employee only</u>	<u>\$133.00</u>	<u>\$1650.00</u>	<u>\$1783.00</u>
<u>Employee plus one</u>	<u>\$133.00</u>	<u>\$1650.00</u>	<u>\$1783.00</u>
<u>Employee Family</u>	<u>\$133.00</u>	<u>\$1650.00</u>	<u>\$1783.00</u>

*The PEMHCA minimum changes per statutory determination. The PEMHCA amount will not be included in any waiver or cash amount paid to employees and is only applicable to employees enrolling in CalPERS health plans.

- b) For health coverage beginning January 1, 2019, the maximum District contribution towards medical premiums for eligible full-time employees per employee category shall be up to a maximum of the following for any plan:

<u>Medical Premium Category</u>	<u>PEMHCA contribution*</u>	<u>Additional District Café Plan Contribution 2019</u>	<u>Up to a Total Maximum District Contribution</u>
<u>Employee only</u>	<u>\$136.00</u>	<u>\$1650.00</u>	<u>\$1786.00</u>
<u>Employee plus one</u>	<u>\$136.00</u>	<u>\$1650.00</u>	<u>\$1786.00</u>
<u>Employee Family</u>	<u>\$136.00</u>	<u>\$1650.00</u>	<u>\$1786.00</u>

*The PEMHCA minimum changes per statutory determination. The PEMHCA amount will not be included in any waiver or cash amount paid to employees and is only applicable to employees enrolling in CalPERS health plans.

- c) During the 2019 benefit plan year, the District shall transition its Café plan to eliminate the impacts of the Flores case on the non-exempt regular rate of pay, be in compliance with the ACA, and ensure compliance with other applicable laws and regulations. The transitional Café plan will provide a “Health Flex Contribution” not to exceed \$2000.00 per employee per month. This amount may only be used for health-related benefits and may not be paid as cash. This amount may be used towards flex spending for health-related expenses as permitted by law.
- d) The District’s total maximum contribution towards medical premiums for eligible part time employees shall be prorated based on the number of hours per week the part-time employee is assigned to work.
- e) In the event premiums and/or costs for the benefits selected by the employee exceed the amount in the Health Benefits Allowance, the balance will be paid by the employee through automatic pretax payroll deduction, as allowed under Internal Revenue Code Section 125. Health Benefit Allowance amounts not exhausted for the purchase of benefits under the Alternative Benefits and Compensation Plan will be paid to the employee in taxable cash or the employee may choose to allocate said monthly sum toward, life insurance, Flex Spending Dependent Care, Flex Spending Medical, Flex Spending Commuter Benefits, and other benefits specified in the program.
- f) For ACA purposes, the initial measurement period shall be the first 90 days of employment. Employees averaging above 30 hours of employment, shall be offered health benefits in accordance with law and pro-rated on their percentage of full-time employment.

3. Medical Benefit Waiver Program

If a regular employee and/or the employee’s dependent(s) are eligible for and elect to receive medical insurance through another non-District employer-sponsored or association medical

plan, the employee may choose to waive his/her right to the District's medical insurance. No cash payments will be made to the employee for waiving coverage. The employee must provide proof of their coverage under another health plan or will be automatically enrolled in the lowest cost plan offered by the district.

4. PEHP (POST EMPLOYMENT HEALTH PLAN) 501c PLAN

The Fire District will contribute to each employee \$442/month towards PEHP in 2018 Nationwide Insurance Group manages this plan. In 2019, the District's contribution will increase to \$525. In 2020, the District's contribution will increase to \$575. In 2021, the District's contribution will increase to \$625.

Employees Hired Prior to January 1, 2012 and retire with 15 years of service:

Previously, the District's monthly employer contribution for each employee retiring prior to January 1, 2012 with at least 15 years of service with the District was \$300 per month. This monthly payment amount discontinued when the employee reached age 65. However, in consideration of the District contributing to the employee's PEHP plan, this benefit has been eliminated.

5. 401 (a) plan for Chief Officers

- a. The District shall make a contribution to employees in the Chief Officer group based on their health benefit enrollment election. For example, employees enrolled in health coverage shall receive a contribution as follows:

Waive Coverage: \$2000/mo District Contribution
Employee Only: \$1000/mo District Contribution
Employee +1: \$500/mo District Contribution
Employee +2 or more: No Contribution

6. Dental Plan

The District shall contribute one hundred twenty-two dollars (\$122.00) per month toward the District's dental plan for each chief officer employee. In benefit plan year 2020, the District will increase its contribution by five dollars to one hundred twenty-seven dollars (\$127.00) per month. It will be pro-rated at the beginning and ending of employment. During the term of this agreement, the District shall pay any administrator fees. Employees can receive up to a guaranteed amount of \$1,464 under the plan provided they have at least one cleaning during the plan year. If funds permit in the plan, employees can be eligible to receive up to \$5,000 during the plan year. Orthodontics are covered for employee and eligible dependents at an annual maximum of \$2,500.

7. Basic Life Insurance

The District shall provide a basic group term life insurance in an amount of \$100,000 at no-cost to the employee.

I. EMPLOYEE ASSISTANCE PLAN

The Employee Assistance Plan (EAP) provides employees with confidential personal counseling, work and family related issues, eldercare, substance abuse, etc. In addition, EAP programs provide a valuable tool for supervisors to refer troubled employees to professional outside help. This service staffed by experienced clinicians is available to employees and their dependents by calling a toll-free phone line 24 hours a day, seven days a week. Guidance is also available online.

J. FLEX SPENDING PROGRAM

This benefit is designed to meet the requirements of Section 125 of the Internal Revenue Code.

- a) Medical Flexible Spending Account (Medical FSA). Provides reimbursement for excess medical/dental/vision, or expenses that are incurred by employees and their dependents which are not covered or reimbursed by any other source, including existing District-sponsored plans. This includes prescribed medications and copayments as well as over-the-counter drugs, including: antacids, allergy medicines, pain relievers and cold medicines. However, nonprescription dietary supplements (e.g. vitamins, etc.) toiletries (e.g. toothpaste), cosmetics (e.g. face cream), and items used for cosmetic purposes (e.g. Rogaine) are not acceptable.
- b) Dependent Care Flexible Spending Account (Dependent Care FSA). Provides reimbursement for qualified dependent care expenses under the District's Dependent Care Assistance Program (DCAP), subject to the IRS and plan limits.

K. LEAVES

1. The District does not offer separate vacation, sick leave, or annual leave banks. All hours are accrued as PTO. The Fire Chief, at his discretion, may negotiate or increase an employee's accrual rate to recognize superior individual performance or for positions for which it is difficult to recruit and/or retain suitable employees. For negotiations related to recruitment, prior service for non-District experience may be credited toward a new employee's accrual rate. For recognition, increases to accruals must be at a rate stated within the schedule below.

PTO will be accrued when an employee is in pay status and will be credited on a bi-monthly basis. Total PTO accrual at any one time may not exceed 720 hours. Employees that would accrue over the 720 hour limit will be prohibited from accruing more until PTO is used to take time off and their balance is reduced below 720 hours. If an increase to an accrual rate falls in the middle of a pay period, the increase to accrual rate shall take place the first full pay period following the mid period effective date.

Anytime an employee is promoted into this unit, all individual Compensatory Time off shall be paid down to 0 hours prior to the promotion pay increase. This group is not eligible for compensatory time. Additionally, the annual leave balance will be cashed out to 500 hours at the prior (pre-promotion) pay rate. Annual Leave / Paid Time Off (PTO): Non-Shift

Each eligible employee shall accrue PTO at the following rate for continuous service performed in pay status:

Uninterrupted Full Service Years (Months)	Monthly Accrual (Hours)	Annualized Accrual (Hours)
DOH - 3 (0-36 months)	24	288
4-9 (37-108 months)	26	312
10-13 (109-156 months)	28	336
14-18 (157-216 months)	29	348
19- above (217 or more months)	31	372

2. Annual Leave / Paid Time Off (PTO): Shift

Each eligible employee shall accrue PTO at the following rate for continuous service performed in pay status:

Uninterrupted Full Service Years (Months)	Monthly Accrual (Hours)	Annualized Accrual (Hours)
DOH - 3 (0-36 months)	26	312
4-9 (37-108 months)	33	396
10-13 (109-156 months)	35	420
14-18 (157-216 months)	37	444
19- above (217 or more months)	40	480

Balances upon separation shall cashed out as follows: 50% of any accrued annual leave will be paid in the form of a lump sum payment, with the remaining 50% being deposited into the employee's PEHP Account. This provision may be changed by a majority vote of participants covered in this plan.

Employees may not request to use PTO past the last day of the pay period of their last day worked. This is intended to prevent employees using PTO to extend their resignation and separation date with the District.

A fulltime employee may cash out annual leave hours accrued so long as a pre-designated election was made at any time in the prior calendar year per policy. An employee may not request to cashout an amount in excess of their annual accrual amount. Additionally, an employee is encouraged to maintain a minimum of 80 hours in their leave bank.

3. Bereavement

Leave of absence with pay of four (4) consecutive days for non-shift employees or 2 full tours for shift employees may be granted an employee by the head of his/her department in the event of death in the employee's immediate family, which is defined for purposes of this section as wife, husband, son, son-in-law, step-son, daughter, daughter-in-law, step-daughter, mother, mother-in-law, father, father-in-law, brother, brother-in-law, sister, sister-in-law, grandmother, grandmother-in-law, grandfather, grandfather-in-law, grandchild, aunt, uncle, niece, nephew, registered domestic partner, or a close relative residing in the household of employee. Such leave shall be at full pay and shall not be charged against the employee's accrued paid time off bank. Requests for leave in excess of three days shall be subject to the approval of the Fire Chief.

4. Use of accrued leave credits during leaves of absence

During unpaid leaves of absence for disability or other reasons, the employee may elect and the District may require the employee to use accrued paid time off in a manner consistent with state and federal law. Requests for leaves without pay shall not be unreasonably denied. In order to avoid misunderstandings, all leaves without pay must be in writing to be effective.

5. Unpaid leaves of absence

Employee on an unpaid leave of absence (not covered by FMLA or CFRA) shall have their benefits pro-rated based on the amount of PTO used. The District will not make a health contribution during fully unpaid leaves of absence as permitted by law.

6. Sick Leave for Temporary Employees –

Per AB 1522, the District shall provide 30 hours of sick leave for all temporary employees effective their first day of hire. Employees will then be credited with an additional 30 hours every fiscal year going forward. Sick leave may not be cashed out nor paid upon separation.

L. RETIREMENT PENSION

1. Safety Pension Formulas:

- a. Safety Pension Group A: 3% at 50. The District provides retirement benefits under the California Public Employees Retirement System at the level of 3% at age 50 for employees who are not "new members" of CalPERS as defined in the Public Employees' Pension Reform Act (often referred to as "Classic" CalPERS members).
- b. Safety Pension Group B: 2.7% at 57. Employees hired on or after January 1, 2013 meeting the definition of "new member" under the Public Employees' Pension Reform Act (Gov't. Code s. 7522 et seq.) shall be subject to all of the provisions of that law, including but not limited to the 2.7 percent at age 57 (2.7%@57) retirement formula with a three (3) year final compensation period. This group is commonly referred to as PEPR.

2. Employee PERS Share.

a. Miscellaneous Employee Shares:

Employees in Safety Pension Group A shall pay the full nine percent (9%) employee contribution.

Employees in Safety Pension Group B shall pay the employee contribution required by the Public Employees' Pension Reform Act, calculated at fifty percent (50%) of the normal cost.

M. COMMUTE INCENTIVES

1. Alternative Commute Incentives: The District offers employees the option of participating in Commuter Benefits for parking and mass transit on a pre-tax basis.

The District will evaluate the value of this benefit to the Chief Officers employees. The District may suggest an alternate benefit of similar cost and implement this benefit with approval from the Fire Chief. Any recommended alternate benefit with a significant cost difference will be presented to the Board for approval.

N. AT-WILL STATUS

Certain Management and Professional Positions are designated as having "at-will" employment status. Employees hired into "at-will" positions shall have no constitutionally protected property or other interest in their employment with the District. Notwithstanding any provision in the Merit System Rules and Regulations or any other District rule, policy or procedure, at-will employees have no right to continued employment or pre-or post-disciplinary due process and work at the will and pleasure of the hiring authority of the Fire Chief. Work for an at-will employee may be eliminated and/or the employee may be terminated, or asked to resign, at any time, with or without cause, upon notice to that employee, and the employee may resign at any time upon written notice to the hiring authority.

1. At-will Chief Officer Positions.

Effective on the date of adoption of this plan, new employees hired or promoted to department head and all other positions listed on Attachment B shall be at-will employees.

At-will employees will be eligible for, and shall receive, all regular benefits (i.e., health insurance, PERS contribution to the extent paid by District, etc.) and paid time off, and management leave as are generally provided to management employees and described in this compensation plan, as amended from time to time. At-will employees who are terminated or asked to resign shall, upon execution of a release of all claims against the District, be eligible for a severance payment equivalent to four (4) weeks of salary and benefits, increasing after completion of the first full year of service by one (1) week for every

completed year of service, up to a maximum of 12 weeks. For example, an at-will employee who has completed six (6) years of service would be eligible to receive ten (10) weeks of severance (4 weeks plus 1 week for each year of service). No severance shall be paid if the employee is terminated for serious misconduct involving abuse of his or her office or position, including but not limited to waste, fraud, violation of the law under color of authority, misappropriation of public resources, violence, harassment or discrimination. If the employee is later convicted of a crime involving such abuse of his or her position the employee shall fully reimburse the District as set forth in Government Code section 53243.3.

O. REIMBURSEMENT FOR RELOCATION EXPENSE

The District, in rare instances, may provide a Basic Relocation Benefits Package for new Chief Officer employees, upon the approval of the Fire Chief.

The details of the Relocation Expense program are specified in the District's Relocation Expense policy and all relocation reimbursements shall be subject to the provisions of that policy.

P. GRIEVANCES

Notwithstanding the complaint procedures provided in Chapter 10, Section 6 and/or Section 9 of the District's Policy and Procedure manual, any Chief Officers employee who is supervised by a Board Appointed Officer and has a grievance against that Board Appointed Officer or regarding the conduct of that Board Appointed Officer shall, following an attempt to resolve the grievance pursuant to Step One (informal discussion), summarize the grievance regarding the Board Appointed Officer in writing and submit it to the Manager of Human Resources for review and resolution using the methods he/she considers appropriate.

Q. POLICY AND PROCEDURES

The District's Policies and Procedures will apply, where applicable, to members of the Chief Officers group. Additionally, members of this group may be invited to participate in discussions regarding revision of sections of the Policy and Procedure manual as it applies to them.

The District will develop a Professional Development reimbursement policy and procedure to guide reimbursable Professional Development expenses. All decisions to approve or deny Professional Development expenses shall reside with the Fire Chief or his Designee.

ATTACHMENT B

A. At-Will Positions

Chief Officers Unit

The intent of this provision under the Chief Officers Compensation Plan is to designate classifications at the department head and senior professional levels as at-will. The Fire Chief may designate newly created positions at those levels not included on this list as at-will. Existing classifications that shall be at-will include but are not limited to:

- Deputy Chief
- Division Chief
- Fire Marshall

ATTACHMENT C

A. Salary Schedule effective 7/9/2018

Classification	Min	Mid-Point	Max
<i>Deputy Chief</i>			
Annual	\$202,167.87	\$252,709.84	\$303,251.80
Monthly	\$16,847.32	\$21,059.15	\$25,270.98
Semi-Monthly	\$8,423.66	\$10,529.58	\$12,635.49
<i>Division Chief</i>			
Annual	\$182,005.39	\$227,506.74	\$273,008.09
Monthly	\$15,167.12	\$18,958.90	\$22,750.67
Semi-Monthly	\$7,583.56	\$9,479.45	\$11,375.34
<i>Battalion Chief</i>			
Annual	\$163,843.92	\$204,804.90	\$245,765.89
Monthly	\$13,653.66	\$17,067.08	\$20,480.49
Semi-Monthly	\$6,826.83	\$8,533.54	\$10,240.25
<i>Fire Marshal</i>			
Annual	\$163,899.19	\$204,873.99	\$245,848.79
Monthly	\$13,658.27	\$17,072.83	\$20,487.40
Semi-Monthly	\$6,829.13	\$8,536.42	\$10,243.70

B. Salary Schedule effective 1/9/2019

Classification	Min	Mid-Point	Max
<i>Deputy Chief</i>			
\$98.65	\$123.32	\$147.98	Hourly
\$8,550.02	\$10,687.52	\$12,825.02	Semi Monthly
\$17,100.03	\$21,375.04	\$25,650.05	Monthly
\$205,200.39	\$256,500.48	\$307,800.58	Annually
<i>Division Chief</i>			
\$ 88.82	\$ 111.02	\$ 133.22	Hourly
\$ 7,697.31	\$ 9,621.64	\$ 11,545.97	Semi Monthly
\$ 15,394.62	\$ 19,243.28	\$ 23,091.93	Monthly
\$184,735.47	\$230,919.34	\$277,103.21	Annually
<i>Battalion Chief</i>			
\$ 57.11	\$ 71.39	\$ 85.67	Hourly

\$ 6,929.23	\$ 8,661.54	\$ 10,393.85	Semi Monthly
\$ 13,858.46	\$ 17,323.08	\$ 20,787.70	Monthly
\$166,301.58	\$207,876.98	\$249,452.38	Annually
Fire Marshal			
\$ 79.98	\$ 99.97	\$ 119.97	Hourly
\$ 6,931.57	\$ 8,664.46	\$ 10,397.36	Semi Monthly
\$ 13,863.14	\$ 17,328.92	\$ 20,794.71	Monthly
\$166,357.68	\$207,947.10	\$249,536.52	Annually

C. Salary Schedule effective 7/1/2019

Classification	Min	Mid-Point	Max
Deputy Chief			
\$ 100.13	\$ 125.17	\$ 150.20	Hourly
\$ 8,678.27	\$ 10,847.83	\$ 13,017.40	Semi Monthly
\$ 17,356.53	\$ 21,695.67	\$ 26,034.80	Monthly
\$208,278.39	\$260,347.99	\$312,417.59	Annually
Division Chief/ Fire Marshal			
\$ 90.15	\$ 112.68	\$ 135.22	Hourly
\$ 7,812.77	\$ 9,765.96	\$ 11,719.16	Semi Monthly
\$ 15,625.54	\$ 19,531.93	\$ 23,438.31	Monthly
\$187,506.50	\$234,383.13	\$281,259.76	Annually
Battalion Chief			
\$ 57.97	\$ 72.46	\$ 86.95	Hourly
\$ 7,033.17	\$ 8,791.46	\$ 10,549.76	Semi Monthly
\$ 14,066.34	\$ 17,582.93	\$ 21,099.51	Monthly
\$168,796.10	\$210,995.13	\$253,194.16	Annually

D. Salary Schedule effective 1/1/2020

Classification	Min	Mid-Point	Max
<i>Deputy Chief</i>			
\$ 103.14	\$ 128.92	\$ 154.71	Hourly
\$ 8,938.61	\$ 11,173.27	\$ 13,407.92	Semi Monthly
\$ 17,877.23	\$ 22,346.54	\$ 26,815.84	Monthly
\$214,526.75	\$268,158.43	\$321,790.11	Annually
<i>Division Chief/ Fire Marshal</i>			
\$92.85	\$116.06	\$139.28	Hourly
\$8,047.15	\$10,058.94	\$12,070.73	Semi Monthly
\$16,094.31	\$20,117.89	\$24,141.46	Monthly
\$193,131.70	\$241,414.63	\$289,697.55	Annually
<i>Battalion Chief</i>			
\$ 59.71	\$ 74.63	\$ 89.56	Hourly
\$ 7,244.17	\$ 9,055.21	\$ 10,866.25	Semi Monthly
\$ 14,488.33	\$ 18,110.42	\$ 21,732.50	Monthly
\$173,859.99	\$217,324.99	\$260,789.99	Annually

E. Salary Schedule effective 1/1/2021

Classification	Min	Mid-Point	Max
<i>Deputy Chief</i>			
\$ 106.23	\$ 132.79	\$ 159.35	Hourly
\$ 9,206.77	\$ 11,508.47	\$ 13,810.16	Semi Monthly
\$ 18,413.55	\$ 23,016.93	\$ 27,620.32	Monthly
\$220,962.55	\$276,203.18	\$331,443.82	Annually
<i>Division Chief/ Fire Marshal</i>			
\$ 95.64	\$ 119.55	\$ 143.46	Hourly
\$ 8,288.57	\$ 10,360.71	\$ 12,432.85	Semi Monthly
\$ 16,577.14	\$ 20,721.42	\$ 24,865.71	Monthly
\$198,925.65	\$248,657.06	\$298,388.48	Annually
<i>Battalion Chief</i>			
\$ 61.50	\$ 76.87	\$ 92.25	Hourly
\$ 7,461.49	\$ 9,326.86	\$ 11,192.24	Semi Monthly

\$ 14,922.98	\$ 18,653.73	\$ 22,384.47	Monthly
\$179,075.79	\$223,844.74	\$268,613.69	Annually