

## City Council Total Comp Survey

Agency	Charter (C) or Gen Law (GL)	Population	Separately Elected Mayor? (Yes/No)	2019/20 Budget Total Expenditures		Salary	Tier I Pension	Health Dental & Vision	Life AD&D	Monthly			Car Allowance	Cell Phone/Technology Allowance	Retiree Medical	Additional Benefits
										Long Term Care	Def Comp					
Walnut Creek	GL	70,667	No	\$ 92,000,000	Mayor Council	\$ 650.00	2% @ 55	\$ 680.72	N/A	N/A	N/A	\$ 100.00	\$ 55.00	N/A		
Hercules	GL	25,579	No	\$ 42,505,652	Mayor Council	\$ 831.60	0	Kaiser Single (benefit optional)	0	0	0	0	0			
San Ramon	C	82,643	Yes	\$ 111,900,000	Mayor Council	\$ 1,038.07 \$ 938.07	2.7% @ 55	\$ 2,189.86	N/A	N/A	0	\$ 600.00 \$ 500.00	\$ 40.00	Yes	\$500 Annually into a Medical Flexible Spending Account	
San Pablo	GL	29,139	No	\$ 42,342,162	Mayor Council	\$ 1,094.00	2.5% @ 55	Yes, medical = as of July 1 City contribution will be capped at 90% of the premium; dental = City paid; vision = \$450 flex spending for vision, etc.	60,000	N/A	Yes	N/A	N/A	Yes	Cash in lieu of medical = \$350 for 1 party or \$500 for 2-party or more.	
Oakley	GL	42,000	No	\$ 70,723,000	Mayor Council	\$ 456.75	1,066.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Pinole	GL	19,000	No	\$ 34,336,223	Mayor Council	\$ 562.50	N/A	\$ 1,436.58	\$ 9.20	N/A	N/A	N/A	N/A	N/A		
Moraga	GL	17,416	No	\$ 10,241,519	Mayor Council	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Pittsburg	GL	72,647	No	\$ 211,334,895	Mayor Council	\$ 500.00	N/A	\$ 2,036.41	\$ 17.63	N/A	N/A	N/A	N/A	N/A	Alternative medical - \$500 DC	
Antioch	GL	113,901	Yes	\$ 157,069,247	Mayor Council	\$ 941.20	PARS	\$ 1,405.28	N/A	N/A	N/A	\$ 450.00 \$ 350.00	\$ 100.00 \$ 50.00	N/A		
Brentwood	GL	65,288	Yes	\$ 241,591,000	Mayor Council	\$ 1,439.26 \$ 939.26	2.7% @ 55	\$ 1,543.42	N/A	N/A	N/A	N/A		\$1,326.63 max hired prior to 7/1/12	Cell phone/mileage reimbursement	
Pleasant Hill	GL	35,055	No	\$ 26,400,000	Mayor Council	\$ 585.00	\$ 59.83	\$ 1,065.50	\$ 5.00	N/A	N/A	N/A	N/A	N/A		
El Cerrito	C	25,000	No	\$ 51,598,352	Mayor Council	\$ 441.00	2.7% @ 55	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Concord	GL	131,448	No	\$ 108,171,000	Mayor Council	\$ 1,352.00	2.5% @ 55	\$ 1,965.93	N/A	N/A	N/A	N/A	N/A	\$1,746.74 max retired prior to 6/28/16		

**Antioch:** If Council Member does not take health, dental & vision, half of the allotment goes to a deferred comp account

**El Cerrito:** We will also begin evaluating Council compensation soon as it hasn't been adjusted in quite some time.

**Pleasant Hill:** Medical contribution is capped at 50% Kaiser rate. No dental or vision offered.

**San Pablo:** City pays full health premium, eligible and served a minimum of 2 terms (8 years) if elected before 1/1/2013

**San Ramon:** City has EPMC. Tier 1 and Tier 2 members reimburse City 2% of employee share.

Retiree medical depends on date of hire. Newly elected Mayor and Council, in lieu or retiree medical, receive 3% of salary into an Health Savings Account

**Walnut Creek:** City will pay up to \$680.72 for Blue Shield and \$586.72 for Kaiser. Dental and vision available at own cost. \$350 for deferred comp in lieu of health benefit.