TOWN OF SAN ANSELMO

RESOLUTION NO.  #3267

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,

WHEREAS, the Town Council has reviewed the compensation for management employees and identified inequities in the compensation,

NOW, THEREFORE, BE IT HEREBY RESOLVED that the following monthly salaries are set, effective April 1, 1994:

<table>
<thead>
<tr>
<th>Position</th>
<th>Monthly Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Chief</td>
<td>$5401</td>
</tr>
<tr>
<td>Public Works Director</td>
<td>$5210</td>
</tr>
<tr>
<td>Police Captain</td>
<td>$4993</td>
</tr>
<tr>
<td>Planning Director</td>
<td>$4638</td>
</tr>
<tr>
<td>Street Maintenance Supervisor</td>
<td>$3457</td>
</tr>
<tr>
<td>Town Librarian (2)</td>
<td>$3344</td>
</tr>
<tr>
<td>Parks Superintendent</td>
<td>$3303</td>
</tr>
<tr>
<td>Recreation Director</td>
<td>$3303</td>
</tr>
<tr>
<td>Volunteer Program Director</td>
<td>$3022</td>
</tr>
<tr>
<td>Assistant Recreation Director</td>
<td>$2524</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 28th day of June, 1994, by the following vote, to wit:

AYES:   Breen, Kroot, Yarish, Zaharoff, Chignell

NOES:   (None)

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:

<table>
<thead>
<tr>
<th>Position</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Town Administrator</td>
<td>$275</td>
</tr>
<tr>
<td>Police Chief</td>
<td>$200</td>
</tr>
</tbody>
</table>

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.

Exhibit "A"  
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