

EXHIBIT A

THE BASIC COMPENSATION AND BENEFIT PLAN FOR CLASSES OF EMPLOYMENT DESIGNATED AS UNREPRESENTED EXECUTIVE MANAGEMENT (EM).

Unrepresented Executive Management (EM) Basic Compensation and Benefit Plan
Effective July 1, 2015.

Section 1. Executive Management (EM) Classifications and Compensation Plan.

A. Unrepresented Executive Management (EM) Employee Classifications

Assistant City Manager (EM)

**CHIEF TECHNOLOGY INNOVATIONS OFFICER (EM) – NEW TITLE EFFECTIVE
7/1/15**

Deputy City Manager (EM)

Police Chief (EM)

Executive Director of Community Development (EM)

~~Executive Director of Finance and Management Services (EM)~~

Executive Director of Parks, Recreation and Community Services (EM)

Executive Director of Personnel Services (EM)

Executive Director of Planning and Building Safety (EM)

Executive Director of Public Works (EM)

Special Assistant to the City Manager (EM)

B. Schedule of Salaries. A schedule of salaries showing salary rate ranges for classifications of employment designated as unrepresented Executive Management (EM), is attached hereto as attachment "1" and made a part hereof as though set forth in full herein. The schedule for unrepresented Executive Management (EM) classifications and effective dates is listed as follows:

<u>Unrepresented EM Classifications</u>	<u>Salary</u>	
	<u>Schedule</u>	<u>Effective Date</u>
	<u>No.</u>	
Assistant City Manager (EM)	EM-39	02/01/2015
CHIEF TECHNOLOGY INNOVATIONS OFFICER (EM)	EM-35	07/01/2015
Deputy City Manager (EM)	EM-41	02/01/2015
Police Chief (EM)	EM-47	02/01/2015
Executive Director of Community Development (EM)	EM-33	02/01/2015
Executive Director of Finance and Management Services (EM)	EM-37	02/01/2015
Executive Director of Parks, Recreation and Community Services (EM)	EM-37	02/01/2015
Executive Director of Personnel Services (EM)	EM-33	02/01/2015
Executive Director of Planning and Building Safety (EM)	EM-42	02/01/2015
Executive Director of Public Works (EM)	EM-38	02/01/2015

Special Assistant to the City Manager (EM)

EM-37

02/01/2015

The unrepresented Executive Management (EM) salary schedule contains numerous salary rate ranges, each range comprised of fifteen (15) separate rates of pay shown in monthly amounts. The rate ranges are identified by a two-digit number preceded by the capital letters "EM" for Executive Management. The separate rates of pay or steps within each salary rate range are identified by the numbers "1" through "15" inclusive, with Step "1" being the lowest or minimum rate of the range, Step "8" the middle or midpoint rate of the range, and Step "15" being the highest or maximum rate.

Terminal Classifications. The capitalized letter "T" shown within parenthesis [i.e., (T)] next to a classification title signifies a position classification that has been designated as "terminal" by formal City Council action and, as such, will be deleted from this classification and compensation plan for unrepresented Executive Management (EM) classifications of employment when vacated by its last remaining incumbent. No new appointment may be made to a classification that has been designated as terminal.

Section 2. Special Pay Additives and Additional Compensation Provisions.

Bilingual Skill Pay. Qualified employees who are assigned to positions involving the regular and frequent use of bilingual skill in both English and either Spanish, Vietnamese or any other language designated by the City Manager will be paid in the highest amount as available to represented management employees. Incumbents of positions where bilingual proficiency is essential to the performance of duties and responsibilities of a critical and/or emergency nature, or of positions where bilingual public contact is a major, essential or integral element of the work being performed, will be paid in the highest amount as available to represented management employees.

Section 3. Administration and Applicability of the Compensation Plan

A. Unless specified otherwise herein, unrepresented Executive Management (EM) employees will be subject to the same changes in compensation plan provisions, including but not limited to, sick leave maximum accrual; bereavement leave; holidays; longevity vacation cash out; health and dental insurance; access to participation in the City's Vision Plan; retirement; Retirement Health Savings Plan; and work week schedule, as provided in the highest amount as available to represented management employees on or after January 1, 2015.

B. Compensation Plan Implementation. Upon implementation of the basic salary schedule set forth in Sub-section 1.B. of this Resolution, a current incumbent of an Executive Management (EM) classification listed herein above will be placed at the monthly rate in the assigned salary rate range which matches the incumbent's assigned base monthly salary rate on the day preceding the effective date of this Resolution.

C. Hiring Pay Policy. A newly hired Executive Management (EM) employee will be compensated at a monthly rate within the lower third of the salary range (Steps 1 through 5) for his/her job classification as authorized by the appointing authority. When economic conditions, unusual employment conditions, or exceptional qualifications of a candidate for employment indicates a higher rate would be in the City's best interest,

the City Manager may authorize compensating the new employee within the middle third of the salary range (Steps 6 through 10) but the higher starting salary will generally not be above Step 8.

D. Rates of Pay for Temporary and Part-Time Work. When an employee is hired in an Executive Management (EM) classification on a temporary basis, which is defined as employment with an anticipated duration of less than six (6) months, or an employee is hired in an Executive Management (EM) classification on a part-time basis, which is defined as employment of forty (40) hours or less per semi-monthly pay period, the employee will be paid at a rate per hour for actual time spent in the duties of his or her employment. Rate per hour will be computed to the nearest whole cent by dividing the classification's standard monthly rate of compensation by 173.33. A computation resulting in exactly one-half (1/2) cent will fix the rate at the next higher whole cent.

E. Service. The word "service" as used in this Resolution will be deemed to mean continuous, full-time service in the classification in which the employee is being considered for salary advancement, service in the higher classification or service in a classification allocated to the same salary rate range and having generally similar duties and requirements. Employees hired after the first (1st) working day of the month will not be credited with "time in service" for that month when determining the length of service required for salary step advancement. A lapse of service by an Executive Management (EM) employee for a period of time longer than ten (10) calendar days by reason of resignation, quit, or discharge, will serve to eliminate the accumulated length of service time of such employee for the purpose of this Resolution.

F. Appointment or Promotion of Current Employee. An employee who is appointed or promoted to an Executive Management (EM) classification from a represented management or non-management classification of the City service will be placed at a salary rate in the Executive Management (EM) salary rate range which provides a minimum of a five percent (5%) pay increase.

G. Reduction in Pay. An Executive Management (EM) employee may receive a reduction in salary on the basis of unsatisfactory work performance, conduct or other reasons at the discretion of the City Manager.

H. Temporary Upgrade to an Executive Management (EM) Classification. Regular employees of the City who are incumbents of classes of employment not included in this Resolution and who are temporarily upgraded to an Executive Management (EM) classification will receive a five percent (5%) increase or the minimum rate of the Executive Management (EM) salary range, whichever is higher, in accordance with current upgrade provisions.

I. Reallocation of Salary Rate Ranges. When an employee is in an Executive Management (EM) classification which is reallocated from the current salary rate range to a different salary rate range, the employee will retain the same salary step he or she held prior to the reallocation. The employee will retain credit for length of service in such salary step towards advancement to the next higher salary step.

J. Y-Rating. In special circumstances the City Manager may approve compensating an employee in excess of the salary range of the classification to which he or she is assigned by "freezing" the employee's salary at the current rate. In such cases, incumbents will not receive step increases or current and future general "across-the-board" salary adjustments scheduled for other classes until the salary level is equal to or greater than the "frozen" salary for the assigned classification.

K. Z-Rating. A Z-Rate is a special salary rate established by the City Manager which allows an employee who has been reclassified to a classification at a lower salary rate range to be paid at a rate of pay higher than that assigned to his or her reclassified position title for a specified transition time period.

Section 4. Health and Welfare Benefits.

The following optional insurance benefits available to Executive Management (EM) employees are provided through a cafeteria plan adopted in accordance with the provisions of Internal Revenue Code § 125.

The City will contribute to the cafeteria plan in the highest amount as available to represented management employees. Since the City contracts with CalPERS for medical insurance, the amount described above will include the CalPERS statutory minimum paid by the City.

A. Medical insurance. Eligible Executive Management (EM) employees may select any of the medical insurance plan options offered by CalPERS.

B. Dental insurance. Eligible Executive Management (EM) employees will have the ability to select either an HMO or PPO dental insurance plan.

C. Vision insurance. Eligible Executive Management (EM) employees will have the ability to select vision insurance coverage through the City's insurance provider.

D. Cash-in-Lieu of Benefits. Executive Management (EM) employees will be eligible to receive cash (subject to taxation as wages) through the cafeteria plan if they either opt-out of receiving one of the optional benefits provided through the plan or if they choose optional benefits that do not cost as much as the maximum dollar amount they receive through the plan.

E. Employee Contributions for Benefits. If an Executive Management (EM) employee chooses optional benefits whose aggregate premium cost exceeds the maximum City Contributions to the Cafeteria Plan, the City will automatically deduct the excess premium amount on a pre-tax basis from the employee's regular paycheck.

F. Disability Insurance. The City will pay one hundred percent (100%) of the premium cost for a long-term disability insurance plan under the policy it maintains on behalf of its employees in order to provide Executive Management (EM) employees a monthly benefit of sixty-six and two-thirds percent (66 2/3) of base monthly salary (insured payroll), less offsets contained in the existing plan, to a maximum monthly benefit of \$5,000.

G. Life Insurance and Accidental Death & Personal Loss (AD&PL). The City will pay one hundred percent (100%) of the premium cost for term life and AD&PL insurance coverage under the policy it maintains on behalf of its employees in order to provide Executive Management (EM) employees with life and AD&PL insurance coverage in an amount equal to three times the employee's annual rate of salary to a maximum of \$300,000 provided Executive Management (EM) employees can provide evidence of insurability for coverage above \$150,000 if so required by the terms and conditions of said term life and AD&PL insurance policy.

In the event an Executive Management (EM) employee is determined to be ineligible for said insurance coverage, the City will attempt to provide as much coverage as may be obtained at a reasonable cost without having to provide evidence of insurability.

Section 5. Leave Accruals and Cash-Out Provisions.

A. Paid Holiday Time Off. Executive Management (EM) employees are not required to appear for work, except in emergencies, and will receive payment at his or her current base salary rate for the following twelve (12) holidays during each year: January 1st; third Monday in January; third Monday in February; last Monday in May; July 4th; first Monday in September; November 11th; Thanksgiving Day and the day immediately following (Friday); Christmas Day; the last working day before Christmas Day (unless Christmas Day falls on Thursday, in which instance the day following Christmas Day will be observed) and one (1) floating holiday. Any holiday which falls on Sunday will be observed on the following Monday and any holiday which falls on a Saturday will be observed on the Friday preceding the holiday.

B. Vacation Time Off. Executive Management (EM) employees will be granted regular and longevity paid vacation leave on the same basis as provided to represented employees of the City, with the exception that such affected employees will be granted:

1. Regular vacation with pay at the annual rate of fifteen (15) working days for each of his or her first and second completed year of service.

2. An additional five (5) working days per year over the regular and longevity vacation accruals applicable to represented employees of the City. Affected Executive Management (EM) employees must take at least five (5) consecutive days of vacation leave each year.

C. Longevity Vacation Credits for Newly-Hired Executive Management (EM) Employees. The City Manager is authorized to grant to a person newly hired by the City to a position designated as Executive Management (EM), longevity vacation credits in the form of years of service to the City up to a maximum of 20 years. The credits will be counted as completed years of service with the City for the purpose of calculating longevity vacation accrual only. The longevity vacation credits will be added to the years of service actually completed with the City of Santa Ana by the employee to establish total years of service for the purpose of calculating longevity vacation.

D. Longevity and Vacation Pay Option. Once per fiscal year, Executive Management (EM) employees will be given the option to receive cash compensation, computed on a straight time basis, in lieu of up to five (5) working days of earned, unused vacation benefits set forth in Section B.

E. Sick Leave Credits for New Hires. The City Manager is authorized to grant a newly appointed Executive Management (EM) employee sick leave credits up to an amount equal to any earned but unused sick leave credits available to such appointee at the time of his or her separation from his or her most recent previous employer.

F. Payment for Unused Sick Leave. Executive Management (EM) employees will be granted payment for unused sick leave on the same basis as provided to Santa Ana Management Association (SAMA) represented employees of the City.

G. Paid or unpaid Administrative Leave Policy. The City Manager is authorized to grant, at his or her discretion, paid or unpaid leave for Executive Management (EM) employees.

Section 6. Retirement Plan Contributions.

A. The terms of the existing contract between the City and California Public Employees' Retirement System (CalPERS) governing the City retirement benefits of Executive Management (EM) employees covered by this Resolution are incorporated by reference herein. The City will make contributions to CalPERS in accordance with its contract with CalPERS for employees covered by said contract as amended.

B. 2.7% at 55 Service Retirement Benefit for Classic Miscellaneous Members. The City agrees to provide Executive Management (EM) employees covered by this Resolution, and who are defined as Classic Miscellaneous Members under the California Public Employees' Pension Reform Act (PEPRA) of 2013 (AB340), with the 2.7% at 55 Service Retirement benefit.

C. Payment of 2.7% at 55 Service Retirement Benefit. Classic Miscellaneous Executive Management (EM) employees covered by this Resolution will contribute eight percent (8%) of CalPERS reportable compensation toward the employer cost of the 2.7% at 55 enhanced retirement formula. This payment will be implemented as cost-sharing pursuant to Government Code Section 20516(f).

Pre-Taxable Benefit. To the extent permitted by CalPERS and Internal Revenue Service regulations, this eight percent (8%) employee contribution will be implemented through payroll deductions on a pre-tax basis.

D. 2.0% at 62 Service Retirement Benefit for New Miscellaneous Members. The City agrees to provide Executive Management (EM) employees covered by this Resolution who were appointed to their classification on or after January 1, 2013, and who are defined as new members under the California Public Employees' Pension Reform Act (PEPRA) of 2013 (AB340), with the 2.0% at 62 Service Retirement benefit.

E. Payment of 2.0% at 62 Service Retirement Benefit. Executive Management

(EM) employees defined in 6.D. (above) will contribute at least 50% of normal cost of the 2.0% at 62 retirement benefit.

Pre-Taxable Benefit. To the extent permitted by CalPERS and Internal Revenue Service regulations, the City will make the above employee deductions pre-tax contributions.

F. 3% at 50 Service Retirement Benefit for Classic Safety Members. The City agrees to provide Executive Management (EM) employees covered by this Resolution, and who are defined as Classic Safety Members under the California Public Employees' Pension Reform Act (PEPRA) of 2013 (AB340), with the 3% at 50 Service Retirement benefit.

G. Payment of 3.0% at 50 Service Retirement Benefit. Classic Safety Executive Management (EM) employees covered by this Resolution will contribute nine percent (9%) of CalPERS reportable compensation toward the employer cost of the 3.0% at 50 enhanced retirement formula. This payment will be implemented as cost-sharing pursuant to Government Code Section 20516(f).

Pre-Taxable Benefit. To the extent permitted by CalPERS and Internal Revenue Service regulations, this nine percent (9%) employee contribution will be implemented through payroll deduction on a pre-tax basis.

H. 2.7% @ 57 Retirement Benefit for New Safety Members. The City agrees to provide Executive Management (EM) employees covered by this Resolution who were appointed to their classification on or after January 1, 2013, and who are defined as new members under the California Public Employees' Pension Reform Act (PEPRA) of 2013 (AB340), with the 2.7% @ 57 Service Retirement benefit.

I. Payment of 2.7% at 57 Service Retirement Benefit. Executive Management (EM) employees defined in 6.H. (above) will contribute at least 50% of normal cost of the 2.7% at 57 retirement benefit.

Pre-Taxable Benefit. To the extent permitted by CalPERS and Internal Revenue Service regulations, the City will make the above employee deductions pre-tax contributions.

J. Final Compensation for Pension Calculation. Final compensation for Classic Safety and Classic Miscellaneous Members will be based on the highest annual average compensation earnable during the 12 consecutive months immediately preceding the effective date of his or her retirement, or some other 12 consecutive month period designated by the member.

Final compensation for Safety and Miscellaneous Members who are defined as New Members under PEPRA will be based on the highest annual average compensation earnable during the 36 consecutive months immediately preceding the effective date of his or her retirement, or some other 36 consecutive month period designated by the member.

K. Military Service Credit as Public Service. An Executive Management (EM) employee covered by this Resolution will be permitted to purchase up to four (4) years of service credit for any continuous active military or merchant marine service prior to

employment. The cost to purchase this service credit is subject to CalPERS Regulations and calculated using a present value method.

L. Deferred Retirement for Classic Safety and Classic Miscellaneous Members as defined in Section B and F (above). The City will continue to make payments to CalPERS on behalf of each eligible affected employee in an amount necessary to pay one hundred percent (100%) of his or her individual retirement contribution which is equal to eight percent (8%) of reportable compensation for Classic Miscellaneous Members and nine percent (9%) for Classic Safety Members. Such payments will be credited to the individual employee's CalPERS account.

Such payments are not an increase in base salary and no salary rate range applicable to any of the employees covered by this Resolution will be changed or deemed to have been changed by reason thereof. As a result, the City will not treat these payments as ordinary income and thus will not withhold federal or state income tax from said payments. The City previously received a ruling from the Internal Revenue Service confirming that such payments are deferred compensation and not ordinary income. In the event that the City receives a new ruling from the Internal Revenue Service that such payments are ordinary income of the employees instead of deferred compensation, the City's obligation to make such payments will discontinue and in place thereof the reportable compensation of each Classic Miscellaneous Member eligible for the 2.7% at 55 Benefits Formula will be increased by eight percent (8%) and each Classic Safety Member eligible for the 3% at 50 Benefits Formula will be increased by nine percent (9%).

For the purpose of reporting an employee's compensation to CalPERS, the City will include these payments as if they were a part of the employee's reportable compensation.

Section 7. Tuition Reimbursement. Executive Management (EM) employees are eligible to participate in the Training and Education Assistance Program provided for all regular, full-time employees of the City. Reimbursement will be based on the cost of tuition, required enrollment/registration fees, miscellaneous fees (health, parking, student union fees, etc.) and all required texts, eBooks and related material for each course. Maximum tuition reimbursement will be paid in the highest amount as available to other represented employees.

Section 8. Medical Retirement Subsidy Plan.

A. The City's current annual contribution towards the Medical Retirement Subsidy Plan for Executive Management (EM) employees covered under this Resolution is 1.75% of the base salary, which is based on the first payroll period in October and deposited no later than October 31st of each year.

B. The plan will be administered by the City, at no cost to Executive Management (EM) employees pursuant to the written directives of Executive Management (EM) employees. The funds contributed by the City will be maintained in such a manner as to ensure that the funds are invested in a reasonably secure plan that bears a reasonable rate of interest/growth given current financial markets. For purposes of this Resolution,

investments made pursuant to the then current Statement of Investment Policy for the City of Santa Ana, will be deemed to meet the requirements of this section. This program is for medical insurance premium reduction only.

C. Effective November 28, 2011, the City adopted a resolution authorizing implementation of the "Vantage Care" Retirement Health Savings Plan (RHS), which designated ICMA-RC as the administrator of the plan.

1. The City agrees to amend the current contract with ICMA-RC to allow unrepresented Executive Management (EM) employees to participate in the Retiree Health Savings Plan upon approval of the majority of Executive Management (EM) employees.

2. Upon establishment of the RHS and adoption of the RHS plan by Executive Management (EM) employees, and upon instructions from Executive Management (EM) employees the City's annual contribution of 1.75% deposited in the Medical Retirement Subsidy Plan will cease. Concurrently with said cessation, the City will increase the base pay of each Executive Management (EM) employee by 1.25% with said amount being deposited into employees' individual RHS accounts each pay period. This 1.25% increase in base is in-lieu of the Annual City Contribution of 1.75% paid to the Medical Retirement Subsidy fund in October each year.

3. If said RHS Plan is established after the annual payment of 1.75% into the existing Medical Retirement Subsidy plan has been made, the salary adjustment and deposit into the RHS of the 1.25% described in paragraph 8.C.2. above will be effective July 1, 2015.

4. Upon approval to participate in the RHS, Executive Management (EM) employees will determine how the existing Medical Retirement Subsidy Plan funds will be distributed among its membership and, if applicable, its retired members. Executive Management (EM) employees will dissolve the existing Medical Retirement Subsidy plan by June 30, 2016, unless said deadline has been extended by mutual agreement of Executive Management (EM) employees and the City.

Section 9. Auto Allowance. With the exception of the Police Chief who receives a City vehicle, the City will contribute five hundred dollars (\$500) per month to each Executive Management (EM) employee to offset reasonable and necessary expenses for the operation, maintenance and insuring of an automobile. In lieu of receiving five hundred dollars (\$500) per month, the employee may request and be provided with an optional vehicle. This provision is in accordance with and as specified in Section 2-300, Division 1, Article IV, Santa Ana Municipal Code.

Section 10. Deferred Compensation. The City has established and maintains a deferred compensation plan pursuant to the provisions of Section 457(b) of the Internal Revenue Code. Executive Management (EM) employees covered under this resolution, at his or her sole discretion, may defer to have deposited into the City's 457(b) plan a portion of his or her compensation up to the maximum amount permitted by law.

The City is desirous of establishing a 401(a) deferred compensation plan. As permissible by law the City will establish a 401(a) deferred compensation plan at a future date. Executive Management (EM) employees covered under this resolution, at his or her sole discretion, may defer to have deposited into said 401(a) plan upon its establishment a portion of his or her compensation up to the maximum amount permitted by law.

All contributions into the 457(b) and 401(a) plan are voluntary employee contributions and will meet the requirements of the Internal Revenue Code.

Section 11. Unrepresented Executive Management (EM) Performance-Based Evaluation System. The provision of the unrepresented Executive Management (EM) performance-based evaluation system are as follows:

11.1 Purpose. The basic purpose of the performance-based evaluation system is to help attract, retain and motivate highly competent Executive Managers and to provide them with a strong incentive to excel.

11.2 Specific Compensation Determination.

A. The City Manager is hereby given the authority to set the individual compensation, to make adjustments thereto and to make appointments at any salary within the established range for all executive positions except the City Manager, the City Attorney, and the Clerk of the Council, which will be made by the City Council.

B. The City Manager will establish performance criteria and appraisal guidelines to be utilized in setting individual compensation for Executive Management (EM) employees.

C. After the salary of an employee has been first established and fixed under this plan, salary advancement through the remaining steps of the 15-step salary rate range will be based on the results of an annual performance evaluation.

11.3 Evaluation System Components. The evaluation system will be comprised of the following components:

A. Annual Objectives. The system will include a list of outcome-based, measurable objectives to be achieved which have been mutually agreed upon between the appropriate appointing authority and each individual manager subject to his or her authority. A relative weight will be assigned to each objective listed with a minimum weight of 10% and all must total 100%.

B. Managerial Behaviors. In addition to his or her performance in achieving agreed upon objectives, each Executive Manager will also be evaluated for his or her managerial behavior performance, including such behavior as communication (oral or written), analysis and problem solving, decision-making and judgment, planning and organization, management control, leadership, interpersonal relations, time-management, technical knowledge, handling of stress, etc.

11.4 Performance Evaluation Guidelines.

A. The City Manager will annually evaluate the performance of each of his or her Executive Management (EM) employees annually to determine their individual eligibility for a performance increase and how much, if any, increase will be given. Such annual performance evaluation will occur once a year and will cover the twelve month period preceding that date. Additionally, at least one informal mid-year progress review will be held between the City Manager and each of his or her Executive Management (EM) employees.

B. Performance Ratings. Each manager's performance in relation to his or her agreed upon annual objectives and managerial behaviors will be evaluated according to the following performance rating scale:

<u>Point Rating</u>	<u>Performance Levels</u>
3	Significantly Exceeds Expectations: Consistently exceeds all objectives requirements and expectations by a wide margin.
2	Exceeds Expectations: Consistently meets all objectives and requirements and exceeds several.
1	Meets Expectations: Meets objectives and requirements.
0	Below Expectations: Fails to meet some objectives and requirements.
-1	Unacceptable: Performance is significantly below the minimum required.

11.5 Performance-Based Salary Adjustments. Each Executive Management (EM) employee may be eligible to receive an annual performance-based, in-range salary increase and/or one-time monetary payment based on a percentage of current annual rate of base salary, or be subject to a performance-based salary reduction, in accordance with the following:

A. For overall performance rated as "Significantly Exceeds Expectations," either step increases or one-time monetary payment or a combination of step increases and one-time monetary payment not to exceed seven and one-half percent (7.5%) in toto.

B. For overall performance rated as "Exceeds Expectations," either step increases or one-time monetary payment or a combination of a step increase and one-time monetary payment not to exceed five percent (5%) in toto.

C. For overall performance rated as "Meets Expectations," a one-time monetary payment in an amount up to but not to exceed two and one-half percent (2.5%) of current annual rate of base salary or advancement of one step (2.5%) within the salary rate range.

D. For overall performance rated as "Below Expectations," no performance salary increase or monetary incentive payment.

E. For overall performance rated as "Unacceptable," no performance salary increase or monetary incentive payment. Additionally, any Executive Management (EM) employee who has received such a rating and who is being paid at a step higher than the minimum rate of the salary rate range, may be reduced by one or more steps at the discretion of the City Manager.

F. Application of Guidelines.

1. If an Executive Manager who is recommended for a performance increase is at the maximum of his or her salary rate range, then the entire performance increase must be awarded the equivalent amount in a one-time monetary incentive payment.

2. Any one-time monetary incentive payment granted under this plan is not an increase in base salary and no salary rate range applicable to any management employee covered by this Resolution will be changed or deemed to have been changed by reason of such payment.

3. The City Manager will be responsible for the development and administration of detailed administrative procedures and guidelines for the consistent and effective application of the unrepresented Executive Management (EM) performance-based evaluation system. Such procedures and guidelines will define how performance objectives, measures and standards are developed; when and how performance reviews are to be carried out; how performance component ratings and composite ratings will be scored; and how performance salary increase and monetary incentive payment options are to be exercised.

Section 12. Miscellaneous Provisions

A. Catastrophic Leave Donation. Executive Management (EM) employees will be eligible to donate and receive catastrophic leave donations as provided to all other represented employees.

B. Electronic Device Stipend. Executive Management (EM) employees who use their own personal electronic devices for City business in lieu of receiving a City owned device will be eligible to receive a stipend at a level matching that received by SAMA employees.

C. Other Unrepresented Executive Management (EM) Employee Rights and Privileges. Each employee in a classification of employment designated in Sub-section 1.A. of this Resolution as unrepresented Executive Management (EM) will continue to

enjoy the same rights and privileges to which they were entitled under Resolution 91-066 unless otherwise amended, altered or eliminated herein.

ATTACHMENT 1

Schedule of Salary Rate Ranges for Unrepresented
Executive-Management Classes of Employment
Effective 2/1/2015

	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15
EM-20	7049	7226	7404	7589	7782	7975	8174	8380	8590	8806	9026	9250	9483	9719	9965
EM-21	7226	7404	7589	7782	7975	8174	8380	8590	8806	9026	9250	9483	9719	9965	10213
EM-22	7404	7589	7782	7975	8174	8380	8590	8806	9026	9250	9483	9719	9965	10213	10468
EM-23	7589	7782	7975	8174	8380	8590	8806	9026	9250	9483	9719	9965	10213	10468	10729
EM-24	7782	7975	8174	8380	8590	8806	9026	9250	9483	9719	9965	10213	10468	10729	10996
EM-25	7975	8174	8380	8590	8806	9026	9250	9483	9719	9965	10213	10468	10729	10996	11271
EM-26	8174	8380	8590	8806	9026	9250	9483	9719	9965	10213	10468	10729	10996	11271	11553
EM-27	8380	8590	8806	9026	9250	9483	9719	9965	10213	10468	10729	10996	11271	11553	11843
EM-28	8590	8806	9026	9250	9483	9719	9965	10213	10468	10729	10996	11271	11553	11843	12137
EM-29	8806	9026	9250	9483	9719	9965	10213	10468	10729	10996	11271	11553	11843	12137	12441
EM-30	9026	9250	9483	9719	9965	10213	10468	10729	10996	11271	11553	11843	12137	12441	12751
EM-31	9250	9483	9719	9965	10213	10468	10729	10996	11271	11553	11843	12137	12441	12751	13071
EM-32	9483	9719	9965	10213	10468	10729	10996	11271	11553	11843	12137	12441	12751	13071	13397
EM-33	9719	9965	10213	10468	10729	10996	11271	11553	11843	12137	12441	12751	13071	13397	13732
EM-34	9965	10213	10468	10729	10996	11271	11553	11843	12137	12441	12751	13071	13397	13732	14075
EM-35	10213	10468	10729	10996	11271	11553	11843	12137	12441	12751	13071	13397	13732	14075	14427
EM-36	10468	10729	10996	11271	11553	11843	12137	12441	12751	13071	13397	13732	14075	14427	14788
EM-37	10729	10996	11271	11553	11843	12137	12441	12751	13071	13397	13732	14075	14427	14788	15159
EM-38	10996	11271	11553	11843	12137	12441	12751	13071	13397	13732	14075	14427	14788	15159	15538
EM-39	11271	11553	11843	12137	12441	12751	13071	13397	13732	14075	14427	14788	15159	15538	15925
EM-40	11553	11843	12137	12441	12751	13071	13397	13732	14075	14427	14788	15159	15538	15925	16325
EM-41	11843	12137	12441	12751	13071	13397	13732	14075	14427	14788	15159	15538	15925	16325	16733
EM-42	12137	12441	12751	13071	13397	13732	14075	14427	14788	15159	15538	15925	16325	16733	17152
EM-43	12441	12751	13071	13397	13732	14075	14427	14788	15159	15538	15925	16325	16733	17152	17581
EM-44	12751	13071	13397	13732	14075	14427	14788	15159	15538	15925	16325	16733	17152	17581	18020
EM-45	13071	13397	13732	14075	14427	14788	15159	15538	15949	16325	16733	17152	17581	18020	18470
EM-46	13397	13732	14075	14427	14788	15159	15538	15925	16325	16733	17152	17581	18020	18470	18932
EM-47	13732	14075	14427	14788	15159	15538	15925	16325	16733	17152	17581	18020	18470	18932	19405
EM-48	14075	14427	14788	15159	15538	15925	16325	16733	17152	17581	18020	18470	18932	19405	19891
EM-49	14427	14788	15159	15538	15925	16325	16733	17152	17581	18020	18470	18932	19405	19891	20387
EM-50	14788	15159	15538	15925	16325	16733	17152	17581	18020	18470	18932	19405	19891	20387	20897