



City of Sunnyvale

Mayor and Councilmember Benefits

COMPENSATION

\$1,573.37 per bi-weekly pay period for Mayor

\$1,180.02 per bi-weekly pay period for Councilmembers

Cost of living increases are provided for in the City Charter, Section 603, which details the method of calculating the increase, effective each January 1: the compensation of the Council and Mayor shall increase by a percentage equal to the percentage increase in the preceding October's 12-month rolling average of the Consumer Price Index-Urban (CPI-U), or successor index, for San Francisco-Oakland-San Jose, as determined by the United States Department of Labor, Bureau of Consumers. In no event shall the CPI-U compensation adjustment exceed 5% per year, or result in a compensation decrease.

PAY SCHEDULE

Councilmembers are paid bi-weekly on alternating Thursdays.

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 compensation.

BENEFITS

Benefits are provided to all Councilmembers. Benefits are subject to change and do not constitute a contract.

HEALTH AND WELFARE BENEFITS

The City of Sunnyvale provides three (3) tiers of coverage that can be selected independently for the medical, dental and vision plans: Councilmember only, Councilmember plus one dependent, and Councilmember plus two or more dependents (family coverage).

Medical

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

The following plans are available: Anthem Select HMO, Anthem Traditional HMO, Blue Shield Access+ HMO, HealthNet SmartCare HMO, Kaiser HMO, Western Health Advantage HMO, PERS Choice PPO, PERS Select PPO and PERS Care PPO.

The City pays a CalPERS required Minimum Employer Contribution (MEC) of \$136.00 monthly toward the cost of a CalPERS medical plan and provides an additional monthly cafeteria contribution of \$975.13 (Councilmember only), \$2,086.26 (Councilmember plus one dependent) or \$2,752.95 (Councilmember plus family) that is used to pay the difference between the Minimum Employer Contribution and actual medical premium cost. These amounts may cover Councilmember plus family medical benefits depending upon plan selection. Surplus cafeteria plan contributions are not eligible for cash payment.

Cash-in-Lieu

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

Dental

Delta Dental PPO (Preferred Provider Organization) and Delta Dental DMO (Dental Maintenance Organization) plans are available effective the first of the month following date of hire. The premium for 'Councilmember only' is paid 100% by the City. Councilmembers choosing other coverage levels will pay the difference in cost between their coverage level and the 'Councilmember only' premium. The cost for other coverage levels will be deducted from pay on a pre-tax basis.

The Delta Dental PPO plan provides a voluntary buy-up option which enhances coverage for an additional cost and is paid 100% by the Councilmember. The rates for the Delta PPO and DMO plans in 2019 are below.

Delta PPO	Councilmember Only	Councilmember +1 dependent	Councilmember +2(+) dependents
Premium Per Pay Period	\$19.20	\$36.23	\$60.14
City Contribution	-\$19.20	-\$19.20	-\$19.20
Out of Pocket Cost	\$0.00	\$17.03	\$40.94

PPO Buy-up Option	\$ 7.98	\$14.31	\$20.12
Total Out of Pocket Cost	\$ 7.98	\$31.34	\$61.06

Delta DMO	Councilmember Only	Councilmember +1 dependent	Councilmember +2(+) dependents
Premium Per Pay Period	\$10.45	\$18.80	\$27.82
City Contribution	-\$10.45	-\$10.45	-\$10.45
Out of Pocket Cost	\$0.00	\$8.35	\$17.37

Delta Dental does not provide member cards. You can simply use your social security number to verify your coverage eligibility with your dental provider. If you would like a dental insurance card, you can print a card by registering on the Delta Dental website www.deltadentalins.com.

Vision

Vision Service Plan (VSP) plans are available effective the first of the month following date of hire. The premium for 'Councilmember only' is paid 100% by the City. Councilmembers choosing other coverage levels will pay the difference in cost between their coverage level and the 'Councilmember only' premium. The cost for other coverage levels will be deducted from pay on a pre-tax basis.

VSP provides a voluntary buy-up option which enhances coverage for an additional cost that is paid 100% by the Councilmember. The rates for the VSP plans in 2019 are below.

Vision Service Plan	Councilmember Only	Councilmember +1 dependent	Councilmember +2(+) dependents
Premium Per Pay Period	\$3.51	\$ 5.45	\$8.12
City Contribution	-\$3.51	-\$3.51	-\$3.51
Out of Pocket Cost	\$0.00	\$1.94	\$4.61

VSP Buy-up Option	\$0.92	\$1.48	\$2.22
Total Out of Pocket Cost	\$0.92	\$3.42	\$6.83

VSP does not provide member cards. You can simply use your social security number to verify your coverage with your vision provider. Plan information can be found at www.vsp.com.

Disability

Per Workers' Compensation Law.

Flexible Spending Accounts

The City offers a Healthcare Spending Account with an annual election limit of \$2,700 and a Dependent Care Spending Account with an annual election limit of either \$2,500 or \$5,000. Both spending account election limits are regulated by the IRS and the Dependent Care limit is determined based on the Councilmember's income tax filing status.

Commuter Transportation Benefits

The Commuter transportation benefits plan allows you to set aside money on a pre-tax basis to pay for qualified work-related transportation expenses for mass transit, van pools, and parking. The monthly election limit is regulated by the IRS and fluctuates periodically.

Premium Conversion

Councilmember costs for medical, dental and vision premiums are automatically deducted from pay before taxes, thereby reducing taxable income and increasing take home pay.

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 2019, the PERS minimum is \$136.00 per month.

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 date the election is received and filed with CalPERS. 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 Councilmembers hired before January 1, 2013, or
- Councilmembers hired on or after January 1, 2013 who are existing CalPERS members, or
- Councilmembers hired on or after January 1, 2013 who 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 members hired after December 23, 2012 (Tier 2) and 2.7% @ 55 for all other classic members (Tier 1). Tier 2 classic members contribute the full seven percent (7%) member contribution from pay on a pre-tax basis pursuant to 414(h)(2). Tier 1 classic members contribute the full eight percent (8%) member 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 members who first became members on or after July 1, 1996 are subject to an annual compensation limit. The current limit is \$275,000. Members do not pay contributions on amounts exceeding this limit 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 who 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. Members contribute the full six and one quarter percent (6.25%) member 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. Members 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.

Social Security

Effective July 1, 1991, elected officials not enrolled in the CalPERS Retirement System are required to be covered under Social Security. Councilmembers 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.

457 Deferred Compensation

The City maintains several deferred compensation programs that are available to all Councilmembers.

PERSONAL LEAVE

Councilmembers are allowed 4 personal leave days each calendar year.

ADDITIONAL BENEFITS

Direct Deposit

Credit Union Membership