

## DEPARTMENT OF HUMAN RESOURCES

### CITY OF VALLEJO

#### MAYOR AND COUNCILMEMBERS SALARY AND BENEFITS

##### **SALARY**

Effective January 6, 2009 the Mayor and City Councilmembers salary is \$14,700.00 per year. The City pays bi-weekly so the biweekly gross amount is \$565.38.

##### **MAYOR'S ALLOWANCE**

In addition the City Charter provides for a separate Mayor's allowance. The amount is determined by ordinance. The Mayor's allowance is \$1,900 per month (\$22,800/annually).

##### **RETIREMENT BENEFITS**

As an elected official, membership in the Public Employees' Retirement System is optional. Retirement with CalPERS is based on years of service, your age at retirement, and final compensation for highest year. If membership is elected, current CalPERS Members will be at the 2.7% @ 55 Formula. To be eligible for retirement, you must be at least age 50 and have a minimum of five years of service credit. Effective January 1, 2013, employees who are new to CalPERS will be at the 2% @ 62 Formula and the minimum age to retire is age 52. Formula improves to 2.5% @ 67. A statement of your account can be accessed online at [www.calpers.ca.gov](http://www.calpers.ca.gov).

##### **HEALTH BENEFITS**

The Public Employees' Retirement System provides our health coverage program. There are many different plans available. However, because all the health plans are offered through PERS, you must be a PERS member in order to receive a health plan benefit. There is a retiree's health program available through the PERS program. You must be a member of PERS and retire within a 120 days after date of separation in order to receive retiree health insurance.

Effective February 1, 2010 for Mayor and Councilmembers the City shall cap its Public Employees Medical and Hospital Care Act (PEMHCA) contribution toward medical premiums for employees and eligible dependents at \$300.00. The City shall provide the difference between \$300.00 and up to maximum of seventy-five (75%) of the Kaiser Bay Area rate at each level of coverage, i.e, employee only, employee plus one, or employee plus two or more to each employee through an IRS section 125 cafeteria plan payment. If an employee select a plan with a greater premium, the employee shall be responsible for the difference between the selected plan and the maximum City contribution.

**Retiree Health Insurance** - The City shall continue to participate in the retiree-annuitant portion of the PEMHCA provided for in Government Code section 22750 *et seq.* Retirees and current employees who retire from Vallejo and qualify under the PEMHCA shall continue to receive the same PEMHCA contribution as active employees (\$300.00/month effective February 1, 2010). If a retiree-annuitant and/or eligible dependent is enrolled in both Part A (Hospital) and Part B (Medical) of Medicare, the retiree-annuitant shall participate in the Medicare supplementary program as provided for in Government Code sections 22831, 22844, and 22859.

**Medical Insurance Flex** - Effective January 1, 2010, Councilmembers who have declined enrollment in the city's health insurance benefits plan, and have provided proof of other insurance coverage, shall receive \$250.00 per month.

## **DENTAL**

Effective January 1, 2010, the City's self insured dental benefits for active Councilmembers shall not exceed seventy five percent (75%) of the City's "self insurance premium." Effective July 1, 2016, the premium is \$116.66 a month. The cost to participate is \$29.16 a month.

Dental Insurance is provided by Delta Dental under group number 2366-9. Coverage will be effective on the first of the following month following the date of appointment.

Orthodontic benefits are also available for you and your eligible dependents for 50% of cost up to \$2,000.00 lifetime maximum.

## **VISION INSURANCE**

Effective January 1, 2010, Vision insurance benefits for active Councilmembers shall not exceed seventy five percent (75%) of the City's monthly premium. Effective January 1, 2017, the premium for Employee Only is \$11.05 a month. The cost to participate is \$2.76 a month. The current monthly premium for Family Coverage is \$24.10 a month and the cost to participate is \$6.02 a month.

Vision Insurance is provided by Vision Service Plan. Coverage will be effective on the first of the month following the date of appointment. Benefits include an examination, lenses and frames every 12 months.

## **LIFE INSURANCE**

Effective January 1, 2010, the city shall cease its contribution for life and accidental death insurance for active Councilmembers and shall offer such insurance for purchase at the sole expense of the active Councilmember whose contribution shall be set at the premium charged the City for their enrollment in said insurance plan. The plan is currently not available due to required 25% participation requirement for voluntary plan.

## **EMPLOYEE ASSISTANCE PROGRAM**

The Employee Assistance Program offers counseling, financial and legal advice, family support and more. Upon date of hire, employees and eligible dependents are eligible for 5 visits per year for employee and each eligible family member.

## **DEFERRED COMPENSATION**

The City offers an optional deferred compensation program. The 2017 maximum annual contribution for 457 Deferred Compensation Program is \$18,000. For those employees who want to use the Normal Catch-Up (3 year) provision the max for 2017 is \$36,000 and the Age 50 Catch-Provision the max for 2017 is \$24,000. Contributions are also deferred from State tax. There are three different carriers. You can enroll in a plan at any time.

Updated January 10, 2017 - Deferred Compensation and Vision Rates