

RESOLUTION NO. 2008-108

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
THOUSAND OAKS ADOPTING COMPREHENSIVE  
BENEFITS FOR EXECUTIVE MANAGERS AND  
RESCINDING RESOLUTION NO. 2007-086

WHEREAS, it is the City of Thousand Oaks' policy to provide certain benefits to Executive Managers,

WHEREAS, Resolution No. 2007-086 was previously adopted establishing Executive Management benefits and is to be superseded by this Resolution.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Thousand Oaks as follows:

Section 1: City Council Resolution No. 2007-086 is hereby rescinded and shall be superseded by this resolution.

Section 2: City will provide Executive Managers the following benefits:

1. Health/Medical Insurance: \$435 toward the monthly health insurance premium for employee and their dependents.
2. Dental: Dental insurance for employee and their dependents at no cost.
3. Vision Care: Vision care for employee and their dependents at no cost.
4. Flexible Dollar Account: Receive the same highest dollar amount as negotiated by any City of Thousand Oaks recognized bargaining unit to be used towards increased medical insurance costs, cancer insurance, long term care, or additional life insurance, etc., including the same cash back or deferred compensation provisions.
5. PERS Retirement Contract Provisions: (1) Pay employee's contribution of 7 percent for PERS retirement. (2) Final compensation is based on the employee's pay rate for the highest 12 months of employment. (3) Fourth level of 1959 Survivor Benefits. (4) Section 21258.4 (2 percent at 55). (5) Section 20023 (c)(4) to report as earnable compensation the City's payment of the employee's contribution to PERS. (6) Employee may buy back military service credit prior to retirement. (7) Section 21551 regarding survivor benefits if spouse remarries. (8) Sick leave not taken or cashed out will be

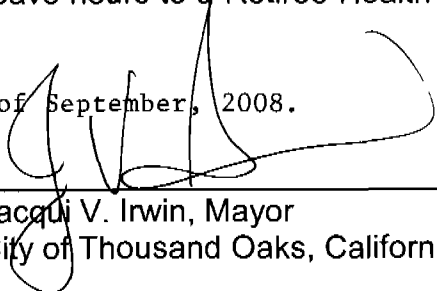
credited at 100 percent for retirement purposes, if retired from the City of Thousand Oaks.

6. Deferred Compensation: 6 percent contribution by the City. Executive employees agree to contribute 6 percent to the deferred compensation account.
7. Life Insurance: Equal to \$200,000 and \$5,000 for dependent at no cost.
8. Travel Accident Policy: \$250,000 of life insurance under the provisions of a Travel Accident Policy at no cost.
9. Holidays: New Year's Day, Martin Luther King's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving, Christmas Eve (1/2 day) in years when Christmas does not fall on a Sunday or Monday, and Christmas Day. This is equal to 104 hours of holiday pay for each calendar year except when Christmas does not fall on a Sunday or Monday.
10. Annual Leave: Accrual shall be on a weekly basis for 26 pay periods per year starting from the first day worked, as follows:

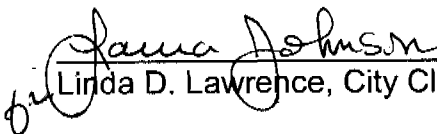
Up to end of 3 years continuous service	190 hours
4 through 8 years continuous service	230 hours
9 through 13 years continuous service	254 hours
14 through 18 years continuous service	270 hours
19 through 23 years continuous service	290 hours
24 through 28 years continuous service	306 hours
29+ years continuous service	322 hours
11. Car Allowance: \$400 car allowance per employee per month. The Public Works Director shall be provided with an automobile for official and limited personal use. Limited personal use shall mean for personal reasons during the work day or to and from work, but shall exclude personal use on the weekends and transporting family members.
12. Long Term Disability: 66 2/3 percent of salary once eligibility requirements are met.
13. Section 125 Plan: Monthly administrative fee for an employee who is enrolled will be paid by the City for either pre-tax medical or dependent care reimbursement.

14. Employee Assistance Program: Pay for the full cost of the employee assistance program for employee and dependents.
15. Employee Discretionary Contribution: Provide \$400 per year to be used at employee's discretion for such purposes, but not limited to, medical expenses through Flexible Spending Account, directly incurred medical costs, medical insurance premiums, deferred compensation, health club membership for physical and mental wellness, Personal Digital Assistant (PDA) equipment for increased employment productivity, or direct cash disbursement.
16. Tuition Reimbursement and PC Loan Program: Eligible to participate in both of these employee benefit programs.
17. Medical Reimbursement: Provides up to \$350 for medical expenses incurred which exceed insurance provisions.
18. Administrative Leave: 100 hours annual administrative leave per fiscal year in lieu of an alternative work schedule such as a 9/80 or 4/10. Administrative leave hours must be taken during the fiscal year in which they are granted and there shall be no carry over, or cash out during the fiscal year or upon termination of employment.
19. Retiree Health Savings Plan: Upon separation or retirement, all Executive Managers with 10 or more years of service to the City of Thousand Oaks shall contribute the first 500 hours of unused annual leave to a Retiree Health Savings Plan. Executive Managers with less than 10 years service to the City of Thousand Oaks shall contribute one-half of unused Annual Leave hours to a Retiree Health Savings Plan.


PASSED AND ADOPTED this 23rd day of September, 2008.

  
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 Jacquie V. Irwin, Mayor  
 City of Thousand Oaks, California

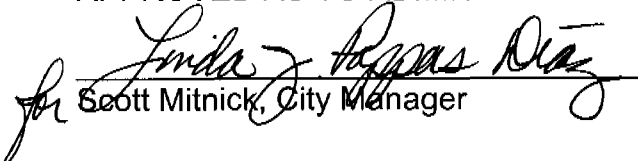
ATTEST:

  
 \_\_\_\_\_  
 Lirida D. Lawrence, City Clerk

APPROVED AS TO FORM:

  
 \_\_\_\_\_  
 Amy Albano, City Attorney

APPROVED AS TO ADMINISTRATION:

  
 \_\_\_\_\_  
 Scott Mitnick, City Manager

CERTIFICATION

STATE OF CALIFORNIA       )  
COUNTY OF VENTURA       ) SS.  
CITY OF THOUSAND OAKS    )

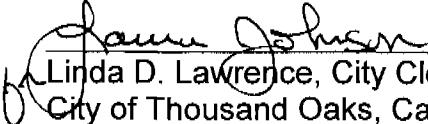
I, LINDA D. LAWRENCE, City Clerk of the City of Thousand Oaks, DO HEREBY CERTIFY that the foregoing is a full, true, and correct copy of Resolution No. 2008-108, which was duly and regularly passed and adopted by said City Council at a regular meeting held September 23, 2008, by the following vote:

AYES:     Councilmembers Fox, Gillette, Glancy and Mayor Irwin

NOES:     Councilmember Bill-de la Peña

ABSENT:   None

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City of Thousand Oaks, California.

  
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Linda D. Lawrence, City Clerk  
City of Thousand Oaks, California