

**SUMMARY OF BENEFITS
ELECTED OFFICIALS**

For the positions of Mayor and City Councilmember, collectively referred to Elected Official hereafter. Excerpts from relevant State statutes, City Ordinances, and Council Resolutions are found in this document, and are organized alphabetically by subject matter.

ANNUAL PHYSICAL/WELLNESS:

Up to \$450 may be provided for reimbursement toward the cost of gym membership, an annual physical, or related out-of-pocket medical expenses. An invoice must be submitted from the medical provider to receive reimbursement.

Source: Resolution Nos. 2001-76, 2006-021

BENEFIT BANK:

Elected Officials are provided with a Benefit Bank for the purchase of medical, dental and/or vision insurance for themselves and their eligible dependents. The Benefit Bank for the term of this agreement is as follows:

- ❖ December 1, 2019: \$1,626 per month (\$50 per month increase)
- ❖ December 1, 2020: \$1,676 per month (\$50 per month increase)
- ❖ December 1, 2021: \$1,726 per month (\$50 per month increase)
- ❖ December 1, 2022: \$1,776 per month (\$50 per month increase).

Unused portions of the Benefit Bank up to a maximum of \$1,376 will be paid out in the Elected Official's regular paychecks as earned. Effective July 1, 2019, in compliance with IRS Code Section 125, contributions to the Elected Official's deferred compensation account from unused portions of the Benefit Bank will be considered an Elected Official contribution rather than an employer contribution. For Elected Officials hired after the date of approval of this Summary of Benefits, the unused portion maximum will be limited \$600.

Source: Resolution Nos. 85-54, 86-59, 87-83, 89-195, 91-102, 97-62, 98-40,
2000-47, 2000-69, 2001-76, 2004-22, 2005-08, 2006-21, 2007-49,
2013-46, 2015-54, 2019-50

COMPENSATION/STIPEND:

Elected Officials are provided with a monthly stipend, paid bi-weekly as follows:

- Mayor - \$1,534/month
- Elected Official - \$1,281/month

Source: Ordinance No. 2008-20

DEFERRED COMPENSATION - 457:

A deferred compensation plan is available to all Elected Officials, providing tax-deferred savings to serve as a retirement supplement. An Elected Official may contribute to the City's designated deferred compensation plan up to the maximum annual amount allowed by federal and state law through a payroll deduction program.

City Contribution

The City-paid contribution to deferred compensation is \$120 per month. The contribution will be placed in a deferred compensation account selected by the City.

Source: Resolution Nos. 2013-46

DEFINED CONTRIBUTION PLAN - 401(a):

This plan, offered in addition to the existing 457 Deferred Compensation Plan, allows Elected Officials to defer additional income (beyond what is allowed in the 457 Plan) as a means of accumulating greater savings for retirement. Participation is voluntary. Elected Officials who elect to enroll in the 401(a) Plan contribute pre-tax contributions. The City contributes \$1 per pay period per participating Elected Official. An Elected Official's election to enroll in the 401(a) Plan is irrevocable. Loans permitted.

Source: Resolution Nos. 2003-001, 2004-074

LIFE INSURANCE:

Employees are provided with a total of \$100,000 in life insurance coverage. See Death Benefit section.

Source: Resolution Nos. 85-54, 87-83, 2000-47, 2000-69

RETIREMENT:

The City has a three-tier retirement benefit as follows:

- A. 2.7% at age 55 if hired before July 1, 2011
- B. 2% at age 55, if hired on or after October 17, 2011
- C. 2% at age 62 (PEPRA), if entering PERS membership on or after January 1, 2013

Single Highest Year – If hired before October 16, 2011, final compensation for determining retirement benefits will be based on the 12 highest paid consecutive months of employment.

Three Year Final Compensation – If hired on or after October 16, 2011, final compensation for determining retirement benefits will be based on the average of the three highest paid years of employment.

Pre-Tax Contribution – All Elected Official paid contributions to PERS will be made on a pre-tax basis, in accordance with IRC section 414(h)(2) and PERS guidelines.

The City provides the Fourth Level 1959 Survivor Benefits.

Source: Resolution Nos. 1496, 85-54, 89-195, 91-102, 96-86, 97-62, 98-40, 98-50, 2000-47, 2000-69, 2006-021, 2011-30, 2015-054, California Public Elected Official Pension Reform Act of 2013 (PEPRA)

- **For Retired Annuitants**

There is no requirement for a retired annuitant to contribute to a 457 Deferred Compensation Plan nor to CalPERS.

SEPARATION FROM CITY:

Elected Officials will be provided a prorated portion of the monthly stipend and Benefit Bank, based on the number of meetings attended during the month of separation.

VEHICLE ALLOWANCE:

Elected Officials will be provided with \$500 per month for vehicle allowance.

Source: Resolution Nos. 2008-52, 2013-46