

PART- TIME COUNCILMEMBER SALARY AND COMPENSATION SURVEY 2018								
#	Benchmark Cities	Population*	Annual Base Salary as of 1/1/2018	Annual Base plus Stipend	Benefits with Value***	Total Annual Compensation	Employment Status	Duties
1	Lodi	64,058	\$10,320	\$10,320	<ul style="list-style-type: none"> <li>• Accidental Death &amp; Dismemberment Insurance(\$2.82/month, \$33.84/year)</li> <li>• Chiropractic coverage(\$8.07/month, \$96.84/year)</li> <li>• Deferred compensation(No Contribution)</li> <li>• Dental coverage(\$83.39/month, \$1,000.68/year)</li> <li>• Employee assistance program(\$1.99/month, \$23.88/year)</li> <li>• Flexible spending account (section125)(No Contribution)</li> <li>• Life insurance(\$0.35 per \$1,000 of coverage, \$10,000 coverage, \$3.50/month, \$42/year)</li> <li>• Lodi City Employee's Association(No Contribution)</li> <li>• Medical Insurance(\$1,709.06/month, \$20,508.72/year)</li> <li>• PERS retirement(7.664%, \$790.92/year)</li> <li>• Travel insurance-accidental death</li> <li>• Vision Coverage(\$16.90/month, \$202.80/year)</li> </ul> \$22,699.68	<b>\$33,020</b>	Part-time	No
2	Manteca	76,247	\$6,000	\$6,000	<ul style="list-style-type: none"> <li>▪ Medical, dental, vision(up to \$1,940)/year</li> <li>▪ Life Insurance Benefits(\$8,500 coverage, \$0.184 per \$1,000, \$37/year)</li> <li>▪ Deferred Compensation or PERS(No Contribution)</li> </ul> \$1,977	<b>\$7,977</b>	Part-time	No

3	Tracy	90,890	\$7,020	\$7,020	<ul style="list-style-type: none"> <li>• Medical (up to \$4,155.29/year)</li> <li>• Dental (up to \$92.58/year)</li> <li>• Vision (up to \$15.99/year)</li> </ul> \$4,263.86	<b>\$11,284</b>	Part-time	No
4	Livermore	89,648	\$11,760	\$11,760	<ul style="list-style-type: none"> <li>• Medical, Dental, Vision (No Contribution)</li> <li>• Life and AD&amp;D insurance(No Contribution)</li> <li>• Long term care insurance(No Contribution)</li> <li>• Retirement(1.3%, \$152.88/year)</li> <li>• Medicare(1.45%, \$170.52/year)</li> </ul> \$323.40	<b>\$12,083</b>	Part-time	No
5	Hayward**	161,040	\$24,975	\$24,975	<ul style="list-style-type: none"> <li>• Medical (up to \$1,865.23/month, \$22,382.76/year)</li> <li>• Dental(\$185.10/month, \$2,221.20/year)</li> <li>• Vision(\$28.70/month, \$344.40/year)</li> <li>• Life insurance(\$0.10 for every \$1000 of annual, \$29.97/year)</li> <li>• Retirement (Cal PERS)(26.388%, \$6,590.40/year)</li> </ul> \$31,568.73	<b>\$56,544</b>	Part-time	No
6	Fairfield	114,157	\$6,000	\$150 auto allowance (\$1,800 annually)  \$7,800	<ul style="list-style-type: none"> <li>• Medical (\$1,601.40/month, \$19,216.80/year)</li> <li>• Dental(\$112.05/month, \$1,344.60/year)</li> <li>• Vision (\$12.52/month, \$150.24/year)</li> <li>• Life Insurance(\$30,000 coverage, 2.40/month, \$28.80/year)</li> <li>• PERS (1.5%, \$90/year)</li> <li>• Deferred Savings Account (No Contribution)</li> </ul> \$20,830.44	<b>\$28,630</b>	Part-time	No

7	Modesto	215,080	\$24,000	\$45 tech allowance (\$540 annual) \$24,540	<ul style="list-style-type: none"> <li>• Medical, Dental, Vision (No Contribution)</li> <li>• Deferred Compensation(No Contribution)</li> <li>• Retirement (3.75%, \$900/year)</li> </ul> \$900	<b>\$25,440</b>	Part-time	Yes
8	Bakersfield	383,512	\$1,200	\$310.13 auto allowance biweekly ▪ \$20 per budget meeting. Meet two times per year. \$9,303	<ul style="list-style-type: none"> <li>▪ Retirement(CalPERS or SS, city contributes 9.122%, \$109.46/year)</li> <li>▪ Health Insurance (up to \$1,664.92/month, \$19,979.04/year)</li> <li>• Dental Insurance (up to \$113.80/month, \$1,365.60/year)</li> <li>▪ Life Insurance(\$2.08/paycheck, \$49.92/year)</li> </ul> \$21,504.02	<b>\$30,807</b>	Part-time	No
9	Salinas	162,470	\$7,200	▪ \$750 auto allowance (\$9,000 annual) ▪ \$63.33 expense allowance (\$759.96 annual) \$16,959.96	<ul style="list-style-type: none"> <li>• Accidental Death &amp; Dismemberment and Life Insurance(\$50,000 coverage for each, \$9.60/month, \$115.20/year)</li> <li>• Deferred compensation(No Contribution)</li> <li>• Dental coverage(up to \$138.01/month, \$1,656.12/year)</li> <li>• Medical Insurance(up to \$2,132.99/month, \$25,595.88/year)</li> <li>• CALPERS retirement(15.95%, \$1,148.40/year)</li> <li>• Vision Coverage(up to \$19.63/month, \$235.56/year)</li> </ul> \$28,751.16	<b>\$45,711</b>	Part-time	Yes

10	San Bernardino	216,972	\$600	\$725 auto allowance (\$8,700 annually) \$9,300	<ul style="list-style-type: none"> <li>• Medical, Dental, Vision (up to \$1,150)</li> <li>• Life(\$75,000 coverage, \$0.29 per \$1,000, \$21.75/month, \$261/year)</li> <li>• AD&amp;D Insurance(\$75,000 coverage, \$0.30 per \$1,000, \$22.50/month, \$270/year)</li> </ul>	\$1,681	<b>\$10,981</b>	Part-time	No
11	Chula Vista	267,917	\$50,586	\$357.50 auto allowance (\$4,290 annually) \$54,876	<ul style="list-style-type: none"> <li>▪ Retirement(30.7%, \$15,529.90/year)</li> <li>▪ Health Insurance (flex allotment of \$16,536/year)</li> <li>▪ Life Insurance(\$50,000 coverage, \$2.75/month, \$33/year)</li> <li>▪ Long Term Disability(\$0.32 per \$100 of covered payroll per month, \$175.60/ year)</li> </ul>	\$32,274.50	<b>\$87,151</b>	Part-time	Yes
12	Riverside	326,792	\$41,376	\$350 auto allowance (\$4,200 annually) \$45,576	<ul style="list-style-type: none"> <li>• Health (\$1225/month, \$14,700/year)</li> <li>• Dental(\$45/month, \$540/year)</li> <li>• Deferred compensation (City pays \$75/mo when employee pays \$50/mo, \$900/year)</li> <li>• Cal PERS(22.978%, \$9,507.38/year)</li> </ul>	\$25,647.38	<b>\$71,223</b>	Part-time	Yes
	<b>Stockton</b>	<b>320,554</b>	<b>\$26,697</b>	<b>\$26,697</b>	<b>No Benefits Per Municipal Code 2.08.050</b>		<b>\$26,697</b>	<b>Part-time</b>	<b>Yes</b>
City Median		\$	8,760	\$	11,040		\$	29,719	
% Difference (median)			204.76%		141.82%			-10.17%	
City Average		\$	15,920	\$	19,036		\$	35,071	
% Difference (average)			67.70%		40.24%			-23.88%	

\*Population based on CA Department of Finance

\*\*Hayward added to part-time based on information from Hayward City Staff

\*\*\*Calculations based on highest possible amount of City's contribution