

TOWN OF SAN ANSELMO

RESOLUTION NO. 3094

A RESOLUTION OF THE TOWN COUNCIL
OF THE TOWN OF SAN ANSELMO
SETTING MANAGEMENT SALARIES AND BENEFITS

WHEREAS, Management Employees' salaries are to be set by Council Resolution,

NOW, THEREFORE, BE IT HEREBY RESOLVED that the following monthly salaries are set, effective July 1, 1989:

<u>Position</u>	<u>Monthly Salary</u>
Director of Public Works/Planning	4969
Assistant Director of Public Works	3738
Street Maintenance Supervisor	3263
Parks and Recreation Director	3526
Assistant Recreation Director	2486
Library Director	3665
Coordinator of Volunteers	2486
Administrative Assistant	2730
Parks Foreman	2274

BE IT FURTHER RESOLVED that all management employees receive the benefits as shown on the attached Exhibit "A."

I hereby certify that the foregoing Resolution was duly passed and adopted at a regular meeting of the San Anselmo Town Council held on the 25th day of July, 1989, by the following vote, to wit:

AYES: Chignell, Colteaux, Sharp, Zaharoff, Walsh

NOES:

ABSENT:

Beth Pollard

Deputy Town Clerk

TOWN OF SAN ANSELMO

BENEFITS AND TERMS OF EMPLOYMENT
MANAGEMENT EMPLOYEES

Cafeteria benefits package: The Town will contribute an amount of money to a cafeteria benefits package for health, dental and life insurance, as specified in the collective bargaining agreement with the San Anselmo Police Officers Association (SAPOA) for police management, and as specified in the collective bargaining agreement with the Marin Association of Public Employees/SEIU Local 949 (MAPE) for all other management employees. Any unused portion of the contribution will be returned to the employee, in accordance with each of the agreements.

Life insurance: You will be covered under a term life insurance policy with the face value equal to double your annual salary rounded up to the nearest \$1,000, to a maximum of \$75,000.

Holidays: Police management: Per the SAPOA agreement.
All other management: Per the MAPE agreement.

Sick leave: Police management: Per the SAPOA agreement.
All other management: Per the MAPE agreement.

Retirement: Police management: Per the SAPOA agreement.
All other management: Per the MAPE agreement.

Supplemental retirement/deferred compensation plan: Per the SAPOA and MAPE agreements.

Social Security: The Town participates in the Social Security program and pays the employer contribution.

Vacation leave: Per the SAPOA agreement for police management, and per the MAPE agreement for all all other management employees, except that the minimum annual vacation leave shall be three weeks.

Severance pay: Per the SAPOA agreement for police management and per the MAPE agreement for all other employees, except that the minimum severance pay shall be three months.

Administrative leave: Up to 40 hours per year, on the honor system, in lieu of specific compensatory time off for overtime worked. As a management employee, your responsibilities will relate to the tasks to be accomplished, with flexibility given you concerning specific hours worked.

Car assignment: A car will be assigned for overnight use to the Police Captain and Street Maintenance Supervisor, due to the emergency call back requirements of these positions.

Car allowance: The following positions shall receive a monthly car allowance:

Town Administrator	\$250
Director of Public Works/Planning	\$200
Chief of Police	\$200
Parks and Recreation Director	\$200
Library Director	\$100

Mileage reimbursement: All other management employees shall be reimbursed for use of their private vehicles in accordance with the MAPE agreement.

Clothing and uniform allowance: The Street Maintenance Supervisor and Parks Foreman shall be provided with work clothing as provided by the MAPE agreement. Police management employees shall receive a uniform allowance in accordance with the SAPOA agreement.