

Attachment 2: City of Walnut Creek Compensation and Benefits for Councilmembers^{1 2}

Benefit	Description
Salary	Effective 12/1/2002 \$650 per month (<i>Ordinance No. 1995</i>)
CalPERS Retirement	Eligible for optional membership in CalPERS. Local Miscellaneous: Three benefit formulas (2% at 55, 2% @ 60, and 2% @ 62; applicable formula determined in accordance with CalPERS regulations). City pays the employer rate. Councilmember pays the full employee share of the CalPERS employee contribution as determined by CalPERS and the CalPERS Survivor Benefit of \$2.00 per month.
OR	
APPLE 401(a) Plan (alternative plan to Social Security)	If decline optional CalPERS membership, required to participate in APPLE 401(a) plan, unless qualified retired annuitant. Councilmember contribution: 5% City contribution: 2.5%
Medical Insurance	City contributes a medical insurance benefit towards single-party coverage in one of the City's medical plans (Kaiser Permanente or Blue Shield). Effective 1/1/2015: Employee cost-sharing is 15% of applicable single-party premium. May "buy-up" to two-party or family coverage at own expense. In-lieu of medical benefit: Redirect \$350 per month to 457 Deferred Compensation Plan.
Automobile Allowance	Effective 7/1/02 \$100 per month
Technology Allowance	Effective 7/11/1995 \$55 per month
EAP (Employee Assistance Program)	Up to 3 sessions for each incident included per fiscal year for employee and/or dependents. No cost to Councilmember.
Optional Benefits	
Dental, Vision, and Life Insurance	Eligible to participate in other benefit plans, including dental, vision, and life insurance plans at own expense.
457 Deferred Compensation Plan	Voluntary employee contributions via payroll deduction on a pre-tax basis. No City contribution.

¹ Each Councilmember is also subject to any statutory requirements, such as Medicare taxes (1.45% of compensation paid by employee and equivalent of 1.45% paid by City).

² Individual Councilmembers may and have elected reduced compensation and/or benefits.