

TOWN OF SAN ANSELMO

RESOLUTION NO. 3965

A RESOLUTION REVISING RESOLUTION #3923 THAT SET SALARY AND BENEFITS FOR MANAGEMENT EMPLOYEES, TO ESTABLISH THAT MANAGEMENT EMPLOYEES WILL PAY 3% OF SALARY TOWARD THE EMPLOYEE SHARE OF THE PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS) COST, EFFECTIVE AUGUST 1, 2011

WHEREAS, the role of a manager is defined by its responsibility for the sound management and effective operations of a vital function of Town government; and

WHEREAS, management employees are expected to perform their duties and assignments in a manner and to the degree that recognizes this substantial responsibility and that serves the best interests of the Town; and

WHEREAS, the Town of San Anselmo management employees are defined to include the following positions:

Town Manager

Department Managers

Police Chief

Public Works Director

Planning Director

Finance and Administrative Services Director

Librarian

Community Services Director

Mid-Managers

Police Captains (2)

Building Official

NOW, THEREFORE, BE IT RESOLVED that the Town Council of the Town of San Anselmo does herein define management benefits as follows:

Section 1. Salaries, (effective 7/1/2009, except as noted)

Town Manager	\$13,230
Police Chief	\$11,531
Public Works Director	\$10,914
Planning Director	\$10,335
Fin & Adm Services Director	\$10,833 (effective 3/15/2010)
Police Captains (2)	\$10,070
Librarian	\$ 9,045 (effective 9/23/2010)
Community Services Director	\$ 9,045
Building Official	\$ 7,821

Section 2. Salary Adjustments

The Town Council will review management employee performance evaluations conducted annually by the Town Manager, or by the employee's direct supervisor with review by the Town Manager. The Town Council sets management salaries annually by resolution.

Section 3. Administrative Leave

Management positions are classified as Fair Labor Standards Act (FLSA) exempt and therefore are not eligible for overtime or compensatory time off. However, in recognition of the long hours required to perform at the management level, including attendance at numerous meetings outside normal working hours, an Administrative Leave policy shall be implemented.

Management employees receive ten (10) days of administrative leave annually. Administrative leave shall be taken in whole day increments. Unused leave does not carry over from one fiscal year to year, nor is unused leave paid to employees upon termination. Employees who were awarded prior to July 1, 2002 annual administrative leave amounts that are in excess of ten (10) days shall retain their previous allotments, as follows: Building Official – thirteen (13). When this position is vacated, the administrative leave entitlement shall be ten (10) days.

Section 4. Employment Agreements

In order to foster job security within a professional climate, management employees may negotiate employment agreements with the Town.

Section 5. Vehicle Allowance

The Town Manager and Public Works Director are granted a monthly car allowance of \$350, and the Building Official and Planning and Building Director a monthly car allowance of \$100. The Police Chief and Police Captains have the use of a Town car. All other management employees are reimbursed for specific job related travel at the rate per mile recognized by the Internal Revenue Service.

Section 6. Vacation Leave

Vacation leave accrues based on the employee's continuous employment with the Town. Positions that are less than full time shall accrue the days proportional to their full time equivalency:

<u>Years of Service</u>	<u>Annual Vacation Entitlement</u>
1 through 3	15 working days
4 through 7	18 working days
8 through 12	20 working days
13 and over	25 working days

A management employee may at his/her option, receive cash for vacation days accrued in excess of 20 days, up to a maximum of five days (40 hours) cash payment, once during each fiscal year. A

management employee with 20 years of service may receive cash for an additional 2.5 days for a maximum of 7.5 days (60 hours) cash payment.

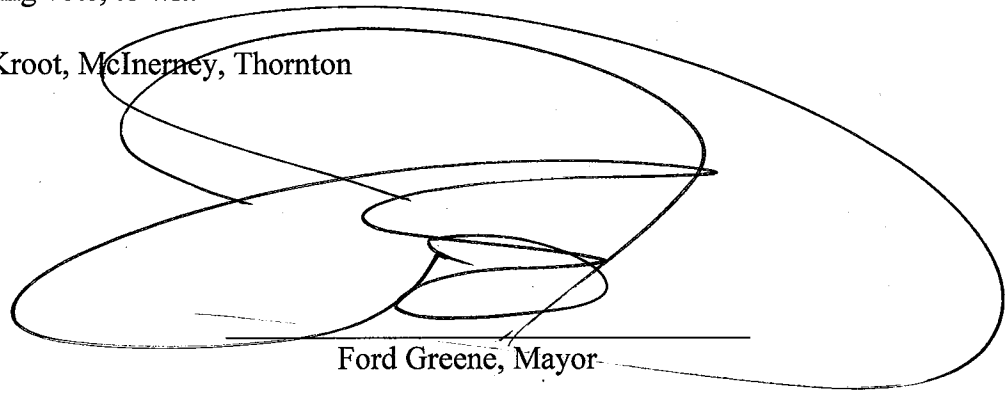
Section 7. Other Provisions

Effective August 1, 2011, management employees will pay 3% of salary toward the employee share of the Public Employment Retirement System (PERS).

Unless herein specified otherwise, management employees are entitled to the employee benefits outlined in the San Anselmo Police Officers Association (SAPOA) Memorandum of Understanding (for the Police Chief and Police Captains) and in the Service Employees International Union (SEIU) Memorandum of Understanding (for all other management employees).


I hereby certify that the foregoing resolution was approved by the San Anselmo Town Council on the 9th day of August, 2011 by the following vote, to wit:

- AYES: Coleman, Greene, Kroot, McInerney, Thornton
- NOES: None
- ABSENT: None
- ABSTAIN: None



Ford Greene, Mayor

ATTEST:



Barbara Chambers, Town Clerk