

Special Pays:

- Compensation:**
 - Mayor \$2,870 per month
 - Councilmember \$1,435 per month
- Housing Authority Board Member** \$50.00 per meeting, when in attendance
- Expense Reimbursement** (for actual and necessary expenses incurred in the conduct of events separately approved by City Council).
 - Mayor Equal to a maximum of \$1,500 per month with an annual maximum of \$6,600 per year.
 - Councilmember Equal to a maximum of \$1,300 per month with an annual maximum of \$5,400 per year.
- Auto Allowance** \$475 per month

Health and Welfare:

Health Insurance	Coverage Type	City's Monthly Contribution	Employee's Monthly Contribution				
			Kaiser HMO	Kaiser DHMO	Kaiser HDHP	WHA HMO	WHA HDHP
	Single	\$675.00	\$100.06	\$0.00	\$0.00	\$0.00	\$0.00
	2-party	\$1,350.00	\$200.10	\$0.00	\$0.00	\$0.00	\$0.00
	Family	\$1,795.00	\$266.62	\$0.00	\$0.00	\$0.00	\$0.00

City coverage may be waived and opt for health in-lieu at \$500.00 monthly. Proof of coverage is required.

Dental Insurance	Coverage Type	City's Monthly Contribution	Employee's Monthly Contribution	
			Delta Care HMO	Delta Dental PPO
	Single	\$53.00	\$0.00	\$7.06
	2-party	\$90.00	\$0.00	\$11.52
	Family	\$138.00	\$0.00	\$12.91

Vision Insurance	Coverage Type	City's Monthly Contribution	Employee's Monthly Contribution
	Single	\$0.00	\$7.28
	2-party	\$0.00	\$10.56
	Family	\$0.00	\$18.93

Life Insurance and AD&D \$100,000 each of coverage paid for by City.

Retirement and Deferrals:

(Council Members Only)

PERS Plan	Final Compensation Calculation	Pre-Tax EE contribution	Plan available to new hires?	Pensionable Cap?
2.7% @ 55	Single-highest year	8%	No	No
2.0% @ 60	Three year average	7%	Yes with prior PEPRA ¹ qualified employment	No
2.0% @ 62	Three year average	6.25%	Yes	Yes, CY19 = \$149,016

1. PEPRA is Public Employees' Pension Reform Act 2013 which applies to all public employers and public pension plans which includes CalPERS, CalSTRS, 37 Act Counties and California Independent Public Retirement Plans. The only exclusion is the University of California.

City contributes the full employee contribution (see table above) for each elected officials PERSable salary for 1st and 2nd tier members. 3rd tier members pay pre-tax.

PERS Cost Share

In addition to the required employee contribution towards PERS (see table above), employees pay 3.0% (pre-tax) towards the employer's share of PERS.

PERS Survivor Benefit

City contributes \$1.34 per pay period for the 1959 Indexed Survivor Benefit.

Retiree Health Insurance

For elected officials who have at least 8 years of service at retirement, the City will contribute \$347 a month towards medical.

Deferred Compensation

- 457 Members are eligible to enroll.
- 457 City contributes \$300 per month.