

MANAGEMENT CATEGORY I

Effective October 1, 2014

Definition

Mayor, City Administrator, Deputy City Administrator, Department Directors, Internal Auditor, and Assistant City Administrators.

<u>JOB CODE</u>	<u>POSITION TITLE</u>
101115	Assistant City Administrator
108501	Chief of Police
101103	City Administrator
101201	City Attorney
102101	Construction Services Director
101105	Deputy City Administrator
102103	Development Services Director
103109	Director of Engineering and Public Works
103101	Director of Engineering Services
104201	Director of Finance
104301	Director of Housing and Community Development
101601	Director of Human Resources
101402	Director of Information Technology
106201	Director of Parks and Recreation
104214	Director of Procurement
103201	Director of Public Utilities
105201	Director of Public Works
106202	Director of Recreation and Strategic Innovations
101401	Director of Support Services
108801	Fire Chief
101301	Internal Auditor
101701	Library Director
101101	Mayor
107201	Planning Director

JOB CODE

POSITION TITLE

101125

Redevelopment Manager

INCENTIVE PROGRAM COMPONENTS

The Management Incentive Program is defined as follows:

Incentive Allowance (Annual)	Management Leave	Term Life Insurance
\$2,600 (\$100 p/p)*	4 days	\$100,000

*Incentive allowance has been discontinued for FY2014-2015

The Management Incentive Allowance shall be paid to eligible employees on a biweekly basis (twenty-six (26) times per year), and shall not be included in the employee's base salary. Management leave shall be credited in the first pay period on or after January 1 and must be used by the end of the last pay period ending in December. New employees shall receive a pro-rata share of management leave based on their date of hire or promotion to a position covered by this Management Incentive Program. Employees scheduled to work less than 40 hours per week, will have their monthly incentive allowance prorated for the time working less than forty hours.

NOTE:

Changes in the title of any of the job classifications listed under Category I and/or II, will not alter the eligibility of that job classification to receive the benefits under the Management Incentive Program.