#### **RESOLUTION NO. 2016-R** 1 2 A RESOLUTION OF THE CITY COUNCIL OF THE CITY 3 OF CULVER CITY, CALIFORNIA, APPROVING AND ADOPTING **AMENDED EXECUTIVE** AN 4 COMPENSATION PLAN. 5 6 WHEREAS, City representatives have met and determined to amend the 7 Executive Compensation Plan which outlines wages, hours, terms and conditions of 8 employment for the following classifications: 9 Assistant City Manager Assistant to the City Manager 10 Chief Financial Officer **Chief Information Officer** 11 Community Development Director Human Resources Director 12 13 Parks, Recreation and Community Public Works Director/City Engineer Services Director 14 Transportation Director 15 16 NOW, THEREFORE, the City Council of the City of Culver City, DOES 17 HEREBY RESOLVE AS FOLLOWS: 18 The Executive Compensation Plan, a copy of which is attached 1. 19 hereto and made a part hereof, is hereby approved. 20 111 21 111 22 111 23 111 24 111 25 111 26 111 27 III

28

1	2. The City Manager and Chief Financial Officer are hereby
2	authorized to adjust the budget and the records of employees necessary to pay the
3	salaries and costs related to the terms of the approved Executive Compensation Plan.
4	
5	APPROVED and ADOPTED this day of 2016.
6	
7	JIM B. CLARKE, MAYOR
8	City of Culver City, California
9	
10	ATTEST: APPROVED AS TO FORM:
11	OPAID 1
12	MARTIN R. COLE, City Clerk  CAROL A. SCHWAB, City Attorney
13	) And the second of the second
14	A16-00454
15	
16	
17	
18	
19	
20	
21	
22	
23	
24	
25	
26	
27	
28	

# **ATTACHMENT "A"**

# III. COMPENSATION

A. <u>Salary.</u> The salary schedules specifying the salary range for each classification covered by the Plan is attached as Appendix A. The City Manager shall set salaries for each employee covered by the Plan within the specified salary range. Annual salary adjustments shall be based upon demonstrated consistent performance as evidenced by the annual performance planning, review and evaluation process. The evaluation shall include an assessment of general management skills and specific attainment of the goals and objectives set forth by the City Council and City Manager.

Employees shall receive a 2% base salary adjustment each year in the pay period that includes July 1 in 2014, 2015 and 2016.

B. Voluntary 457 and 401(a) Deferred Compensation Plans. City agrees to provide deferred compensation plans for employees covered herein pursuant to IRS Code Sections 457 and 401(a). The City's maximum contribution to the 401(a) deferred compensation plan shall be one hundred sixty dollars (\$160.00) per pay period for employees that contribute a minimum of seventy-six dollars and twenty-five cents (\$76.25) per pay period and a dollar per dollar match for employees that contribute less than seventy-six dollars and twenty-five cents (\$76.25) per pay period. All contributions to the 457 deferred compensation plan shall be made solely by the employee.

The deferred compensation plan is a benefit, and as such the contribution by the City on behalf of the employee shall not change the employee's salary range. Employees may, at their option, contribute in excess of the City's matching contribution per pay period to the plans.

### a. Conversion of Excess Accruals

The City will permit employees to convert and defer the dollar value of excess accruals of floating holiday hours or vacation time.

### b. Changing Contributions

Employees may reduce the amount of their bi-weekly deferred compensation contribution at any time with a minimum of two (2) weeks advance written notice on the appropriate form to the Human Resources Department.

Employees may increase the amount of their bi-weekly deferred compensation contribution during quarterly open enrollment.