

AMENDMENT TO RESOLUTION NO. 11437

I. COMPENSATION ADJUSTMENTS FOR CONFIDENTIAL EMPLOYEES

- A. A salary adjustment based on the Consumer Price Index (CPI-W) for Urban Wage Earners and Clerical Workers for San Francisco, Oakland, Hayward (Bay Area) for the October to October period will be made effective the first day of the pay period in which July 1, 2019 and July 1, 2020 occurs, providing said salary adjustment is not less than one percent (1%) and not more than three percent and one half percent (3.5%) for all classifications in the Confidential Unit.
- B. Effective the pay period containing January 13, 2020, a special adjustment will be provided, based on completion of a Total Compensation analysis for all Confidential benchmark classifications. It will be calculated as follows: City will prepare a Total Compensation analysis for all Confidential benchmark classifications, using the established benchmark agencies and compensation components. City will calculate a special adjustment that would bring all Confidential classifications' Total Compensation to the mean of the Total Compensation array as it exists on January 8, 2020.

The benchmark classifications for the Confidential Unit are set forth below.

- Executive Assistant to the City Manager
- Accounting Technician
- Human Resources Analyst
- Human Resources Representative

II. OTHER PROVISIONS APPLICABLE TO CONFIDENTIAL EMPLOYEES

A. Health Insurance Contribution

1. Health Insurance Benefit Program

Effective January 2020 and 2021, the City will provide an additional \$75 per month for a Cafeteria Plan Allowance. The maximum cash rebate of the City's contribution will be \$1100 per month.

The City will continue to contract with the California Public Employees Retirement System (CalPERS) for the purpose of providing employees with medical insurance benefits.

The City's maximum monthly contribution for each eligible active employee for the purchase of medical insurance will be equal to the minimum monthly employer contribution required under the Public

Employees Medical and Hospital Care Act (PEMHCA).

2. Cafeteria Plan Allowance

The City will maintain a Cafeteria Plan, pursuant to Section 125 of the Internal Revenue Code, for the purpose of providing employees with access to various health and welfare benefits. Benefits available through the Cafeteria Plan include, but are not limited to, medical insurance, flexible spending accounts for out-of-pocket medical expenses and dependent care, long term disability insurance, long term care insurance, cancer insurance and life insurance benefits. The City agrees to provide a Cafeteria Plan Allowance to all employees eligible to participate in City-sponsored health benefits under Section B (1) of this Article. Any tax consequences resulting from City contributions to the Cafeteria Plan are the sole responsibility of the employee.

Any increase to minimum monthly employer contribution under PEMHCA will result in a corresponding decrease in the employee's Cafeteria Plan Allowance.

B. Benefit Cost Adjustments

For the term of this Resolution:

The City will be responsible for any increase to the PERS employer contribution rate on the PERS plan.

The City will continue to provide for the current dental coverage, including an annual maximum per patient benefit of \$2,500, and orthodontia coverage with a \$2,500 per patient lifetime.

The City will continue to provide for life insurance.

The City will continue to provide for the Employee Assistance Program.

The City will continue to provide for Long Term Disability Insurance. The maximum benefit is \$3,000 per month.

The City will continue to provide for Vision Service Plan (VSP) coverage which includes Progressive Lens coverage.

D. Retiree Award Program

The City will continue the existing Retiree Award Program based on the following criteria and features as follows:

- Minimum retirement age of 50 and retired from the City of Campbell.
- Bills must be submitted to the City in January and July of each year for reimbursement for the prior six months' costs.
 - Award will not exceed cost for medical and dental coverage for the retiree only (not dependents) on a reimbursement basis as follows:
 - For employees who have completed at least 17 years of service with the City of Campbell, award will be a maximum \$325 per month.
 - All other provisions of the Retiree Award Program will remain unchanged.
 - Employees hired on or after July 1, 2017, will not be eligible for the Retiree Award Program.

E. Tuition Reimbursement

The City will continue to provide the tuition reimbursement program as specified in Personnel Rules and Regulations Section 18.3.A, with a maximum reimbursement of \$3,000 per year.

Confidential employees will be able to use tuition reimbursement money to attend relevant work-related training that is approved by management. Reimbursement will include tuition and class participation materials only.

Confidential employees may utilize tuition reimbursement for examination fees and related review course fees if pursuing job related certification programs.

G. VEBA

Effective the pay period including July 1, 2019 and July 1, 2020, the City will contribute an additional \$25.00 per month to each Confidential employee's VEBA account. The City shall continue to cover the cost of the monthly administrative fee for each Confidential employee's VEBA account.