



## City of Sunnyvale Sunnyvale Mayor and Councilmembers Benefits

The following provides information on compensation and benefits available to the Mayor/Councilmembers, effective January 1, 2015.

**Compensation:** \$1,388.64 per bi-weekly pay period for Mayor  
\$1,041.47 per bi-weekly pay period for Councilmembers

**Meetings:** Councilmembers are expected to attend every Council meeting. For each non-excused absence from a meeting there will be a reduction equivalent to 20% of the monthly salary.

**Personal Leave:** Councilmembers are allowed 4 personal leave days each calendar year.

**Retirement:** Councilmembers are eligible to participate in the California Public Employees' Retirement System (CalPERS). Councilmember's can elect to enroll in CalPERS Retirement anytime during their term as a Councilmember. CalPERS membership will be effective the first of the pay period following the date the signed election form is received in Human Resources. Councilmembers who elect to participate will be covered under the Miscellaneous plan. Five years of service is required to fully vest in the CalPERS retirement system. Councilmembers shall accrue one year of service credit for each year of tenure in office at a formula based on the following:

### **CalPERS Retirement Benefits for Classic Members**

Classic members as referenced in this benefit summary are:

- City of Sunnyvale employees hired before January 1, 2013, or
- Employees hired on or after January 1, 2013 that are existing CalPERS members, or
- Employees hired on or after January 1, 2013 that are members of a reciprocal retirement system, as defined by CalPERS.

The City contracts with CalPERS to provide the Local Miscellaneous benefit formula of 2% @ 60 for classic employees hired after December 23, 2012 (Tier 2) and 2.7% @ 55 for all other classic members (Tier 1). Tier 2 classic employees contribute the full seven percent (7%) employee contribution from pay on a pre-tax basis pursuant to 414(h)(2). Tier 1 classic employees contribute the full eight percent (8%) employee contribution from pay on a pre-tax basis pursuant to 414(h)(2). Final compensation, for purposes of calculating the retirement benefit, is calculated on the highest average pensionable compensation earned by a member during a period of 12-consecutive months. This is also referred to as the single highest year average. The minimum retirement age is 50 and the maximum benefit age is 55 for Tier 1 and 63 for Tier 2.

Classic employees that first became members on or after July 1, 1996 are subject to an annual compensation limit. The 2014 limit is \$260,000. Employees do not pay contributions on amounts exceeding \$260,000 and compensation earned beyond the limit will not be considered when CalPERS calculates the single highest year pensionable compensation average. The City does not participate in Social Security but does contribute to Medicare.

## CalPERS Retirement Benefits for New Members

New members are:

- Individuals that have never been a member of any public retirement system prior to January 1, 2013, or
- Individuals who moved between retirement systems with more than a six (6) month break in service.

In compliance with the California Public Employees' Pension Reform Act of 2013 (PEPRA), new members will receive a Local Miscellaneous benefit formula of 2% @ 62. Employees contribute the full six and one quarter percent (6.25%) employee contribution from pay on a pre-tax basis pursuant to 414(h)(2).

Final compensation, for purposes of calculating the retirement benefit, is calculated on the highest average pensionable compensation earned by a member during a period of 36-consecutive months. This is also referred to as the 3-year average. The minimum retirement age is 52 and the maximum benefit age is 67.

New members are subject to an annual compensation limit that is regulated by CalPERS and changes periodically. Employees do not pay contributions on amounts exceeding the annual compensation limit, and compensation earned beyond the limit will not be considered when CalPERS calculates the 3-year pensionable compensation average.

### Retiree Medical

#### Contribution:

To be eligible to continue medical coverage into retirement, members must retire from the City within 120 days of his/her separation date from the City. The City shall pay a contribution directly to CalPERS, pursuant to that which is stated in Government Code §22892, and for purposes of this document, shall be referred to as the PERS minimum. For calendar year 2015, the PERS minimum is \$122.00 per month.

#### Social Security:

Effective July 1, 1991, elected officials not enrolled in the CalPERS Retirement System are required to be covered under Social Security. Councilmember's who elect not to enroll in the CalPERS retirement plan must contribute 6.2% of their salary to Social Security and 1.45% mandatory deduction for Medicare. The City makes an equal contribution.

#### Medical Insurance:

The Mayor/Councilmembers and their dependents are eligible for medical coverage. Medical plans are provided through the California Public Employees' Retirement System (CalPERS). Medical premiums are fully paid by the City's 2015 contribution. If a Councilmember elects CalPERS medical coverage, then he/she must also be enrolled in the CalPERS retirement system.

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#### Medical Insurance:

Councilmembers have the option of waiving or reducing medical coverage and receiving payment of a portion of the City contribution as specified in the City's current Salary Resolution.

#### Dental Insurance:

Dental coverage is provided through Delta Dental.

#### Delta PPO:

Councilmember only                      \$21.60 per pay period – Premium fully paid by the City

Councilmember plus one dependent	\$40.75 per pay period – City pays \$21.60 toward premium, cost to Councilmember is \$19.15 per pay period.		
Councilmember plus two or more dependents	\$67.62 per pay period – City pays \$21.60 toward premium, cost to Councilmember is \$46.02		
Voluntary buy-up option Bi-weekly	1-party \$8.95	2-party \$16.11	3-party \$22.62

*Premiums for the voluntary buy-up option are 100% employee paid*

#### **Delta HMO:**

Councilmember only	\$9.37 per pay period – Premium fully paid by the City
Councilmember plus one dependent	\$16.87 per pay period – City pays \$9.37 toward premium, cost to Councilmember is \$7.50 per pay period.
Councilmember plus two or more dependents	\$24.96 per pay period – City pays \$9.37 toward premium, cost to Councilmember is \$15.59 per pay period.

#### **Vision:**

Vision coverage is provided through Vision Service Plan (VSP).

#### **Vision Service Plan:**

Councilmember only	\$3.51 per pay period – Premium fully paid by the City.		
Councilmember plus one dependent	\$5.45 per pay period – City pays \$3.51 toward premium, cost to Councilmember is \$1.94.		
Councilmember plus two or more dependents	\$8.12 per pay period – City pays \$3.51 toward premium, cost to Councilmember is \$4.61.		
Voluntary buy-up option Bi-weekly	1-party \$.92	2-party \$1.48	3-party \$2.22

*Premiums for the voluntary buy-up option are 100% employee paid*

#### **Deferred Compensation:**

Councilmembers may elect to participate in a 457 plan offered by the City. There is no contribution from the City toward a Councilmember's 457 account.

#### **Disability:**

Per Worker's Compensation Law.

#### **Direct Deposit:**

Direct deposit of salary is available upon request.

*If there is a conflict between the information in this summary and the official plans/contracts, the official documents will determine how the plans work and the benefits they pay.*