

**City of West Sacramento
Benefits Summary**

CITY COUNCIL
Revised 07/01/2015

Deferred Compensation:	Voluntary
401(a) Money Purchase Plan:	4.5% of base salary, plus a 5.5% Council Member match.
Medical, Dental, Vision, and Life Insurance:	<p>Medical plans are offered through the CalPERS medical program (PEHMCA) using the unequal, minimum contribution methodology. Dental plan is self-insured through Delta Dental. Vision plan is Vision Service Plan. The life insurance is a \$24,000 term life insurance with \$1,000 coverage for a spouse and children aged 6 months to 23 years, and \$100 coverage for children aged 14 days to 6 months.</p> <p>The City will allot \$600 per month. Effective January 1, 2016, the City will allot \$950 per month. Any unused amount may be placed in one of the City's deferred compensation plans or is forfeited. See current rate chart for all premiums.</p>
Medical Benefits After Leaving Council	May continue medical plans on a self-pay basis subject to limitations of individual health plans.
Retirement:	<p>For Council Members elected on or after January 1, 2013, who are new CalPERS members, the retirement formula will be 2% @ 62, in accordance with the Public Employees' Pension Reform Act of 2013 (PEPRA) and includes highest thirty-six months for final compensation determination. Entire 6.25% of employee's contribution paid by employee.</p> <p>For Council Members elected hired on or after February 11, 2012, the retirement program shall include the 2% @ 60 plan, highest thirty-six months for final compensation determination, and 3rd level of the 1959 Survivor Benefit.</p> <p>For Council Members elected prior to February 11, 2012, the retirement formula shall be CalPERS 2.5% @ 55 plan and shall include 1959 Survivor's Benefit (3rd Level).</p> <p>New Council Members covered by a public retirement system with reciprocity (i.e, 37 Act) will be placed in the 2% @ 60 plan, in accordance with PEPRA.</p> <p>The Council Member contributes entire 7% or 8% (depending upon retirement plan) of employee contribution.</p> <p>If the Council Member is enrolled in CalPERS full-time through another CalPERS employer, she/he is enrolled in PARS with the Council Member paying the entire contribution.</p>
Salary:	\$300 per month.
Cell Phone Allowance:	Each Council Member is eligible to receive use of a City-issued cell phone with internet/City e-mail capability. Phones are considered City property and must be returned when no longer needed or at the end of the member's term. If a Council member has an existing phone and does not wish to use a City-issued phone, a \$75/month taxable telephone stipend for cellular phone service related to City business is available
E-mail Account:	Each Council Member shall be given a City e-mail account and provided roaming access to said account.
Other Reimbursements:	Other reimbursements shall be subject to the parameters set forth in the City's administrative policies.