

## At-A-Glance Table for City Management

### MANAGEMENT STAFF COMPENSATION FOR CALENDAR YEAR 2016

City Manager  
Bruce Channing

| 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  | \$259,517               | \$262,169               | \$243,785               | \$238,157               | \$234,994               | \$233,592               | \$233,592               |
| Management Incentive Plan  | \$0                     | \$12,417                | \$0                     | \$0                     | \$0                     | \$0                     | \$0                     |
| City-Paid Premiums for:  |                         |                         |                         |                         |                         |                         |                         |
| Medical Insurance  | \$15,115                | \$14,632                | \$17,685                | \$18,035                | \$16,229                | \$19,232                | \$24,374                |
| Dental Insurance   | \$1,042                 | \$1,113                 | \$1,663                 | \$1,966                 | \$1,299                 | \$1,405                 | \$1,875                 |
| Vision Insurance   | \$255                   | \$255                   | \$380                   | \$417                   | \$253                   | \$294                   | \$400                   |
| Group Life and Disability Insurance  | \$1,592                 | \$1,538                 | \$1,550                 | \$1,562                 | \$1,562                 | \$1,509                 | \$1,455                 |
| CalPERS Contribution <sup>1,3</sup>  | \$11,374                | \$13,456                | \$14,377                | \$15,840                | \$16,450                | \$16,351                | \$16,351                |
| Supplemental Retirement Contribution <sup>2</sup>                                  | \$16,869                | \$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                 | \$5,000                 |
| Auto Allowance   | \$0                     | \$0                     | \$0                     | \$0                     | \$0                     | \$0                     | \$0                     |
| Deferred Compensation <sup>3</sup>   | \$18,000                | \$18,000                | \$17,500                | \$17,500                | \$17,000                | \$16,500                | \$16,500                |
| Taxable Personal Use of City-Owned Vehicle <sup>3</sup>                            | \$3,636                 | \$3,660                 | \$3,494                 | \$8,245                 | \$8,298                 | \$8,015                 | \$8,320                 |
| Physical Examination <sup>3</sup>  | \$0                     | \$0                     | \$0                     | \$760                   | \$0                     | \$0                     | \$800                   |
| Employee's Medicare Contribution Paid by Employer <sup>3</sup>                     | \$5,515                 | \$6,041                 | \$4,178                 | \$4,580                 | \$4,194                 | \$4,430                 | \$4,469                 |
| Excess Life and Disability Insurance Premiums <sup>3</sup>                         | \$15,185                | \$14,740                | \$14,172                | \$13,669                | \$13,213                | \$12,792                | \$12,382                |
| Taxable Personal Toll Road Fees Payment <sup>3</sup>                               | \$683                   | \$700                   | \$689                   | \$665                   | \$607                   | \$600                   | \$779                   |
| <b>Total Regular Compensation</b>  | <b><u>\$353,782</u></b> | <b><u>\$370,762</u></b> | <b><u>\$340,319</u></b> | <b><u>\$341,877</u></b> | <b><u>\$334,372</u></b> | <b><u>\$334,903</u></b> | <b><u>\$341,481</u></b> |
| <b>Other Compensation</b>  |                         |                         |                         |                         |                         |                         |                         |
| Unused Vacation Buyouts  | \$18,536                | \$24,297                | \$9,575                 | \$36,657                | \$13,593                | \$32,143                | \$11,230                |
| Unused Sick Leave Buyouts  | \$0                     | \$0                     | \$0                     | \$0                     | \$0                     | \$0                     | \$0                     |
| Retiree Health Savings Contribution from Unused Sick<br>Leave in Excess of 160 Hrs | \$11,462                | \$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                     | \$0                     |
| 2016 Year-End Performance Compensation Award                                       | \$1,000                 | \$0                     | \$0                     | \$0                     | \$0                     | \$0                     | \$0                     |
| <b>Total Other Compensation</b>  | <b><u>\$30,998</u></b>  | <b><u>\$35,759</u></b>  | <b><u>\$19,726</u></b>  | <b><u>\$41,208</u></b>  | <b><u>\$24,374</u></b>  | <b><u>\$36,635</u></b>  | <b><u>\$19,765</u></b>  |
| <b>TOTAL COMPENSATION</b>  | <b><u>\$384,779</u></b> | <b><u>\$406,521</u></b> | <b><u>\$360,045</u></b> | <b><u>\$383,085</u></b> | <b><u>\$358,746</u></b> | <b><u>\$371,538</u></b> | <b><u>\$361,247</u></b> |

<sup>1</sup> As of July 1, 2016, all City employees contribute 3.0% of the 7% employee portion paid to CalPERS.

<sup>2</sup> These are 100% funded by the City.

<sup>3</sup> These items are contractually obligated to employee pursuant to employment agreement.