

At-A-Glance Table for City Management

MANAGEMENT STAFF COMPENSATION FOR CALENDAR YEAR 2016
Assistant City Manager/Finance Director
Donald White

Regular Compensation	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>
Base Salary	\$219,473	\$221,711	\$206,159	\$199,085	\$194,456	\$193,296	\$193,926
Management Incentive Plan	\$0	\$0	\$0	\$0	\$0	\$0	\$12,564
City-Paid Premiums for:							
Medical Insurance	\$15,115	\$17,198	\$18,393	\$18,035	\$16,229	\$16,294	\$19,988
Dental Insurance	\$1,042	\$1,451	\$1,764	\$1,966	\$1,299	\$1,927	\$2,481
Vision Insurance	\$255	\$342	\$405	\$417	\$253	\$396	\$517
Group Life and Disability Insurance	\$1,592	\$1,538	\$1,550	\$1,550	\$1,530	\$1,432	\$1,341
CalPERS Contribution ^{1,3}	\$9,619	\$11,379	\$12,158	\$13,234	\$13,612	\$13,531	\$14,410
Supplemental Retirement Contribution ²	\$14,266	\$14,411	\$13,400	\$12,941	\$12,640	\$12,564	\$12,564
Retiree Health Savings Contribution	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Auto Allowance	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Deferred Compensation ³	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
Taxable Personal Use of City-Owned Vehicle ³	\$2,123	\$1,551	\$1,725	\$832	\$791	\$941	\$903
Physical Examination ³	\$0	\$0	\$0	\$0	\$1,000	\$0	\$0
Employee's MediCare Contribution Paid by Employer	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Excess Life and Disability Insurance Premiums	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Taxable Personal Toll Road Fees Payment	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Regular Compensation	<u>\$278,484</u>	<u>\$284,581</u>	<u>\$270,555</u>	<u>\$263,059</u>	<u>\$256,808</u>	<u>\$255,380</u>	<u>\$273,694</u>
Other Compensation							
Unused Vacation Buyouts	\$22,316	\$8,077	\$13,267	\$15,062	\$8,578	\$19,158	\$22,818
Unused Sick Leave Buyouts	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Retiree Health Savings Contribution from Unused Sick Leave in Excess of 160 Hrs	\$4,566	\$2,423	\$7,804	\$5,272	\$372	\$3,717	\$5,948
Value of Additional Vacation Days Granted by Resolution	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2016 Year-End Performance Compensation Award	\$1,000	\$0	\$0	\$0	\$0	\$0	\$0
Total Other Compensation	<u>\$27,882</u>	<u>\$10,500</u>	<u>\$21,071</u>	<u>\$20,334</u>	<u>\$8,949</u>	<u>\$22,875</u>	<u>\$28,766</u>
TOTAL COMPENSATION	<u>\$306,366</u>	<u>\$295,081</u>	<u>\$291,625</u>	<u>\$283,393</u>	<u>\$265,758</u>	<u>\$278,255</u>	<u>\$302,460</u>

¹ As of July 1, 2016, all City employees contribute 3.0% 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.