



## AGREEMENT

**Date:** November 8, 2007  
**To:** Jim Erickson, City Manager  
**From:** Dan Schiada, Public Works Director  
**Re:** Letter Agreement Pertaining to Senior Management Contract

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The agreement between the City of Benicia and Senior Management Employees required the City conduct a Modified Total Compensation Salary and Benefit Survey. In order to determine the value of one of the elements in the survey, Retirement Health Contributions, the City has requested the services of an outside actuary. We understand the report will not be ready until late January, as it is being conducted at the same time as the legally required GASB 42 and GASB 45 OPEB Report.

In order to participate in the implementation of the Salary and Benefit Survey at the present time, along with all other bargaining groups, the Senior Management Employees agree to defer the implementation of the Retirement Health Contribution Survey Element until February, 2008, provided it is retroactive to July 1, 2007.

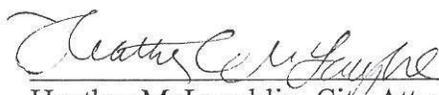
**Approved on November 9, 2008**

**Attest:**

  
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Dan Schiada, Senior Manager Representative

  
\_\_\_\_\_  
Jim Erickson, City Manager

**Approved as to Form:**

  
\_\_\_\_\_  
Heather McLaughlin, City Attorney

Excerpt from MOU:

### XIII. SALARY SURVEYS

1. The City shall conduct a Modified Total Compensation Salary and Benefit Survey in order to develop a composite total. Senior management employees shall receive positive salary adjustments that bring their composite total to the mean average of the survey group.
  - a. Salary and Benefit Items to be included shall include the following: Top Step Salary, PERS pick-up, Maximum Healthcare, Vehicle Allowance/Vehicle Usage, Deferred Compensation, Retirement Health Contributions/After Retirement Health Payments, Standard Bonus and Incentive Pays,
  - b. Salary and Benefit Items shall NOT include the following: Personal Accrual or Personal Accrual Trade-ins (such as Vacation Leave, Administrative Leave, Holiday Leave and Sick Leave), Performance-Based Bonus and Incentive Pays, Longevity Pay, Interim Assignment Pay or Acting Pay.