TOWN OF SAN ANSELMO

RESOLUTION NO. 3168

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, 1991:

<table>
<thead>
<tr>
<th>Position</th>
<th>Monthly Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Chief</td>
<td>5,089</td>
</tr>
<tr>
<td>Police Captain</td>
<td>4,705</td>
</tr>
<tr>
<td>Assistant Administrator</td>
<td>3,297</td>
</tr>
<tr>
<td>Streets Maintenance Supervisor</td>
<td>3,257</td>
</tr>
<tr>
<td>Library Director(s)</td>
<td>3,150</td>
</tr>
<tr>
<td>Recreation Director</td>
<td>3,112</td>
</tr>
<tr>
<td>Parks Superintendent</td>
<td>3,112</td>
</tr>
<tr>
<td>Volunteer Coordinator</td>
<td>2,767</td>
</tr>
<tr>
<td>Assistant Recreation Director</td>
<td>2,310</td>
</tr>
</tbody>
</table>

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 26th day of November, 1991, by the following vote, to wit:

AYES: Colteaux, Kanis, Zaharoff

NOES: Chignell, Walsh

ABSENT: (None)

[Signature]
Town Clerk
CAFETERIA BENEFIT PACKAGE: The Town will contribute an amount of money to a cafeteria benefit package for health, dental, vision 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 employees, in accordance with each of the agreements.

LIFE INSURANCE: The Town provides term life insurance coverage with a face value equal to double the annual salary, rounded up to the nearest $1,000, to a maximum of $75,000.

HOLIDAYS: Police Management: Per the SAPOA Agreement.
            General Management: Per the MAPE Agreement.

SICK LEAVE: Police Management: Per the SAPOA Agreement.
            General Management: Per the MAPE Agreement.

RETIREMENT: Police Management: Per the SAPOA Agreement.
           General Management: Per the MAPE Agreement.

SUPPLEMENTAL RETIREMENT/DEFERRED COMPENSATION: Per the SAPOA and MAPE Agreements.

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

VACATION LEAVE: Police Management: Per the SAPOA Agreement.
                 General Management: Per the MAPE Agreement.

Note: Minimum annual vacation leave shall be 3 weeks.
SEVERANCE PAY:    Police Management: Per the SAPOA Agreement.
                 General Management: Per the MAPE Agreement.

Note: Minimum severance pay shall be 3 months, unless termination is
       the result of a dishonest, violent or otherwise criminal act.

ADMINISTRATIVE LEAVE: The Town provides a minimum of 40 hours
                        per year, on the honor system, in lieu of specific compensatory time off
                        for overtime worked. Management employees' responsibilities are related
                        to the tasks to be accomplished, with flexibility regarding the specific
                        hours worked.

LONG TERM DISABILITY: The Town provides Long Term Disability
                       Insurance coverage for management employees.

CAR ASSIGNMENT:  A car is assigned for overnight use to the Police
                  Captain and the 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  $275
                 Police Chief        $200

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 the Parks Superintendent 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.