

TOWN OF SAN ANSELMO

RESOLUTION NO. #3267

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF SAN ANSELMO  
SETTING MANAGEMENT SALARIES AND BENEFITS

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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:

<u>Position</u>	<u>Monthly Salary</u>
Police Chief	\$5401
Public Works Director	\$5210
Police Captain	\$4993
Planning Director	\$4638
Street Maintenance Supervisor	\$3457
Town Librarian (2)	\$3344
Parks Superintendent	\$3303
Recreation Director	\$3303
Volunteer Program Director	\$3022
Assistant Recreation Director	\$2524


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)



Town Clerk

TOWN OF SAN ANSELMO  
EXHIBIT "A"  
BENEFITS AND TERMS OF EMPLOYMENT  
MANAGEMENT EMPLOYEES

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.