



AD HOC COMMITTEE ON BOARD OF SUPERVISORS COMPENSATION

RECORD OF ACTION FOR
April 16, 2015

Margaret Hanlon-Gradie, Central Labor Council of Contra Costa County, AFL-CIO
Michael Moore, Member, Contra Costa County Civil Grand Jury
Stuart McCullough, Contra Costa Human Services Alliance
Margaret Eychner, Contra Costa Taxpayers' Association
Rick Wise, East Bay Leadership Council

Facilitator: Stephen L. Weir, Contra Costa County Administrator's Office

Present: Margaret Eychner
Margaret Hanlon-Gradie
Michael Moore
Rick Wise
Stuart McCullough

Staff Present: Steve Weir, Facilitator
Julie DiMaggio Enea, CAO Staff

1. Call to Order, Roll Call, and Introductions

Facilitator Steve Weir called the meeting to order at 3:05 p.m.

2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to three minutes).

No members of the public asked to speak under Public Comment.

Michael Moore suggested that, once the Committee determined a set of recommendations, that the recommendations be listed on two Committee agendas in order to provide more than one opportunity for members of the public to view and comment on the recommendations.

3. RECEIVE and APPROVE the Record of Action for the April 9, 2015 Ad Hoc Committee on BOS Compensation meeting.

The Committee approved the Record of Action for the April 9, 2015 meeting with the following clarification: that the Deputy Sheriff's Association filed the petition for referendum and a coalition including the Contra Costa Taxpayers' Association, the Bay Area News Group, labor groups and many individuals gathered the signatures required to qualify the referendum.

AYE: Margaret Eychner, Margaret Hanlon-Gradie, Michael Moore, Rick Wise,
Stuart McCullough

Passed

4. NOMINATE and VOTE to elect Committee officers: Chair, Vice Chair and Secretary.

The following slate was nominated and approved by unanimous vote: Chair, Rick Wise; Vice Chair, Margaret Eychner; and Secretary, Michael Moore.

AYE: Margaret Eychner, Margaret Hanlon-Gradie, Michael Moore, Rick Wise,
Stuart McCullough

Passed

5. RECEIVE draft compilation of research data on the characteristics of Bay Area county governments and the compensation factors of their governing bodies, and provide direction to staff on next steps.

CAO staff presented the Draft Bay Area Board of Supervisors Compensation Chart. This draft included information from the nine Bay Area counties including: Population; Budget; FTE (full time equivalent employees); compensation factors for Board of Supervisors including salary, pension contribution and vesting, county health benefits contribution, county retirement health benefits contributions and vesting; county contribution to deferred compensation or other pension enhancements (IRA); auto allowance; vacation, sick leave, or other paid accruals that can enhance terminal pay or retirement basis and other county-paid perquisites. Staff noted that the information was acquired informally through phone and email inquiries and web searches, and needed to be refined and verified.

Staff also provided supplemental information on Alameda, San Mateo, and Contra Costa counties, including the ACERA Retiree Benefits Plan and Monthly Medical Allowance for Alameda County retirees, the employer/employee contributions to Contra Costa health plan premiums, and a more detailed comparison of benefits among Alameda, Contra Costa, and San Mateo counties. Supplemental documents were added to the meeting record.

Staff clarified that Contra Costa health benefit contributions are a fixed dollar amount that varies by plan rather than a fixed percentage of a premium or flexible spending allocation (as occurs in some of the other Bay Area counties).

Steve Weir explained why staff chose to focus on Alameda and San Mateo counties for the more detailed comparisons and asked the Committee for direction on which counties it preferred to focus on for further analysis. There was consensus among the Committee members that only Bay Area counties should be considered and that Alameda and San Mateo appeared to be most closely aligned with Contra Costa County in size, scope, and complexity.

Staff reviewed each element of the comparison with Alameda and San Mateo counties. Michael Moore suggested that in terms of the value of the pension benefit as a component of total compensation, the quality and value of the benefit to the retiree should be considered rather than the dollar amount contributed by a county towards the premium, because amounts contributed by a county may be due to unfunded accrued actuarial liability (UAAL) vs. the actual value of an individual's retirement benefit. After further discussion, there appeared to be a general consensus on this point.

With regard to comparing the quality of health benefit plans, the Committee asked to be provided the Cheiron report on Medical Benefits Trends that was provided to the Board of Supervisors at its

January 27 retreat.

The Committee asked staff to verify what, if any, mileage reimbursement is provided to Board members in addition to the monthly auto allowance, and how the San Mateo County retiree health benefit applies to its Board members, who do not accrue sick leave.

The Committee engaged in a broad discussion of issues including equity and fairness for Board compensation. There was consensus that the elected County Supervisor is a full-time job in terms of hours but, as a legislator/policy-maker, is not equivalent to, nor should the salary be tied to, an administrator, county department head, or operating department employee. The Committee discussed its overall charge and acknowledged that the Board Member salary should be set high enough so as to not pose an barrier to individuals seeking political office, and should be determined via peer to peer comparison. There was interest in knowing more about the San Francisco Civil Service Commission salary-setting procedures. Staff is to report more on this and try to include other examples where such a salary setting commission operates.

Attachments "2015 Contra Costa County Board of Supervisors Committee Assignments"; "FPPC Form 806"; and "Government Code section 1770" were acknowledged by the Committee.

The Committee asked staff to report back with the following information:

- *10 years of history on general county salary increases for management/unrepresented, Local 1, and the Deputy Sheriff's Association, including any difference in the timing of COLAs*
- *10 years of history on health benefit changes for management/unrepresented, Local 1, and the Deputy Sheriff's Association*
- *10 years of history on Contra Costa elected officials' salary adjustments*
- *10 years of history on SF County elected officials salary adjustments*
- *how the Civil Service Commission at the City/County of San Francisco is composed, appointed, and how it operates to set elected official salaries*
- *which supplemental pays are retirement compensable under CCCERA*
- *any other examples that could be found of an independent commission for salary determination*

AYE: Margaret Eychner, Margaret Hanlon-Gradie, Michael Moore, Rick Wise,
Stuart McCullough

Passed

6. The next meeting is currently scheduled for April 23, 2015.

The committee decided to cancel its April 30 meeting.

AYE: Margaret Eychner, Margaret Hanlon-Gradie, Michael Moore, Rick Wise,
Stuart McCullough

Passed

7. Adjourn

Chairman Wise adjourned the meeting at 4:50 p.m.

For Additional Information Contact:

Julie DiMaggio Enea, Committee Staff
Phone (925) 335-1077, Fax (925) 646-1353
julie.enea@cao.cccounty.us



Contra Costa County Board of Supervisors

Subcommittee Report

AD HOC COMMITTEE ON BOARD OF SUPERVISORS COMPENSATION

Meeting Date: 04/16/2015

Subject: RECORD OF ACTION FOR THE APRIL 9, 2015 AD HOC
COMMITTEE MEETING

Submitted For: Stephen L. Weir, Facilitator

Department: County Administrator

Referral No.:

Referral Name:

Presenter: Steve Weir

Contact: Julie DiMaggio Enea
925.335.1077

Referral History:

County Ordinance requires that each County body keep a record of its meetings. Though the record need not be verbatim, it must accurately reflect the agenda and the decisions made in the meeting.

Referral Update:

Attached is the Record of Action for the April 9, 2015 Ad Hoc Committee on BOS Compensation meeting.

Recommendation(s)/Next Step(s):

RECEIVE and APPROVE the Record of Action for the April 9, 2015 Ad Hoc Committee on BOS Compensation meeting.

Fiscal Impact (if any):

None

Attachments

Record of Action Ad Hoc Cte on BOS Compensation 4-9-15

Minutes Attachments

No file(s) attached.



Agenda

AD HOC COMMITTEE ON BOARD OF SUPERVISORS COMPENSATION

RECORD OF ACTION FOR
APRIL 9, 2015 MEETING

Margaret Hanlon-Gradie, Central Labor Council of Contra Costa County, AFL-CIO
Michael Moore, Member, Contra Costa County Civil Grand Jury
Stuart McCullough, Contra Costa Human Services Alliance
Margaret Eychner, Contra Costa Taxpayers' Association
Rick Wise, East Bay Leadership Council

Facilitator: Stephen L. Weir, Contra Costa County Administrator's Office

Present: Margaret Hanlon-Gradie
Rick Wise
Stuart McCullough
Margaret Eychner
Michael Moore

Staff Present: Stephen L. Weir, Facilitator
Julie DiMaggio Enea, CAO Staff

1. Call to Order and Introductions

Facilitator Steve Weir called the meeting to order at 3:01 pm, Thursday, April 9, 2015.

2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to three minutes).

No members of the public asked to speak under Public Comment.

3. REVIEW applicable provisions of the Ralph M. Brown Act and the County's Better Government Ordinance.

Steve Weir summarized the applicable provisions of the Ralph M. Brown Act and the County's Better Government Ordinance.

4. REVIEW March 10, 2015 order of the Board of Supervisors (Item D.3), entitled "Ordinance No. 2015-05 to Adjust Board of Supervisors Member Salary" and PROVIDE direction to staff on next steps.

The staff report indicated that: "On January 2, 2015, a coalition of labor organizations filed a referendum petition..." It was noted that the coalition included the Contra Costa Taxpayers' Association, the Bay Area News Group, and many individuals.

After the presentation of Item 4, the group, through consensus, asked that the staff focus on the nine Bay Area counties. The Committee indicated that it would like a total compensation comparison on each county for the respective boards of supervisors.

AYE: Margaret Eychner, Margaret Hanlon-Gradie, Michael Moore, Rick Wise, Stuart McCullough

Passed

5. REVIEW March 3, 2015 order and resolution of the Board of Supervisors, entitled "Ad Hoc Committee on Board of Supervisors Compensation".

The Committee requested staff to assemble the following information for the nine Bay Area counties of Santa Clara, Alameda, Sonoma, San Mateo, San Francisco, Marin, Solano, Contra Costa, and Napa:

- *Population*
- *Budget (county plus special districts)*
- *Number of positions (ideally, full-time equivalent positions)*
- *Compensation factors for Board of Supervisors members*
 - *Salary*
 - *County Pension contribution and vesting*
 - *County Health Benefits contribution*
 - *County Retiree Health Benefits contribution and vesting*
 - *County contribution to deferred compensation or other pension enhancement (IRA)*
 - *Auto allowance*
 - *Vacation, sick leave, or other paid accruals that can enhance terminal pay or retirement base*
 - *Any other County-paid perquisites*

The Committee requested the following additional information specific to the Contra Costa County Board of Supervisors:

- *minimum requirements to maintain the elected position*
- *a list of Board-governed special districts*
- *a list of Board member committee assignments and associated stipends.*

AYE: Margaret Eychner, Margaret Hanlon-Gradie, Michael Moore, Rick Wise, Stuart McCullough

Passed

6. NOMINATE and VOTE to elect Committee officers: Chair, Vice Chair and Secretary.

No officers were selected. This item will be relisted on the April 16, 2015 meeting.

7. DETERMINE meeting schedule and REVIEW administrative procedures.

County staff briefly reviewed administrative procedures with the committee. Members Eychner and Hanlon-Gradie indicated that they wished to waive the \$15 meeting stipend.

The Committee took an oath of office and decided to establish a standing meeting schedule of every Thursday at 3:00 p.m. beginning April 16 through the month of June.

AYE: Margaret Eychner, Margaret Hanlon-Gradie, Michael Moore, Rick Wise,
Stuart McCullough

Passed

8. PROVIDE direction to staff on next steps.
9. Adjourn

The meeting was adjourned at 5:03 pm.

For Additional Information Contact:

Julie DiMaggio Enea, Committee Staff
Phone (925) 335-1077, Fax (925) 646-1353
julie.enea@cao.cccounty.us



Contra Costa County Board of Supervisors

Subcommittee Report

AD HOC COMMITTEE ON BOARD OF SUPERVISORS COMPENSATION

Meeting Date: 04/16/2015
Subject: ELECTION OF OFFICERS
Submitted For: Stephen L. Weir, Facilitator
Department: County Administrator
Referral No.:
Referral Name:

Presenter: Steve Weir **Contact:** Julie DiMaggio Enea
925.335.1077

Referral History:

The Committee should elect the following officers:

Chair. The Chair performs the following functions: 1) acts as the head of the advisory body and is the official spokesperson for the advisory body, 2) sets the dates and times of meetings, 3) sets the agenda of items to be discussed, 4) appoints subcommittees, subject to the approval of the advisory body, and 5) serves ex-officio on all subcommittees. The Chair performs other duties as may be imposed by the advisory body consistent with the office, at the pleasure of the advisory body.

Vice Chair. The Vice-Chair presides in the absence of the Chair and serves at the pleasure of the advisory body.

Secretary. The Secretary performs the following functions in coordination with County staff: 1) prepares the record of action of the meetings, 2) records the meeting attendance, 3) sends and retains copies of correspondences authorized by the advisory body, and 4) maintains the advisory body's files. The Secretary performs such other duties as are assigned by the advisory body and serves at its pleasure.

Referral Update:

County staff is responsible for posting the *Ad Hoc* Committee's meeting notices and disseminating meeting materials. All agendas and supporting documents must be provided to County staff one week prior to the Committee's meeting date. A Record of Action for each meeting must be provided to County staff no later than one week following the Committee's meeting.

Recommendation(s)/Next Step(s):

NOMINATE and VOTE to elect Committee officers: Chair, Vice Chair and Secretary.

Fiscal Impact (if any):

None.

Attachments

No file(s) attached.

Minutes Attachments

No file(s) attached.



Contra Costa County Board of Supervisors

Subcommittee Report

AD HOC COMMITTEE ON BOARD OF SUPERVISORS COMPENSATION

Meeting Date: 04/16/2015

Subject: COMPARISON OF BAY AREA COUNTY
CHARACTERISTICS AND BOARD COMPENSATION
FACTORS

Submitted For: Stephen L. Weir, Facilitator

Department: County Administrator

Referral No.:

Referral Name:

Presenter: Steve Weir

Contact: Julie DiMaggio Enea
925.335.1077

Referral History:

At the April 9 Ad Hoc Committee meeting, the Committee asked staff to assemble the following information for the nine Bay Area counties of Santa Clara, Alameda, Sonoma, San Mateo, San Francisco, Marin, Solano, Contra Costa, and Napa:

- Population
- Budget (county plus special districts)
- Number of positions (ideally, full-time equivalent positions)
- Compensation factors for Board of Supervisors members
 - Salary
 - County Pension contribution and vesting
 - County Health Benefits contribution
 - County Retiree Health Benefits contribution and vesting
 - County contribution to deferred compensation or other pension enhancement (IRA)
 - Auto allowance
 - Vacation, sick leave, or other paid accruals that can enhance terminal pay or retirement base
 - Any other County-paid perquisites

The Committee requested the following additional information specific to the Contra Costa County Board of Supervisors:

- minimum requirements to maintain the elected position
- a list of Board-governed special districts
- a list of Board member committee assignments and associated stipends.

Referral Update:

Presented in your packet today is the information that staff was able to assemble in the four workdays since the last meeting. The means of gathering the information was via public websites, and phone and email surveys. The information is presented as an incomplete draft to permit the Committee to evaluate its relevance to the Committee's tasks and provide additional direction to staff.

Also presented is a current list of Contra Costa County Board member assignments to county and regional committees, boards and commissions and any compensation related to those assignments.

Staff researched the question of minimum requirements to maintain the elected position. Attached is Government Code section 1770, which answers the reverse question, which is "When does an office become vacant?" Item (g), for example, states that an office becomes vacant upon *"His or her ceasing to discharge the duties of his or her office for the period of three consecutive months, except when prevented by sickness, or when absent from the state with the permission required by law."*

There are many statutes that describe the powers of a board of supervisors but none that appear to set forth minimum job requirements for individual board members, except what is contained in GC 1770.

Recommendation(s)/Next Step(s):

RECEIVE draft compilation of research data on the characteristics of Bay Area county governments and the compensation factors of their governing bodies, and provide direction to staff on next steps.

Agenda Attachments

Bay Area County Characteristics

Elected Board Compensation Factors Among Bay Area Counties - DRAFT

2015 Contra Costa County BOS Committee Assignments

FPPC Form 806 Identifying BOS Committee Assignments That are Compensated

Government Code section 1770

Minutes Attachments

CCC 2015 MedicalDental Premiums

Alameda Co Retirement System Fact Sheet

Alameda Co Retirement System Monthly Medical Allowance

Tri-County Compensation Comparison

FUND SUMMARY							Distinguishing Characteristics ⁴	
Fiscal Year 2014-2015								
Agency ¹	County Population ²		FTEs Funded/Adopted ³	General Fund	Total Governmental Funds		Total All Funds	
San Francisco City/County	825,863	4	28,435	\$ 4,270,953,200	\$ 8,581,831,912	1		Sea ports, hospital, sports arena, Treasure Is Authority, art museums, tourism, university, int'l airport
Santa Clara County	1,837,504	1	16,216	\$ 2,973,221,915	\$ 3,840,012,040	2	\$ 5,892,779,051	Fire districts, hospital, health plan, Silicon Valley, theme park, sports arena, three major universities
Alameda County	1,554,720	2	9,518	\$ 2,312,146,120	\$ 2,786,115,563	3	\$ 3,296,908,180	Fire district, hospital, int'l airport, university, sports arena
Contra Costa County	1,079,597	3	8,921	\$ 1,435,174,537	\$ 1,938,177,513	4	\$ 3,171,226,845	Fire district, hospital, health plan, airports, oil refineries, Delta, housing growth
San Mateo County	739,311	5	5,458	\$ 1,494,908,690	\$ 1,826,306,636	5	\$ 2,209,518,947	Hospital, airport, marina, naval base (San Bruno)
Sonoma County	491,829	6	4,074	\$ 419,507,162	\$ 889,930,234	6	\$ 1,457,085,749	Vineyards, wineries, university
Solano County	420,757	7	2,816	\$ 218,445,708	\$ 870,217,528	7	\$ 922,572,425	Fire district, Travis Airforce Base, Delta, Fouts Springs, theme park
Marin County	256,069	8	2,131	\$ 408,200,968	\$ 569,311,594	8	\$ 605,147,181	Fire dept, Pt. Reyes
Napa County	139,045	9	1,411	\$ 209,451,517	\$ 505,434,230	9	\$ 624,414,293	Vineyards, wineries

¹ Surveyed counties represent the other 8 ABAG counties

² Data from U.S. Census Bureau 2012 estimates

³ May be FTE, number of positions (part and full time), number of authorized positions, or number of funded positions.

⁴ public hospital

**BAY AREA COUNTY BOARDS OF SUPERVISORS
COMPENSATION FACTORS**

	<u>Alameda</u>	<u>Contra Costa</u>	<u>Marin</u>	<u>Napa</u>
Term Limits?				
Annual Salary	\$147,680, eff. 7/1/14	\$104,307, eff 6/1/15	\$108,784	\$85,384
Formula/Methodology	80% of Superior Court Judge salary	By County Ordinance	60% of Superior Court Judge salary, plus CPI adjustments	47.09% of Superior Court Judge salary
Pension & Vesting	37 Act pension plan; Alameda County contributes its employer share of BOS pension premiums only, which is based on membership type, plan tier, age at entry and salary. Rates are set annually by our retirement board (ACERA) and Alameda County BOS. Alameda County does not make any payments toward the BOS employee share of pension premiums. Vesting period is 5 years.	2% @ 55; County contributes approx 36% of salary towards premium. '37 Act pension plan (CCCERA). Effective on October 1, 2011, all County employees, including Board members, are responsible for the payment of one hundred percent (100%) of the employees' share of basic retirement benefit contributions determined annually by the CCCERA Board.	2% @ 62 benefit. The County contributes an amount equal to 22.78% of salary towards the annual premium. 5 years to vest.	No response.
Health/Dental	<p>Alameda County offers various health plans for employees to select from. For most plans, the county contributes 90% of the premium for the enrolled health plan for its employees and their eligible dependents.</p> <p>Alameda County offers dental plans and pays the full premium of the enrolled dental plan for its employees and their eligible dependents</p>	Board members may participate in the County's group health, dental, life insurance program in the same manner and at the same cost as other management employees.	The County has a cafeteria-style benefits plan that allows employees to choose from a variety of health, dental, vision, life, and long-term disability insurance plans. Benefit is approx \$448 biweekly.	No response.

BAY AREA COUNTY BOARDS OF SUPERVISORS
COMPENSATION FACTORS

	<u>Alameda</u>	<u>Contra Costa</u>	<u>Marin</u>	<u>Napa</u>
Retiree Health/Dental & Vesting	Not offered.	At the same rate as active employees if elected prior to 2009. This benefit is not offered to employees hired after 1/1/09. Employees hired between 2007-09 require 15 years to vest in this benefit.	Current benefit is \$150 per year of service up to \$3,000 annually	No response.
Other insurance	See "Other"	Board members are provided with a \$10,000 Life Insurance policy for subscriber to a health or dental plan and also a \$60,000 term life insurance policy, premiums paid by the County.	None.	No response.

**BAY AREA COUNTY BOARDS OF SUPERVISORS
COMPENSATION FACTORS**

	<u>Alameda</u>	<u>Contra Costa</u>	<u>Marin</u>	<u>Napa</u>
Pension enhancement	<p>Alameda County contributes a maximum of \$8,000.00 annually to the County's Deferred Compensation Plan for each of its BOS members.</p> <p>Alameda County contributes 7% of salary, up to the IRS cap, to a IRC 401(a) Employee Retirement Plan for each of its BOS members.</p>	<p>The County contributes \$85 per month to the deferred compensation of elected officials who participate in the County's Deferred Compensation Plan. To be eligible for this incentive supplement, one must first contribute a Base Contribution Amount to the deferred compensation plan. Employees who meet the base contribution amounts must contribute at least a specified monthly amount to remain eligible for the supplemental amount. If hired after January 1, 2009 employees can receive an additional contribution of \$150 per month provided they contribute a minimum of \$25 per month. Additionally, as compensation for not accruing paid vacation credit, including its retirement benefits, each elected county officer shall be provided \$12,000 as a deferred compensation contribution that will be added to the elected county officer's deferred compensation account effective July 1st of each year (commencing July 1, 2007).</p>	<p>The County does not participate in Social Security except for a mandatory Medicare contribution. The County does offer a choice of tax deferred 457k plans to which employees may contribute in order to enhance their retirement.</p>	<p>No response.</p>
Auto allowance	<p>\$8295; (\$320 biweekly auto allowance; no mileage reimbursement)</p>	<p>Board members who furnish a private automobile for County business receive an automobile allowance of \$600 per month plus mileage at the rate per mile allowed by the Internal Revenue Service (IRS) as a deductible expense.</p>	<p>\$9600 annually</p>	<p>No response.</p>
Paid leave accruals	<p>None.</p>	<p>None.</p>	<p>Vacation accrual at the rate of 15 days per year for new employee; 11 paid holidays annually; The County offers a generous leave package that includes management and sick leave benefits. However, Board members may not cash out balances.</p>	<p>No response.</p>
Other	<p>Alameda County provides a Cafeteria Benefit Plan with a current annual allowance of \$3000.00 to supplement the cost of health, life insurance and accidental death and dismemberment premiums and unreimbursed medical expenses.</p>	<p>Professional development allowance: \$925 biennially</p>	<p>0</p>	<p>No response.</p>

BAY AREA COUNTY BOARDS OF SUPERVISORS
COMPENSATION FACTORS

Alameda

Contra Costa

Marin

Napa

¹ City and County of SF has 11 Board members instead of the typical 5-member board

DRAFT

**BAY AREA COUNTY BOARDS OF SUPERVISORS
COMPENSATION FACTORS**

San Francisco City/County¹

San Mateo

Santa Clara

Term Limits?	Yes		Yes: three 4-yr terms max
Annual Salary	\$110,858	\$129,912	\$145,034
Formula/Methodology	Set by Civil Service Commission every 5 years	By County Ordinance	80% of Superior Court Judge salary
Pension & Vesting	County contributes 26.7% of salary amount toward premium. 5-20 years to vest depends on hire date.	<8/7/11=2%@55.5; '11-'12=1.725%@58; >'12=2%@62; County contribues 30-31% of salary towards premium. 10 years to vest.	2.5%@55 prior to 2013; 2%@62 after 2013 (PEPRA); 5 years to vest; % contribution??
Health/Dental	\$300-\$700 biweekly flexible spending account.	County contributes 75-85% of premium, but varies from plan to plan; County contributes 90% of dental premium.	Fixed dollar amount depending on what plan they choose (like Contra Costa). Basically covers most of employee cost for single plan.

**BAY AREA COUNTY BOARDS OF SUPERVISORS
COMPENSATION FACTORS**

San Francisco City/County¹

San Mateo

Santa Clara

Retiree Health/Dental & Vesting	5-20 vesting; additional 2% active employee contribution	<p>If hired before April 1, 2008: County pays full cost of one month's health, dental and vision premium for the employee and eligible dependents for each 8 hours of unused sick leave. Employees who separate from County service without retiring are not eligible for this benefit</p> <p>If hired between April 1, 2008 and 12/31/10: County pays \$700 toward the monthly premium for the health plan for every 8 hours of unused sick leave; 100% paid dental and vision premiums for every 8 hours of unused sick leave. Employees who separate from County service without retiring are not eligible for this benefit County pays \$100 per month to a post-employment health reimbursement account to pay for eligible medical expenses upon termination or retirement.</p> <p>If hired January 1, 2011 or later: County pays \$400 toward the monthly premium the health plan for every 8 hours of unused sick leave; 100% paid dental and vision premiums for every 8 hours of unused sick leave. Employees who separate from County service without retiring are not eligible for this benefit. Employees are credited with additional sick leave hours based on years of service.</p>	Yes, active employees contribute \$63 biweekly for this benefit; VESTING: pre-'96=5 yrs, '96-'06=8 yrs, '06-'13=10 yrs, >'13=15 yrs
Other insurance	\$50,000 life insurance policy	N/A	\$200,000 life insurance policy; LTD insurance

BAY AREA COUNTY BOARDS OF SUPERVISORS
COMPENSATION FACTORS

San Francisco City/County¹

San Mateo

Santa Clara

Pension enhancement	No employer contribution.	None.	County contributes \$18,000 - \$24,000 Annually to deferred compensation
Auto allowance	None, but county has "auto-central" program that facilitates transportation accessibility for all employees. (Pool cars)	\$13,338; (\$513 biweekly)	\$4,800 Annually
Paid leave accruals	None.	None.	None.
Other	None.	None.	None.

BAY AREA COUNTY BOARDS OF SUPERVISORS
COMPENSATION FACTORS

San Francisco City/County¹

San Mateo

Santa Clara

¹ City and County of SF has 11 Board Members

DRAFT

**BAY AREA COUNTY BOARDS OF SUPERVISORS
COMPENSATION FACTORS**

	<u>Solano</u>	<u>Sonoma</u>
Term Limits?		
Annual Salary	\$97,843	\$135,976
Formula/Methodology	53% of Superior Court Judge salary	75% of Superior Court Judge salary
Pension & Vesting	CalPERS: >2013=2%@62; 2012-2013=2%@60; <2012=2.7%@55; County contributes 17.43% of salary to the premium.	No response.
Health/Dental	CalPERS medical insurance is effective the first of the month following date of hire. The maximum County contribution for family coverage for the 2015 calendar year is \$1,393.18 per month. If the medical plan costs are less than \$1,393.18 per month, employees will receive the difference as taxable earnings to a maximum of \$334.58. Employees who waive CalPERS medical coverage due to alternate group medical insurance are eligible to receive a taxable earnings equivalent to \$500 less the CalPERS Minimum Employer Contribution (\$378.00 per month for 2015 calendar year). Dental insurance is effective the first of the month following two months after the date of hire. Employees have two Dental Plan options, Delta Dental and Pacific Union Dental, with the County paying 100% of the cost.	No response.

**BAY AREA COUNTY BOARDS OF SUPERVISORS
COMPENSATION FACTORS**

	<u>Solano</u>	<u>Sonoma</u>
Retiree Health/Dental & Vesting	<p>The County contributes the CalPERS minimum employer contribution (\$122/month in 2015) for medical. There is no vesting requirement for this benefit. There is no County contribution for retiree dental.</p>	<p>No response.</p>
Other insurance	<p>Life Insurance is effective the first of the month following six months after the date of hire. The benefit is 1.5 times employee’s base yearly earnings to a maximum of \$350,000, and is paid by the County. Employees may purchase supplemental life insurance up to three times the employee’s annual earnings to a maximum of \$500,000 and \$250,000 for spouses with the cost based on age. Long Term Disability insurance coverage is effective the first of the month following date of hire. The maximum benefit is the lesser of 66.67% of basic salary or \$10,000, minus other income. This benefit is paid for by the County.</p>	<p>No response.</p>

**BAY AREA COUNTY BOARDS OF SUPERVISORS
COMPENSATION FACTORS**

	<u>Solano</u>	<u>Sonoma</u>
Pension enhancement	<p>Elected officials who elect not to participate in CalPERS receive a County contribution to a Deferred Compensation plan(s) in an amount equal to the County’s CalPERS employer rate (normal cost only) for that class of membership. The County offers the choice of three providers – Nationwide Retirement Solutions, ICMA Retirement Corporation, and CalPERS Supplemental Income Plan.</p> <p>Additionally, members of the Board of Supervisors are eligible to participate in a 457 Deferred Compensation plan with the County contributing a dollar-for-dollar match to a maximum of \$5 per pay period. Elected officials are eligible to participate in a 401(a) plan administered by ICMA Retirement Corporation. The 401(a) plan provisions require mandatory employee contributions of 1.2% of salary with a 50% County match, equivalent to 0.6%.</p>	<p>No response.</p>
Auto allowance	<p>\$10,400 annually</p>	<p>No response.</p>
Paid leave accruals	<p>N/A</p>	<p>No response.</p>
Other	<p>Employees are eligible to receive an additional 2.5% longevity pay, per level, after the completion of continuous service at 10, 15, 20, 25, 30, and 35 years. Employees may receive credit for prior years of service employed with California cities, counties, joint power authorities, and other special districts as approved by the Director of Human Resources and the County Administrator.</p>	<p>No response.</p>

**BAY AREA COUNTY BOARDS OF SUPERVISORS
COMPENSATION FACTORS**

Solano

Sonoma

¹ City and County of SF has 11 Board Members

DRAFT

BOARD OF SUPERVISORS COMMITTEE ASSIGNMENTS FOR 2015

**ATTACHMENT I TO
RESOLUTION NO. 2015/28**

as adopted on February 20, 2015

			Term	
Type*	Committee Name	Appointee	Expiration	Stipend Information
I	Airport Committee, Chair	Karen Mitchoff	12/31/2015	NO STIPEND
I	Airport Committee, Vice Chair	Mary Piepho	12/31/2015	NO STIPEND
I	Family & Human Services Committee, Chair	Federal Glover	12/31/2015	NO STIPEND
I	Family & Human Services Committee, Vice Chair	Candace Andersen	12/31/2015	NO STIPEND
I	Finance Committee, Chair	Mary Piepho	12/31/2015	NO STIPEND
I	Finance Committee, Vice Chair	Federal Glover	12/31/2015	NO STIPEND
I	Hiring Outreach & Oversight Committee	Federal Glover	12/31/2015	NO STIPEND
I	Hiring Outreach & Oversight Committee	Karen Mitchoff	12/31/2015	NO STIPEND
I	Internal Operations Committee, Chair	Karen Mitchoff	12/31/2015	NO STIPEND
I	Internal Operations Committee, Vice Chair	John Gioia	12/31/2015	NO STIPEND
I	Legislation Committee, Chair	Karen Mitchoff	12/31/2015	NO STIPEND
I	Legislation Committee, Vice Chair	Federal Glover	12/31/2015	NO STIPEND
I	Public Protection, Chair	John Gioia	12/31/2015	NO STIPEND
I	Public Protection, Vice Chair	Federal Glover	12/31/2015	NO STIPEND
I	Transportation, Water & Infrastructure Committee, Chair	Candace Andersen	12/31/2015	NO STIPEND
I	Transportation, Water & Infrastructure Committee, Vice Chair	Mary Piepho	12/31/2015	NO STIPEND

Note: Type I: Internal Standing Committees; Type II: Internal appointments; Type III: Regional appointments; Type IV: Special/Restricted appointments

BOARD OF SUPERVISORS COMMITTEE ASSIGNMENTS FOR 2015

**ATTACHMENT I TO
RESOLUTION NO. 2015/28**

as adopted on February 20, 2015

Type*	Committee Name	Appointee	Term Expiration	Stipend Information
II	Bay Area Counties Caucus	Karen Mitchoff	12/31/2015	NO STIPEND
II	Bay Area Counties Caucus, Alternate	Candace Andersen	12/31/2015	NO STIPEND
II	Bay Area Regional Interoperable Communications System (BayRICS) Authority	Mike Casten	12/31/2015	NO STIPEND
II	BayRICS Authority, Alternate	Elise Warren	12/31/2015	NO STIPEND
II	California Identification System Remote Access Network Board (Cal-ID RAN Board)	Mary Piepho	12/31/2015	NO STIPEND
II	Central Contra Costa Solid Waste Authority	Candace Andersen	12/31/2015	STIPEND of \$50/meeting; max of 2 paid/month
II	Central Contra Costa Solid Waste Authority	Karen Mitchoff	12/31/2015	STIPEND of \$50/meeting; max of 2 paid/month
II	City-County Relations Committee	Federal Glover	12/31/2015	NO STIPEND
II	City-County Relations Committee	Mary Piepho	12/31/2015	NO STIPEND
II	City-County Relations Committee, Alternate	Karen Mitchoff	12/31/2015	NO STIPEND
II	Contra Costa Health Plan Joint Conference Committee	Karen Mitchoff	12/31/2015	NO STIPEND
II	Contra Costa Health Plan Joint Conference Committee	Candace Andersen	12/31/2015	NO STIPEND
II	Dougherty Valley Oversight Committee	Mary Piepho	12/31/2015	NO STIPEND
II	Dougherty Valley Oversight Committee	Candace Andersen	12/31/2015	NO STIPEND
II	East Bay Regional Communication System (EBRCS) Authority Governing Board	Candace Andersen	12/31/2015	NO STIPEND
II	East Bay Regional Communication System (EBRCS) Authority Governing Board, Alternate	Karen Mitchoff	12/31/2015	NO STIPEND
II	East Contra Costa County Habitat Conservancy, Governing Board	Mary Piepho	12/31/2015	NO STIPEND
II	East Contra Costa County Habitat Conservancy, Governing Board, Alternate	Federal Glover	12/31/2015	NO STIPEND
II	East Contra Costa Regional Fee & Finance Authority	Mary Piepho	12/31/2015	NO STIPEND
II	East Contra Costa Regional Fee & Finance Authority, Alternate	Federal Glover	12/31/2015	NO STIPEND
II	East County Water Management Association	Mary Piepho	12/31/2016	STIPEND of \$170/meeting; max 6 per month
II	East County Water Management Association, Alternate	Federal Glover	12/31/2016	STIPEND of \$170/meeting; max 6 per month
II	eBART (Bay Area Rapid Transit) Partnership Policy Advisory Committee	Federal Glover	12/31/2015	NO STIPEND
II	eBART (Bay Area Rapid Transit) Partnership Policy Advisory Committee	Mary Piepho	12/31/2015	NO STIPEND
II	First 5 Children and Families Commission Alternate Member	Karen Mitchoff	12/31/2015	NO STIPEND
II	Hazardous Waste Management Facility Allocation Committee	Karen Mitchoff	12/31/2015	STIPEND of \$150 per meeting.

Note: Type I: Internal Standing Committees; Type II: Internal appointments; Type III: Regional appointments; Type IV: Special/Restricted appointments

BOARD OF SUPERVISORS COMMITTEE ASSIGNMENTS FOR 2015

**ATTACHMENT I TO
RESOLUTION NO. 2015/28**

as adopted on February 20, 2015

Type*	Committee Name	Appointee	Term Expiration	Stipend Information
II	Hazardous Waste Management Facility Allocation Committee, Alternate	Candace Andersen	12/31/2015	STIPEND of \$150 per meeting.
II	Library Needs Assessment Steering Committee	Karen Mitchoff	12/31/2015	NO STIPEND/inactive
II	Medical Services Joint Conference Committee, Chair	John Gioia	12/31/2015	NO STIPEND
II	Medical Services Joint Conference Committee, Vice Chair	Federal Glover	12/31/2015	NO STIPEND
II	North Richmond Waste and Recovery Mitigation Fee Committee	John Gioia	12/31/2015	NO STIPEND
II	North Richmond Waste and Recovery Mitigation Fee Committee, Alternate	Luz Gomez	12/31/2015	NO STIPEND
II	Open Space/Parks & East Bay Regional Parks District Liaison Committee, Chair	Federal Glover	12/31/2015	NO STIPEND
II	Open Space/Parks & East Bay Regional Parks District Liaison Committee, Vice Chair	Mary Piepho	12/31/2015	NO STIPEND
II	Pleasant Hill BART/Contra Costa Centre Joint Powers Authority Board of Trustees	Karen Mitchoff	12/31/2015	NO STIPEND
II	Pleasant Hill BART/Contra Costa Centre Joint Powers Authority Board of Trustees	Candace Andersen	12/31/2015	NO STIPEND
II	State Route 4 Bypass Authority	Mary Piepho	12/31/2015	NO STIPEND
II	State Route 4 Bypass Authority, Alternate	Federal Glover	12/31/2015	NO STIPEND
II	SWAT (Southwest Area Transportation Committee)	Candace Andersen	12/31/2015	NO STIPEND
II	SWAT, Alternate	Karen Mitchoff	12/31/2015	NO STIPEND
II	TRAFFIX (Measure J Traffic Congestion Relief Agency)	Candace Andersen	12/31/2015	NO STIPEND
II	TRAFFIX (Measure J Traffic Congestion Relief Agency), Alternate	Karen Mitchoff	12/31/2015	NO STIPEND
II	TRANSPAC (Central County Transportation Partnership and Cooperation)	Karen Mitchoff	12/31/2015	NO STIPEND
II	TRANSPAC, Alternate	Candace Andersen	12/31/2015	NO STIPEND
II	TRANSPLAN (East County Transportation Planning)	Mary Piepho	12/31/2015	NO STIPEND
II	TRANSPLAN, Alternate	Federal Glover	12/31/2015	NO STIPEND
II	Tri-Valley Transportation Council	Candace Andersen	12/31/2015	NO STIPEND
II	Urban Counties Caucus	Federal Glover	12/31/2015	NO STIPEND
II	Urban Counties Caucus, Alternate	Karen Mitchoff	12/31/2015	NO STIPEND
II	WCCTAC (West County Transportation Advisory Committee)	John Gioia	12/31/2015	NO STIPEND
II	WCCTAC, Alternate	Federal Glover	12/31/2015	NO STIPEND
II	West Contra Costa Integrated Waste Management Authority	Federal Glover	12/31/2015	STIPEND of \$50 per meeting.

Note: Type I: Internal Standing Committees; Type II: Internal appointments; Type III: Regional appointments; Type IV: Special/Restricted appointments

BOARD OF SUPERVISORS COMMITTEE ASSIGNMENTS FOR 2015

ATTACHMENT I TO
RESOLUTION NO. 2015/28

as adopted on February 20, 2015

			Term	
Type*	Committee Name	Appointee	Expiration	Stipend Information
II	West Contra Costa Integrated Waste Management Authority, Alternate	John Gioia	12/31/2015	STIPEND of \$50 per meeting.

Note: Type I: Internal Standing Committees; Type II: Internal appointments; Type III: Regional appointments; Type IV: Special/Restricted appointments

BOARD OF SUPERVISORS COMMITTEE ASSIGNMENTS FOR 2015

**ATTACHMENT I TO
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as adopted on February 20, 2015

Type*	Committee Name	Appointee	Term Expiration	Stipend Information
III	ABAG Regional Planning Committee	Karen Mitchoff	12/31/2015	STIPEND of \$150 per meeting.
III	Bay Area Air Quality Management District Board of Directors	Karen Mitchoff	1/20/2016	Per diem of \$100/meeting + travel exp; max \$6,000
III	Bay Area Air Quality Management District Board of Directors	John Gioia	6/17/2017	Per diem of \$100/meeting + travel exp; max \$6,000
III	Central Contra Costa Transit Authority (CCCTA) Board of Directors	Candace Andersen	5/1/2015	STIPEND of \$100 per meeting; up to \$200 month
III	Central Contra Costa Transit Authority (CCCTA) Board of Directors Alternate	Karen Mitchoff	5/1/2015	STIPEND of \$100 per meeting; up to \$200 month
III	Contra Costa Transportation Authority Board of Commissioners (seat 1)	Federal Glover	1/31/2017	STIPEND of \$100 per meeting; up to \$400 month
III	Contra Costa Transportation Authority Board of Commissioners (Seat 2)	Karen Mitchoff	1/31/2016	STIPEND of \$100 per meeting; up to \$400 month
III	Contra Costa Transportation Authority Board of Commissioners, Alternate (Seat 1)	John Gioia	1/31/2017	STIPEND of \$100 per meeting; up to \$400 month
III	Contra Costa Transportation Authority Board of Commissioners, Second Alternate (Seat 1)	Candace Andersen	1/31/2017	STIPEND of \$100 per meeting; up to \$400 month
III	Contra Costa Transportation Authority Board of Commissioners, Third Alternate (Seat 1)	Mary Piepho	1/31/2017	STIPEND of \$100 per meeting; up to \$400 month
III	Contra Costa Transportation Authority, Alternate (Seat 2)	Candace Andersen	1/31/2016	STIPEND of \$100 per meeting; up to \$400 month
III	Local Agency Formation Commission	Federal D. Glover	5/7/2018	STIPEND of \$150 per meeting.
III	Local Agency Formation Commission	Mary N. Piepho	5/7/2018	STIPEND of \$150 per meeting.
III	Local Agency Formation Commission, Alternate	Candace Andersen	5/7/2016	STIPEND of \$150 per meeting.
III	Metropolitan Transportation Commission	Federal Glover	2/1/2019	STIPEND of \$100/meeting; up to \$500/month per agency.
III	Regional Airport Planning Committee	Karen Mitchoff	12/31/2015	inactive
III	San Joaquin Valley Rail Committee	Mary Piepho	12/31/2015	NO STIPEND
III	San Joaquin Valley Rail Committee	Federal Glover	12/31/2015	NO STIPEND
III	Tri Delta Transit Authority, Board of Directors (Seat 1)	Federal Glover	12/31/2016	STIPEND of \$100/month
III	Tri Delta Transit Authority, Board of Directors (Seat 2)	Mary N. Piepho	12/31/2015	STIPEND of \$100/month
III	Water Emergency Transportation Authority (WETA), Community Advisory Committee	Federal Glover	12/31/2015	NO STIPEND
III	WETA, Community Advisory Committee, Alternate	John Gioia	12/31/2015	NO STIPEND

Note: Type I: Internal Standing Committees; Type II: Internal appointments; Type III: Regional appointments; Type IV: Special/Restricted appointments

BOARD OF SUPERVISORS COMMITTEE ASSIGNMENTS FOR 2015

**ATTACHMENT I TO
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Type*	Committee Name	Appointee	Term Expiration	Stipend Information
IV	ABAG (Association of Bay Area Counties) General Assembly	Federal Glover	12/31/2015	NO STIPEND
IV	ABAG Executive Board (Seat 1)	Karen Mitchoff	6/30/2016	STIPEND of \$150 per meeting.
IV	ABAG Executive Board (Seat 2)	Candace Andersen	6/30/2016	STIPEND of \$150 per meeting.
IV	ABAG Executive Board, Alternate 1	John Gioia	6/30/2016	STIPEND of \$150 per meeting.
IV	ABAG Executive Board, Alternate 2	Mary N. Piepho	6/30/2016	STIPEND of \$150 per meeting.
IV	ABAG General Assembly	Karen Mitchoff	12/31/2015	NO STIPEND
IV	ABAG General Assembly, Alternate	Candace Andersen	12/31/2015	NO STIPEND
IV	ABAG General Assembly, Alternate	John Gioia	12/31/2015	NO STIPEND
IV	Bay Conservation & Development Commission	John Gioia	12/31/2015	STIPEND of \$100 per meeting; max of 4 meetings.
IV	Bay Conservation & Development Commission, Alternate	Federal Glover	12/31/2015	STIPEND of \$100 per meeting; max of 4 meetings.
		Karen Mitchoff thru 2/28/15; Candace Andersen eff.		
IV	CCCERA (Contra Costa County Employees Retirement Association) Board of Trustees	3/1/15	6/30/2017	STIPEND of \$100 per meeting.
IV	Clayton Redevelopment Successor Agency Oversight Board	Karen Mitchoff	Unspecified	NO STIPEND
IV	Concord Redevelopment Successor Agency Oversight Board	Karen Mitchoff	Unspecified	NO STIPEND
IV	Contra Costa County Redevelopment Successor Agency Oversight Board	Federal Glover	Unspecified	NO STIPEND
IV	Contra Costa County Redevelopment Successor Agency Oversight Board	Karen Mitchoff	Unspecified	NO STIPEND
IV	CSAC (California State Association of Counties) Board of Directors	Federal D. Glover	12/31/2015	NO STIPEND
IV	CSAC Board of Directors, Alternate	Karen Mitchoff	12/31/2015	NO STIPEND
IV	Delta Diablo Sanitation District Governing Board	Federal Glover	12/31/2015	STIPEND of \$170 per meeting; max of 6 meetings.
IV	Delta Diablo Sanitation District Governing Board, Alternate	Karen Mitchoff	12/31/2015	STIPEND of \$170 per meeting; max of 6 meetings.
IV	Delta Protection Commission	Mary Piepho	12/31/2015	NO STIPEND
IV	Delta Protection Commission, Alternate	Karen Mitchoff	12/31/2015	NO STIPEND
IV	Doctors Medical Center Management Authority Governing Board	John Gioia	Unspecified	NO STIPEND
IV	First 5 Children and Families Commission Member	Candace Andersen	12/31/2015	NO STIPEND
IV	Kensington Solid Waste Coordinating Committee	John Gioia*	Unspecified	NO STIPEND
IV	Law Library Board of Trustees	Thomas Cain	12/31/2015	NO STIPEND

Note: Type I: Internal Standing Committees; Type II: Internal appointments; Type III: Regional appointments; Type IV: Special/Restricted appointments

BOARD OF SUPERVISORS COMMITTEE ASSIGNMENTS FOR 2015

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			Term	
Type*	Committee Name	Appointee	Expiration	Stipend Information
IV	Mental Health Commission	Candace Andersen	12/31/2015	NO STIPEND
IV	Mental Health Commission, Alternate	Mary Piepho	12/31/2015	NO STIPEND
IV	North Coast Shoreline Joint Powers Authority	Federal Glover	12/31/2015	NO STIPEND
IV	North Coast Shoreline Joint Powers Authority	John Gioia	12/31/2015	NO STIPEND
IV	Pittsburg Redevelopment Successor Agency Oversight Board	Federal D. Glover	Unspecified	NO STIPEND
IV	Pleasant Hill Redevelopment Successor Agency Oversight Board	Karen Mitchoff	Unspecified	NO STIPEND
IV	Sacramento-San Joaquin Delta Conservancy Board	Karen Mitchoff	Unspecified	NO STIPEND
IV	Sacramento-San Joaquin Delta Conservancy Board, Alternate	Mary N. Piepho	Unspecified	NO STIPEND
IV	San Pablo Redevelopment Successor Agency Oversight Board	John Gioia**	Unspecified	NO STIPEND
IV	Walnut Creek Redevelopment Successor Agency Oversight Board	Karen Mitchoff	Unspecified	NO STIPEND

Note: Type I: Internal Standing Committees; Type II: Internal appointments; Type III: Regional appointments; Type IV: Special/Restricted appointments

BOARD OF SUPERVISORS COMMITTEE ASSIGNMENTS FOR 2015

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as adopted on February 20, 2015

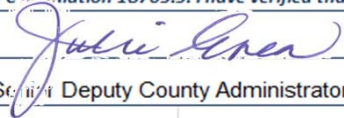
			Term	
Type*	Committee Name	Appointee	Expiration	Stipend Information
V	Industrial Safety Ordinance/Community Warning System Ad Hoc Committee	John Gioia	Unspecified	NO STIPEND
V	Industrial Safety Ordinance/Community Warning System Ad Hoc Committee	Federal D. Glover	Unspecified	NO STIPEND
V	Northern Waterfront Economic Development Ad Hoc Committee	Federal D. Glover	Unspecified	NO STIPEND
V	Northern Waterfront Economic Development Ad Hoc Committee	Mary N. Piepho	Unspecified	NO STIPEND
V	Sustainability Ad Hoc Committee, Chair	John Gioia	Unspecified	NO STIPEND
V	Sustainability Ad Hoc Committee, Vice Chair	Federal D. Glover	Unspecified	NO STIPEND
		* or his designee		
		** Appointed by CCC Fire Protection District Board		

Note: Type I: Internal Standing Committees; Type II: Internal appointments; Type III: Regional appointments; Type IV: Special/Restricted appointments

**Agency Report of:
Public Official Appointments**

Date Posted
(Month, Day, Year)

A Public Document

1. Agency Name	Contra Costa County		
Division, Dept. or Region (If Applicable)	Board of Supervisors	Area Code/Phone Number	925-335-1900
Designated Agency Contact (Name, Title)	David Twa, County Administrator	Email	david.twa@cao.cccounty.us
<i>I have read and understand FPPC Regulation 18705.5. I have verified that the appointment and information identified is true to the best of my information and belief.</i>			
Signature of Agency Head or Designee		Print Name	Julie DiMaggio Enea
Title	Senior Deputy County Administrator	Month, Day, Year	2/10/2015

2. Appointments

Agency Boards and Commissions	Name of Appointed Person (Last, First)	Name of Alternate (Last, First)	Appointment Date	Length of Term (in years)	Per Meeting	Estimated Annual Salary/Stipend
ABAG Executive Board (Seat 1)	Mitchoff, Karen	John Gioia	7/1/2014	2	\$ 150.00	\$ 1,800.00
ABAG Executive Board (Seat 2)	Andersen, Candace	Piepho, Mary N.	7/1/2014	2	\$ 150.00	\$ 1,800.00
ABAG Regional Planning Committee	Mitchoff, Karen	N/A	1/6/2015	1	\$ 150.00	\$ 1,800.00
Bay Area Air Quality Management District Board of Directors #1	Gioia, John	N/A	1/8/2013	4	\$ 100.00	\$ 1,200.00
Bay Area Air Quality Management District Board of Directors #2	Mitchoff, Karen	N/A	1/6/2015	1	\$ 100.00	\$ 1,200.00
Bay Conservation & Development Commission	Gioia, John	Glover, Federal D.	1/6/2015	1	\$ 100.00	\$ 2,400.00
CCCERA (Contra Costa County Employees Retirement Association) Board of Trustees	Candace Andersen; (Mitchoff, Karen through 2/28/15;)	Holcombe, Jerry	3/1/2015	-1	\$ 100.00	\$ 2,400.00
Central Contra Costa Solid Waste Authority Board of Directors Seat #1	Andersen, Candace	N/A	1/6/2015	1	\$ 50.00	\$ 1,200.00
Central Contra Costa Solid Waste Authority Board of Directors Seat #2	Mitchoff, Karen	N/A	1/6/2015	1	\$ 50.00	\$ 1,200.00
Central Contra Costa Transit Authority (CCCTA) Board of Directors	Andersen, Candace	Mitchoff, Karen	1/8/2013	2	\$ 100.00	\$ 2,400.00
Contra Costa Transportation Authority Board of Directors Seat #1	Glover, Federal D.	Gioia, John	1/6/2015	2	\$ 100.00	\$ 2,400.00
Contra Costa Transportation Authority Board of Directors Seat #2	Mitchoff, Karen	Andersen, Candace	1/8/2013	3	\$ 100.00	\$ 2,400.00
Contra Costa Transportation Authority Board of Directors, Second Alternate (Seat 1)	Andersen, Candace	N/A	1/6/2015	2	\$ 100.00	\$ 2,400.00
Contra Costa Transportation Authority Board of Directors, Third Alternate (Seat 1)	Piepho, Mary N.	N/A	1/6/2015	2	\$ 100.00	\$ 2,400.00
Delta Diablo Sanitation District Governing Board	Glover, Federal D.	Mitchoff, Karen	1/6/2015	1	\$ 170.00	\$ 2,040.00
East County Water Management Association Board of Directors	Piepho, Mary N.	Glover, Federal D.	1/6/2015	2	\$ 170.00	\$ 2,040.00
Hazardous Waste Management Facility Allocation Committee	Mitchoff, Karen	Andersen, Candace	1/6/2015	1	\$ 150.00	\$ 900.00
Local Agency Formation Commission	Glover, Federal D.	Andersen, Candace	5/6/2014	4	\$ 150.00	\$ 1,800.00
Local Agency Formation Commission	Piepho, Mary N.	Andersen, Candace	5/6/2014	4	\$ 150.00	\$ 1,800.00
Metropolitan Transportation Commission	Glover, Federal D.	N/A	1/6/2015	4	\$ 100.00	\$ 1,200.00
Tri Delta Transit Authority, Board of Directors (Seat 1)	Glover, Federal D.	N/A	1/8/2013	4	\$ 100.00	\$ 1,200.00
Tri Delta Transit Authority, Board of Directors (Seat 2)	Piepho, Mary N.	N/A	1/8/2013	3	\$ 100.00	\$ 1,200.00
West Contra Costa Integrated Waste Management Authority Board of Directors	Glover, Federal D.	Gioia, John	1/6/2015	1	\$ 50.00	\$ 600.00

GOVERNMENT CODE - GOV

TITLE 1. GENERAL [100 - 7914]

(Title 1 enacted by Stats. 1943, Ch. 134.)

DIVISION 4. PUBLIC OFFICERS AND EMPLOYEES [1000 - 3599]

(Division 4 enacted by Stats. 1943, Ch. 134.)

CHAPTER 4. Resignations and Vacancies [1750 - 1782]

(Chapter 4 enacted by Stats. 1943, Ch. 134.)

ARTICLE 2. Vacancies [1770 - 1782]

(Article 2 added by Stats. 1943, Ch. 134.)

[1770.](#)

An office becomes vacant on the happening of any of the following events before the expiration of the term:

- (a) The death of the incumbent.
- (b) An adjudication pursuant to a quo warranto proceeding declaring that the incumbent is physically or mentally incapacitated due to disease, illness, or accident, and that there is reasonable cause to believe that the incumbent will not be able to perform the duties of his or her office for the remainder of his or her term. This subdivision shall not apply to offices created by the California Constitution nor to federal or state legislators.
- (c) (1) His or her resignation, except as provided in paragraph (2).
(2) In the case of the office of city council member, upon the delivery of a letter of resignation by the resigning council member to the city clerk. The letter of resignation may specify a date on which the resignation will become effective.
- (d) His or her removal from office.
- (e) His or her ceasing to be an inhabitant of the state, or if the office be local and one for which local residence is required by law, of the district, county, or city for which the officer was chosen or appointed, or within which the duties of his or her office are required to be discharged.
- (f) His or her absence from the state without the permission required by law beyond the period allowed by law.
- (g) His or her ceasing to discharge the duties of his or her office for the period of three consecutive months, except when prevented by sickness, or when absent from the state with the permission required by law.
- (h) His or her conviction of a felony or of any offense involving a violation of his or her official duties. An officer shall be deemed to have been convicted under this subdivision when trial court judgment is entered. For purposes of this subdivision, "trial court judgment" means a judgment

by the trial court either sentencing the officer or otherwise upholding and implementing the plea, verdict, or finding.

(i) His or her refusal or neglect to file his or her required oath or bond within the time prescribed.

(j) The decision of a competent tribunal declaring void his or her election or appointment.

(k) The making of an order vacating his or her office or declaring the office vacant when the officer fails to furnish an additional or supplemental bond.

(l) His or her commitment to a hospital or sanitarium by a court of competent jurisdiction as a drug addict, dipsomaniac, inebriate, or stimulant addict; but in that event the office shall not be deemed vacant until the order of commitment has become final.

(m) (1) The incumbent is listed in the Excluded Parties List System and all of the following subparagraphs apply:

(A) The office is one that the incumbent holds ex officio, by virtue of holding another office, or as an appointee.

(B) The appointed or ex officio office is on the governing board of a local agency that is, or may reasonably be expected to be, a participant or principal in a covered transaction, pursuant to federal law.

(C) A federal agency head or designee has not granted the incumbent an exception, in writing, permitting the incumbent to participate in a particular covered transaction in which the local agency is, or may reasonably be expected to be, a participant or principal.

(2) For purposes of this subdivision, the following terms have the following meanings:

(A) “Excluded Parties List System” means the list maintained and disseminated by the federal General Services Administration containing names of, and other information about, persons who are debarred, suspended, disqualified, or otherwise excluded from participating in a covered transaction, pursuant to federal law.

(B) “Local agency” includes, but is not limited to, a county, whether general law or chartered, city, whether general law or chartered, city and county, school district, municipal corporation, district, political subdivision, or any board, commission, or agency of one of these entities.

(C) “Federal law” includes, but is not limited to, federal regulations adopted pursuant to Section 2455 of Public Law 103-355 (108 Stat. 3327), Executive Order No. 11738, Executive Order No. 12549, and Executive Order No. 12689.

(3) This subdivision shall not apply to an elective office.

(Amended by Stats. 2014, Ch. 725, Sec. 1. Effective January 1, 2015.)

Primary duties:

Supervisors

(Government Code §29061, 29063, 29064, 29065, 29080, 29081, 29088, 29100, 29101)

-

To hold hearings on budget estimates prepared by officials.

-

To make revisions, reductions and additions to estimates.

-

To formally approve the tabulations, as revised, as the Recommended Budget.

-

To make the Recommended Budget available to the general public.

-

To publish notice that the budget is available and to announce and conduct public hearings, as prescribed by law.

-

To adopt the Budget by resolution for the County and dependent Special Districts.

-

To adopt
property
tax rates.

-

To levy property taxes

**2015 CONTRA COSTA COUNTY
MONTHLY MEDICAL AND DENTAL PLAN PREMIUMS**

UNREPRESENTED EMPLOYEES AND ELECTED OFFICIALS

PERMANENT FULL TIME EMPLOYEES AND PART TIME EMPLOYEES SCHEDULED TO WORK AT LEAST 20 HOURS PER WEEK

PLAN/COVERAGE DESCRIPTION		2015 TOTAL MONTHLY PREMIUM	2015 COUNTY MONTHLY SUBSIDY	2015 EMPLOYEE MONTHLY SHARE
CONTRA COSTA HEALTH PLAN - BASIC PLAN A				
Employee on Basic Plan		\$654.44	\$509.92	\$144.52
Employee & 1 or more dependents on Basic Plan		\$1,559.24	\$1,214.90	\$344.34
CONTRA COSTA HEALTH PLAN - BASIC PLAN B				
Employee on Basic Plan		\$725.46	\$528.50	\$196.96
Employee & 1 or more dependents on Basic Plan		\$1,723.82	\$1,255.79	\$468.03
KAISER PERMANENTE - BASIC PLAN A				
Employee on Basic Plan		\$811.33	\$478.91	\$332.42
Employee & 1 or more dependents on Basic Plan		\$1,891.44	\$1,115.84	\$775.60
KAISER PERMANENTE - BASIC PLAN B				
Employee on Basic Plan		\$637.55	\$478.91	\$158.64
Employee & 1 or more dependents on Basic Plan		\$1,485.48	\$1,115.84	\$369.64
HEALTH NET HMO PLAN - BASIC PLAN A				
Employee on Basic Plan		\$1,184.71	\$627.79	\$556.92
Employee & 1 or more dependents on Basic Plan		\$2,906.20	\$1,540.02	\$1,366.18
HEALTH NET HMO PLAN - BASIC PLAN B				
Employee on Basic Plan		\$823.83	\$627.79	\$196.04
Employee & 1 or more dependents on Basic Plan		\$2,020.92	\$1,540.02	\$480.90
HEALTH NET CA & NAT'L PPO PLAN - BASIC PLAN A				
Employee on PPO Basic Plan		\$1,520.06	\$604.60	\$915.46
Employee & 1 or more dependents on PPO Basic Plan		\$3,611.02	\$1,436.25	\$2,174.77
HEALTH NET CA & NAT'L PPO PLAN - BASIC PLAN B				
Employee on PPO Basic Plan		\$1,368.43	\$604.60	\$763.83
Employee & 1 or more dependents on PPO Basic Plan		\$3,250.79	\$1,436.25	\$1,814.54
DELTA DENTAL PREMIER - \$1,800 Annual Maximum				
For CCHP Plans	Employee	\$44.27	\$41.17	\$3.10
	Family	\$100.00	\$93.00	\$7.00
For Health Net Plans	Employee	\$44.27	\$34.02	\$10.25
	Family	\$100.00	\$76.77	\$23.23
For Kaiser Permanente Plans	Employee	\$44.27	\$34.02	\$10.25
	Family	\$100.00	\$76.77	\$23.23
Without a Health Plan	Employee	\$44.27	\$43.35	\$0.92
	Family	\$100.00	\$97.81	\$2.19
DELTA CARE (PMI)				
For CCHP Plans	Employee	\$29.06	\$25.41	\$3.65
	Family	\$62.81	\$54.91	\$7.90
For Health Net Plans	Employee	\$29.06	\$21.31	\$7.75
	Family	\$62.81	\$46.05	\$16.76
For Kaiser Permanente Plans	Employee	\$29.06	\$21.31	\$7.75
	Family	\$62.81	\$46.05	\$16.76
Without a Health Plan	Employee	\$29.06	\$27.31	\$1.75
	Family	\$62.81	\$59.03	\$3.78



Benefits At a Glance

Alameda County Employees' Retirement Association
510-628-3000 www.acera.org info@acera.org

475 14th Street, Suite 1000, Oakland, CA 94612
Fact sheet is current as of December 11, 2014.

Annette Cain-Darnes

Board of Retirement, Chair

Vincent P. Brown

Chief Executive Officer

Kathy Foster

Assistant CEO

Betty Tse

Chief Investment Officer

Margo Allen

Fiscal Services Officer

Vested Benefits

Vesting Requirement: 5 years of service credit
Mean Age at Retirement (2013): 61.73 years¹
Mean Service at Retirement (2013): 18.79 years¹

Median Gross Monthly Benefit (2013): \$2,133.48¹
Mean Initial Benefit (2013): 39.58% of highest salary¹

Service Retirement Formula

$$\frac{\text{Age Factor Percentage} \times \text{Years of Service Credit}}{\text{Highest Avg. Monthly Salary}} = \text{Monthly Retirement Allowance for Life}$$

Cost of Living Adjustments (COLA) – Provided to all retired members annually on April 1. Determined by San Francisco CPI % change from Dec. to Dec., rounded to nearest .5%. CPI percentages above tier maximum are banked for future years. Maximum annual COLA is 3% for Tiers 1 and 3 and 2% for Tiers 2 and 4.

Member Tiers

Tier	Min. Age Factor %	Max. Age Factor %	California Code Section	Final Comp. Period for Salary Calc.	2015 Avg. ⁵ Employee Contr. Rate	2015 Avg. ⁵ Employer Contr. Rate
General Tier 1*	1.33% at 50	2.61% at 62	31676.12	1 year	8.97%	19.58% [†]
General Tier 2 (A)	1.18% at 50	2.43% at 65	31676.1	3 years	7.28%	18.66% [†]
General Tier 3 (LARPD)*	2.00% at 50	2.50% at 55	31676.18	1 year	12.69%	30.37%
General Tier 4	1.00% at 52	2.50% at 67	7522.20	3 years	8.12% flat	17.45% flat [†]
Safety Tier 1*	1.87% at 41	3.00% at 50	31664.1	1 year	12.24%	66.88% [†]
Safety Tier 2 (B)*	1.87% at 41	3.00% at 50	31664.1	3 years	14.72%	49.57% [†]
Safety Tier 2 (C)*	1.25% at 41	2.62% at 55	31664	3 years	12.57%	52.29% [†]
Safety Tier 2 (D)*	1.43% at 41	3.00% at 55	31664.2	3 years	16.39%	47.01% [†]
Safety Tier 4	2.00% at 50	2.70% at 57	7522.25	3 years	16.77% flat	50.68% flat [†]
Avg. Combined:					8.58%	23.75%

* Closed tiers to non-reciprocal new members entering membership after 12/31/2013

[†] County only—other employer rates differ; see actuarial valuation

ACERA's Board of Retirement sets benefit levels annually based on sustainability of ACERA's Supplemental Retiree Benefits Reserve (SRBR), an account funded by interest gain sharing. ACERA's actuary most recently predicted the \$643 million SRBR would last until 2033 (19 full years and 1 partial year) if it received no new funds.²

Monthly Medical Allowance (MMA) – Subsidizes retiree premiums for ACERA-sponsored medical plans. Based on years of service, the subsidy pays up to amount of the premium or MMA, whichever is lower, to the retiree only.

Yrs. ACERA Service	% of MMA	2015 MMA ³	2015 Medicare Exchange MMA
0-9 yrs.	0%	\$0	\$0
10-14 yrs.	50%	\$261.08	\$200
15-19 yrs.	75%	\$391.62	\$300
20+ yrs.	100%	\$522.16	\$400

Dental and Vision Coverage Subsidies – Dental (\$40.84 or \$21.33)³ and vision (\$4.24)³ monthly retiree premiums are reimbursed in full to members with 10+ yrs. service.

Medicare Part B Reimbursement – \$104.90 monthly (2015), offsetting the cost of Medicare Part B, for retired members with over 10 years of ACERA service.

Supplemental COLA – Keeps retirees within 85% of original purchasing power.

Retirement Eligibility Tiers 1, 2, 3

- Age 50 with 10 yrs. service
- 30 yrs. (general) or 20 yrs. (safety) service at any age
- Age 70 with any amount of service

Retirement Eligibility Tier 4

- Age 52 (general) or 50 (safety) with 5 yrs. service
- Age 70 with any amount of service

Membership²

Active Members:	10,867
Deferred Members:	1,911
Retirees, Beneficiaries, and Survivors:	8,576
Total Members:	21,354

Employer

Active Members²:

Employer	Num.	%
Alameda County	7613	72.3%
Alameda County Medical Center	2154	20.2%
Superior Court of California	653	5.8%
First 5 of Alameda County	64	0.6%
Housing Authority of Alameda County	62	0.6%
Livermore Area Recreation & Park District	61	0.6%

Estimated ACERA Fund Market Value: \$6.9 billion⁶

ACERA Funded Ratio: 75.9%²

Interest Assumption Rate: 7.80%⁴

Investments	ACERA Fund Return Rate ⁶	Rank among U.S. public funds >\$100 million ⁶
1 Year	18.8%	8th percentile
Annualized 5 yrs.	14.6%	4th percentile
Annualized 10 yrs.	8.1%	7th percentile
Annualized 20 yrs.	9.5%	4th percentile

Monthly Medical Allowance (MMA) A Medical Plan Subsidy for Eligible Retirees

Retirees with 10 or more years of creditable ACERA service or service-connected disability and who are enrolled in an ACERA-sponsored medical plan receive a Monthly Medical Allowance (MMA) to partially offset their monthly medical costs. The offset is based on years of ACERA service credit and a contribution amount determined annually by the ACERA Board of Retirement.

This benefit is only available for payment toward an ACERA-sponsored medical plan including individual plans through OneExchange. The cost of private insurance is not covered, such as coverage through the Covered California Health Insurance Exchange.

There is no MMA offset provided to:

- Retirees with less than 10 years of ACERA service (except service-connected disability retirees)
- Non-member payees (i.e., surviving or former spouses/domestic partners and/or beneficiaries)
- Dependents

You are responsible for 100% of the costs associated with covering these individuals.

The MMA is a non-vested (non-guaranteed) benefit, and is subject to available funds. Benefit levels are determined annually by the Board of Retirement.

Monthly Medical Allowance Amounts for Group Plans

(For all medical plans except OneExchange plans)

The maximum MMA amount is limited to your self-only medical premium or the highest allowable benefit under the MMA, whichever is lower. Plan premium costs exceeding the MMA contribution are deducted from your monthly retirement allowance. Premiums for your dependents are also deducted from your monthly retirement allowance. Your monthly retirement allowance must be sufficient enough to cover the cost of your premium to enroll in a medical plan; likewise your monthly allowance must be sufficient enough to cover the cost of your dependent's premiums or you are not able to add/enroll them.

The MMA is prorated according to your years of ACERA service, and amounts are noted in the table below:

2015 MMA for Group Medical Plans		
Years of ACERA Service	Percent of MMA	MMA Amount

0-9 years	0%	\$0
10-14 years	50%	\$261.08
15-19 years	75%	\$391.62
20+ years	100%	\$522.16

Medicare Exchange Monthly Medical Allowance Amounts

The Medicare Exchange Monthly Medical Allowance for those enrolled in a Medicare plan through OneExchange work differently. Plan premiums through the exchange are much lower than group plan costs. Excess MMA may be used to pay copays and deductibles. The Medicare Exchange Monthly Medical Allowance to offset those costs, prorated according to your years of ACERA service will be offered as follows:

2015 MMA for OneExchange Medical Plans		
Years of ACERA Service	Percent of MMA	Medicare Exchange MMA Amount
0-9 years	0%	\$0
10-14 years	50%	\$200
15-19 years	75%	\$300
20+ years	100%	\$400

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- [Getting & Managing Coverage](#)

	Alameda	Contra Costa	San Mateo
TOTAL W/PENSION CONTRIBUTION	206,229	166,163	183,523
TOTAL W/O PENSION CONTRIBUTION	177,314	125,734	143,250
Annual Salary	147,680	104,307	129,912
Pension Contribution	28,916	40,429	40,272.72
Pension & Vesting	Tier 1 is 1.33% @ 50; County pays employer share only; avg contribution is 19.58%	Tier 1 & 3 Enhanced is 2% @ 55; County contributes 38.8%	< 8/7/11 = 2% @ 55.5; County contributes 30-31%
Health/Dental	90% of premium	50-60% of premium	75-85% of premium
Other insurance	-	1,164	-
Pension enhancement	\$ 18,338	\$ 12,600	\$ -
Auto allowance	\$ 8,296	\$ 7,200	\$ 13,338
Other	\$ 3,000	\$ 463	\$ -
Retiree Health	County provides none. However, ACERA provides partial benefits with 10 years svc credit. 3,321-6264	8,553	Sick leave does not get added to retirement base. Instead, banked sick leave can be "spent" on retiree health premiums. 8 hours buys \$700.