

EXHIBIT A

City of Calistoga, California

EMPLOYEE BENEFITS SUMMARY

2013

Unrepresented Employees

RETIREMENT

Public Employee's Retirement System (PERS) effective 01/2013 PEPR 2013-AB340:

NEW PERS MEMBERS:

2% at 62 PERS formula, three year final compensation for non-safety employees

2% at 57 PERS formula, three year final compensation for safety employees.

All employees are required to pay 100% of the employee PERS contribution:

6.25% non-safety employee and 9.5% safety.

CLASSIC PERS MEMBERS: TIER II PERS:

2% at 60 PERS formula, three year final compensation for non-safety employees

2% at 55 PERS formula, three year final compensation for safety employees.

All employees are required to pay 100% of the 7% employee PERS contribution:

PERS includes any unused sick leave days converted to service credit at the rate of 0.004 years of service.

All employees receive Social Security coverage.

Retiree Medical Insurance

- o Retiree Medical Insurance is based upon continuous years of service. The City's contribution to the CalPERS health benefits program (single coverage) on behalf of the unrepresented employees who retire from the City after a minimum of 10 years continuous service is 3% per service year, or 3.5% per service year after 20 years of continuous service up to a combined required and supplemental contribution not to exceed 100% of the medical premium for singles.

HEALTH INSURANCE

Regular or probationary full-time employees are members of the Public Employees Medical and Hospital Care Act ("PERS Health") insurance program. Full time employees may choose from four health plans. The City pays 90% of the premium for the Employee and dependents in 2013 with the employee paying 10% of the premium.

See attached for Medical and Dental Premiums and Employee Contributions.

SHARE THE SAVINGS PLAN

The City provides three hundred dollars (\$300.00) per month to any employee who meets the following criteria:

- a. Declines the City sponsored Medical Coverage and
- b. Provides the City with acceptable evidence of Medical Insurance from alternate provider.

DENTAL INSURANCE:

The City provides Premier Access Dental Insurance plan for Employee and dependents. The City pays 90% of the premium; employees pay 10%. Maximum Amount: \$1,500 per Policy Year for each Insured Person.

Medical/Dental becomes effective the first day of month following hire date.

LIFE INSURANCE:

The City provides a one-time salary, with \$50,000 minimum Life insurance policy with Standard per employee.

HOLIDAYS:

All full time Employees shall be allowed eleven (11) days, plus two (2) floating holidays to be used at the employee's discretion during the calendar year.

VACATION:

All full time Employees

Year 1 - 3 **10** days
Year 4 - 6 **15.0** days
Year 7 + **20** days

ADMINISTRATIVE LEAVE:

Unrepresented employees are exempt positions and not eligible for overtime, compensatory time or stand-by compensation. However, Administrative Leave in the amount of eighty (80) hours per year for Department Heads and forty (40) hours per year for other unrepresented positions will be granted. Half of the annual hours are available up front as of January 1 each year to be taken from January through June, and the remaining hours available on July 1st to be taken from July through December. Such leave shall otherwise not carryover from calendar year to year or be compensated in any other manner. Such leave shall be regulated by the current policies in place.

SICK LEAVE:

Sick leave shall accrue for all full time employees at a rate of one day (8 hours) for each month. At any time after the completion of the fifth (5th) year of service, City may purchase, at the employee's discretion, all but fifteen (15) of the days accumulated at the rate of twenty-five percent (25%) of the employee's then existing wage, subject to City Manager's approval.

ADDITIONAL BENEFITS:

- City Paid Employee Assistance Program (EAP)
- Supplemental Insurance (AFLAC). 100% Employee Paid
- Deferred Compensation Program (ICMA voluntary). 100% employee paid.
- Credit Union membership available through Redwood Credit Union and/or Silverado Federal Union.
- Direct Deposit for payroll at any bank/credit union.

FLEXIBLE BENEFITS PLAN

The FLEX program allows payments for insurance premiums paid by employee to be deducted from payroll on a pre-tax basis. Also eligible for pre-tax deductions are unreimbursed medical expenses and dependant day care costs.

City of Calistoga

Salary Schedule - FY 12-13 (Effective 01/01/13)

Applicable Group

Non Represented

Effective Date(s) and Changes

01/1/2013 to 12/31/2013

Dates	7/1/2005	7/1/2006	7/1/2007	7/1/2008	7/1/2009	11/1/2011	1/1/2013
What	Same as CPEA Per Resolution	Per Resolution 2006-088 June to Apr Median CPI	Per Resolution 2006-088 June to Apr Median CPI	Per Resolution 2006-088 June to Apr Median CPI	Per Resolution 2006-088 June to Apr Median CPI	Per Resolution	Per Resolution
Percentage	3.00%	2.40%	3.00%	3.50%	2.40%	-5.00%	2.00%

Positions Covered

Position Title	Type	FLSA	Range	Comments
Administrative Services Director	Mgmt	Exempt	24	
Community Resources Director	Mgmt	Exempt	24	
Executive Secretary	Mid-Mgmt	Exempt	9	
Fire Chief	Mgmt	Exempt	24	
Planning and Building Manager	Mgmt	Exempt	23	
Planning Director	Mgmt	Exempt	24	
Police Chief	Mgmt	Exempt	26	
Public Works Director/City Engineer	Mgmt	Exempt	26	
Administrative Analyst/Deputy City Clerk	Mid-Mgmt	Exempt	14	Resolution
Associate Civil Engineer	Mid-Mgmt	Non-Exempt	22	
Building Official	Mid-Mgmt	Exempt	18	Resolution
City Clerk	Mid-Mgmt	Exempt	14	
Maintenance Superintendent	Mid-Mgmt	Non-Exempt	18.1	Based on
Plant Superintendent	Mid-Mgmt	Non-Exempt	18.1	Based on
Aquatics/Recreation Manager	Mid-Mgmt	Exempt	20	Resolution
Senior Civil Engineer	Mid-Mgmt	Exempt	23	
Senior Planner	Mid-Mgmt	Exempt	22	

Range #	Monthly Adopted (1)					Annual Calculation (2)				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
1	2,363	2,482	2,606	2,736	2,873	28,360	29,778	31,267	32,830	34,472
2	2,482	2,606	2,736	2,873	3,016	29,780	31,269	32,832	34,474	36,198
3	2,607	2,737	2,874	3,018	3,169	31,285	32,850	34,492	36,217	38,028
4	2,737	2,873	3,017	3,168	3,326	32,840	34,482	36,206	38,016	39,917
5	2,871	3,015	3,166	3,324	3,490	34,456	36,178	37,987	39,887	41,881
6	3,016	3,167	3,325	3,492	3,666	36,194	38,003	39,904	41,899	43,994
7	3,168	3,327	3,493	3,667	3,851	38,017	39,918	41,914	44,010	46,210
8	3,324	3,490	3,665	3,848	4,041	39,890	41,885	43,979	46,178	48,487
9	3,489	3,664	3,847	4,039	4,241	41,873	43,967	46,165	48,473	50,897
10	3,667	3,850	4,043	4,245	4,457	44,003	46,203	48,513	50,939	53,486
11	3,849	4,042	4,244	4,456	4,679	46,194	48,503	50,929	53,475	56,149
12	4,043	4,245	4,458	4,681	4,915	48,519	50,945	53,493	56,167	58,976
13	4,245	4,458	4,680	4,914	5,160	50,943	53,490	56,165	58,973	61,921
14	4,456	4,679	4,913	5,159	5,417	53,477	56,150	58,958	61,906	65,001
15	4,680	4,914	5,159	5,417	5,688	56,157	58,965	61,913	65,009	68,259
16	4,913	5,159	5,417	5,688	5,972	58,960	61,908	65,003	68,254	71,666
17	5,160	5,418	5,689	5,974	6,272	61,922	65,018	68,269	71,683	75,267
18	5,417	5,688	5,972	6,271	6,585	65,007	68,257	71,670	75,253	79,016
18.1	5,506	5,781	6,070	6,374	6,693	66,072	69,375	72,844	76,486	80,310
19	5,688	5,972	6,270	6,584	6,913	68,250	71,663	75,246	79,008	82,959
20	5,970	6,269	6,582	6,911	7,257	71,641	75,223	78,984	82,933	87,080
21	6,272	6,586	6,915	7,261	7,624	75,264	79,027	82,978	87,127	91,484
22	6,584	6,913	7,259	7,622	8,003	79,009	82,960	87,108	91,463	96,036
23	6,913	7,258	7,621	8,002	8,402	82,950	87,098	91,453	96,026	100,827
24	7,259	7,622	8,003	8,404	8,824	87,112	91,468	96,041	100,843	105,885
25	7,622	8,004	8,404	8,824	9,265	91,470	96,043	100,845	105,887	111,182
26	8,004	8,404	8,824	9,266	9,729	96,047	100,850	105,892	111,187	116,746
27	8,402	8,822	9,263	9,726	10,212	100,821	105,862	111,155	116,713	122,548
28	8,825	9,266	9,730	10,216	10,727	105,900	111,196	116,755	122,593	128,723
29	9,266	9,729	10,215	10,726	11,262	111,188	116,748	122,585	128,714	135,150
30	9,731	10,217	10,728	11,265	11,828	116,770	122,608	128,738	135,175	141,934

(1) Monthly Rate adopted by resolution. Annual COLA, from other group MOUs or CPI, results are rounded to whole dollar, except for CM Position.

(2) Annual Rate - Monthly multiplied by 12. Entered into Payroll for Calculation of Payroll Rates.

(3) Hourly Payroll Rate - Annual Rate divided by 2080 hours rounded to nearest cent. (Daily rates calculated at 8 hours, Payperiod rates calculated at Annual rate divided by 24)

City of Calistoga

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Range #	Monthly Adopted (1)					Annual Calculation (2)				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
1	2,387	2,506	2,632	2,763	2,901	28,644	30,076	31,580	33,159	34,817
2	2,506	2,632	2,763	2,902	3,047	30,078	31,582	33,161	34,819	36,560
3	2,633	2,765	2,903	3,048	3,201	31,598	33,178	34,837	36,579	38,408
4	2,764	2,902	3,047	3,200	3,360	33,168	34,827	36,568	38,396	40,316
5	2,900	3,045	3,197	3,357	3,525	34,800	36,540	38,367	40,286	42,300
6	3,046	3,199	3,359	3,526	3,703	36,556	38,383	40,303	42,318	44,434
7	3,200	3,360	3,528	3,704	3,889	38,398	40,317	42,333	44,450	46,673
8	3,357	3,525	3,702	3,887	4,081	40,289	42,304	44,419	46,640	48,972
9	3,524	3,701	3,886	4,080	4,284	42,292	44,406	46,627	48,958	51,406
10	3,704	3,889	4,083	4,287	4,502	44,443	46,665	48,998	51,448	54,021
11	3,888	4,082	4,286	4,501	4,726	46,656	48,988	51,438	54,010	56,710
12	4,084	4,288	4,502	4,727	4,964	49,005	51,455	54,028	56,729	59,565
13	4,288	4,502	4,727	4,964	5,212	51,452	54,025	56,726	59,562	62,541
14	4,501	4,726	4,962	5,210	5,471	54,011	56,712	59,547	62,525	65,651
15	4,727	4,963	5,211	5,472	5,745	56,719	59,555	62,532	65,659	68,942
16	4,962	5,211	5,471	5,745	6,032	59,550	62,527	65,654	68,936	72,383
17	5,212	5,472	5,746	6,033	6,335	62,541	65,668	68,952	72,399	76,019
18	5,471	5,745	6,032	6,334	6,651	65,657	68,940	72,387	76,006	79,806
18.1	5,561	5,839	6,131	6,438	6,759	66,732	70,069	73,572	77,251	81,113
19	5,744	6,032	6,333	6,650	6,982	68,933	72,379	75,998	79,798	83,788
20	6,030	6,331	6,648	6,980	7,329	72,357	75,975	79,774	83,762	87,951
21	6,335	6,651	6,984	7,333	7,700	76,016	79,817	83,808	87,998	92,398
22	6,650	6,982	7,332	7,698	8,083	79,799	83,789	87,979	92,378	96,997
23	6,982	7,331	7,697	8,082	8,486	83,780	87,969	92,367	96,986	101,835
24	7,332	7,699	8,083	8,488	8,912	87,983	92,382	97,001	101,852	106,944
25	7,699	8,084	8,488	8,912	9,358	92,384	97,003	101,854	106,946	112,294
26	8,084	8,488	8,913	9,358	9,826	97,008	101,858	106,951	112,299	117,914
27	8,486	8,910	9,356	9,823	10,314	101,829	106,921	112,267	117,880	123,774
28	8,913	9,359	9,827	10,318	10,834	106,959	112,307	117,923	123,819	130,010
29	9,358	9,826	10,318	10,833	11,375	112,300	117,915	123,811	130,001	136,501
30	9,828	10,320	10,835	11,377	11,946	117,937	123,834	130,026	136,527	143,354

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(3) Hourly Payroll Rate - Annual Rate divided by 2080 hours rounded to nearest cent. (Daily rates calculated at 8 hours, Payperiod rates calculated at Annual rate divided by 24)