

# Town of Los Gatos Finance Commission Questions



# SALARY COSTING

Wages/Benefits Categories	Cost Determination
Regular Salary/Hourly Rate	Based on Salary Schedules
<b>Based on Hourly Rate</b>	
Specialty Rates	2.5% to 17.5%
PERS Retirement	15.74% to 65.94%
Medicare	1.45%
Social Security (Temps)	6.2%
Holiday Pay (Safety Only)	4.0%
Internal Service Funds (Workers' Comp, ABAG, IT)	2.9% to 15.1%
<b>Annual Cost</b>	
Medical Benefit	\$4,932 to \$26,412
Life Insurance, STD, LTD	\$1,092
Cell Phone Allowance	\$1,440

# SAMPLE COSTING

Classification	Assistant Planner	
Range		
Step	5	
Bargaining Unit	Town Employee Assn (TEA)	
Rates Used		
Hourly Rate		\$47.14
Annual Salary	Adj Hrly Rate x 2080	\$98,051.20
PERS Retirement	33.540%	\$32,886.37
Medicare	1.45%	\$1,421.74
Cash in Lieu (\$400) (\$420 AFSCME)	\$0.00	\$0.00
Medical	\$2,065.00	\$24,780.00
Dental	\$125.00	\$1,500.00
Vision	\$11.00	\$132.00
Life Insurance	\$10.00	\$120.00
STD - monthly rate	\$49.00	\$588.00
LTD - monthly rate	\$32.00	\$384.00
Workers Comp	2.430%	\$2,382.64
ABAG	0.315%	\$308.86
IT Staff/Service	0.150%	\$147.08
Total	\$162,701.90	

# SAMPLE COSTING

Classification	Parks & Maintenance Worker	
Range		
Step	5	
Bargaining Unit	AFSCME	
Rates Used		
Hourly Rate		\$36.35
Annual Salary	Hrly Rate x 2080	\$75,608.00
Cell Phone Allowance	\$120	\$1,440.00
PERS Retirement	33.540%	\$25,358.92
Medicare	1.45%	\$20.88
Cash in Lieu (\$400) (\$420 AFSCM	\$0	\$0.00
Medical	\$2,065	\$24,780.00
Dental	\$125	\$1,500.00
Vision	\$11	\$132.00
Life Insurance	\$10	\$120.00
STD - monthly rate	\$49	\$588.00
LTD - monthly rate	\$32	\$384.00
Workers Comp	8.013%	\$0.96
ABAG	5.545%	\$0.67
IT Staff/Service	0.150%	\$0.02
Total	\$129,933.45	

# SAMPLE COSTING

Classification	Police Officer - Classic	
Range		
Step	Step 4	
Bargaining Unit	Police Officers' Association (POA)	
Rates Used		
Hourly Rate		\$59.59
Specialty Rates	Hrly Rate * 10%	\$5.96
Adjusted Hourly Rate	Hrly Rate + Specialty	\$65.55
Annual Salary	Adj Hrly Rate x 2080	\$136,341.92
Holiday Pay	4.00%	\$5,453.68
Uniform Allowance	\$57.50 *24	\$1,380.00
PERS Retirement	62.940%	\$85,813.60
Medicare	1.45%	\$1,976.96
Cash in Lieu (\$400) (\$420 AFSCME	\$0.00	\$0.00
Medical	\$2,065.00	\$24,780.00
Dental	\$125.00	\$1,500.00
Vision	\$11.00	\$132.00
Life Insurance	\$10.00	\$120.00
STD - monthly rate	\$49.00	\$588.00
LTD - monthly rate	\$32.00	\$384.00
Workers Comp	9.952%	\$13,568.75
ABAG	5.205%	\$7,096.60
IT Staff/Service	0.150%	\$204.51
Total	\$279,340.02	

# SAMPLE COSTING

Classification	Police Officer - PEPRA	
Range		
Step	Step 4	
Bargaining Unit	Police Officers' Association (POA)	
Rates Used		
Hourly Rate		\$59.59
Specialty Rates	Hrly Rate * 10%	\$5.96
Adjusted Hourly Rate	Hrly Rate + Specialty	\$65.55
Annual Salary	Adj Hrly Rate x 2080	\$136,341.92
Holiday Pay	4.00%	\$5,453.68
Uniform Allowance	\$57.50 *24	\$1,380.00
PERS Retirement	15.740%	\$21,460.22
Medicare	1.45%	\$1,976.96
Cash in Lieu (\$400) (\$420 AFSCME)	\$0.00	\$0.00
Medical	\$2,065.00	\$24,780.00
Dental	\$125.00	\$1,500.00
Vision	\$11.00	\$132.00
Life Insurance	\$10.00	\$120.00
STD - monthly rate	\$49.00	\$588.00
LTD - monthly rate	\$32.00	\$384.00
Workers Comp	9.952%	\$13,568.75
ABAG	5.205%	\$7,096.60
IT Staff/Service	0.150%	\$204.51
Total	\$214,986.63	

<https://www.losgatosca.gov/418/Salaries>

## Salary Schedules

- [AFSCME Classifications](#)
- [Confidential Classifications](#)
- [Management Classifications](#)
- [POA Classifications](#)
- [TEA Classifications](#)
- [Hourly/Temporary Classifications](#)

<https://www.losgatosca.gov/1530/Health-Benefits>

## Health Benefits

### Benefit Summaries

[Benefits by Employee Group](#)

[2021 Employee Benefits Guide](#)

# SALARY & BENEFITS