

Gross Pay Back Deduction

Base salary rates and other forms of compensation shall be calculated per the terms of this resolution; thereafter, a gross payback deduction of 5% shall be calculated to include regular pay, vacation, sick, workers' compensation Labor Code Section 4850 or negotiated salary supplement pay, and other pay listed on Schedule A below. The gross payback deduction shall then be applied to such compensation. However, it shall not apply to other pay or allowances listed on Schedule B or to City contributions to health insurance. The gross payback deduction shall be made pre-tax. The compensation reported to CalPERS shall be net of the gross payback deduction.

Schedule A:

- Bilingual Pay
- Acting Pay
- Exceptional Performance Pay
- Bereavement Leave
- Administrative Leave
- Other Paid Leave
- Jury Duty Pay
- Management Leave
- Catastrophic Leave
- Compensatory time payoffs

Schedule B:

- Sick leave and vacation annual conversions
- Sick leave and vacation payoffs
- SPIL and Opt-out