

RESOLUTION OF THE COMPENSATION COMMISSION OF THE CITY OF SACRAMENTO SETTING THE COMPENSATION FOR THE MAYOR

WHEREAS, Charter Section 29 provides for a Compensation Commission whose function shall be to establish the compensation for the Mayor, members of the City Council and the public members of City Boards and Commissions, and

WHEREAS, a five-member Compensation Commission was appointed and has reviewed Mayor compensation data, and

WHEREAS, the meetings of the Compensation Commission have been public meetings and have encouraged public participation and testimony, and

WHEREAS, the Compensation Commission shall set a compensation for the Mayor that is reasonable and consistent with other cities similar in size and structure, and

WHEREAS, the Compensation Commission's intent is to allow the Mayor an occasional honorarium for a class lecture or speech but not to encourage continuing activity compensated by fees, salary or benefits, and

WHEREAS, the Compensation Commission has indicated that the compensation package established for the Mayor was based on the presumption that the payment of compensation to the Mayor by other separate entities for attending meetings of the boards of these entities would cease, and

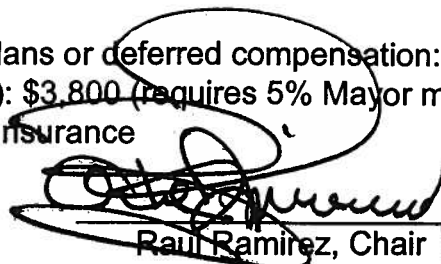
WHEREAS, the Compensation Commission understands that payments by separate legal entities for the Mayor's attendance at their Board meetings will continue and these payments will be deposited in the City's General Fund,

NOW, THEREFORE, BE IT RESOLVED by the Compensation Commission of the City of Sacramento, the Mayor shall be compensated as summarized below and detailed in Exhibit A:

- Annual Salary: \$95,000
- Expense Allowance: \$5,000
- Technology Allowance: \$1,800
- Auto Allowance: \$6,600
- Medical: Up to \$8,340
- Life Insurance: \$828 (\$150,000 policy)
- A 10% contribution for Medical, Retirement or Deferred Compensation consistent with the Health & Welfare benefits received by Charter Officers
 - Retirement: \$6,650
 - Retirement, insurance plans or deferred compensation: \$2,850
- Deferred Compensation 401(A): \$3,800 (requires 5% Mayor match)
- City paid Long Term Disability Insurance

ATTEST:


Patti Bisharat, Commission Staff


Raul Ramirez, Chair
March 26, 2003
Date

COMPENSATION FOR MAYOR

A. Base Salary for Mayor

Effective March 27, 2003 the Mayor shall receive an annual salary of \$95,000.

B. Fringe Benefits and Deferred Compensation

The fringe benefit plan for the Mayor shall be as follows:

a. Basic Life Insurance

City-paid basic life insurance shall be \$150,000.

b. Long Term Disability Insurance

The Mayor shall receive long term disability insurance consistent with that provided to management employees.

c. Health and Welfare Contribution (City Dollars)

(1) The Mayor shall receive a monthly health and welfare contribution and a ten percent (10%) of base salary optional benefit plan which should be combined and shall be applied, first, to a member's retirement contribution (if any), up to the maximum of such retirement contribution and, second, the premiums for City-sponsored health and dental plans and short-term disability plans for eligible Mayors and qualified dependents, if any. To the extent not applied toward the Mayor's retirement on behalf of the Mayor under the City's flexible spending account pursuant to the City's Internal Revenue Code Section 125 Cafeteria Plan or paid in cash to the Mayor, as directed by the Mayor. If the City's contribution allocated to any pay period is less than the amount needed to pay for the Mayor's retirement contribution and insurance coverage, the City shall deduct on a pre-tax basis from the Mayor's paycheck the balance of the amount needed for such purposes.

(2) Amount of Contribution

The City shall contribute \$620 per month for Mayor only and Mayor plus one, and up to \$695 per month if enrolled in a health plan for Mayor plus two.

d. Cash-Back Limits

The cash-back limits of City dollars from the IRS Section 125 Plan shall be limited as follows:

- (1) For the Mayor, up to \$620 per month after retirement and IRS Section 125 benefits are deducted from that amount.

C. DEFERRED COMPENSATION PLANS

The Mayor may participate in the City's Deferred Compensation 457 and/or 401(A) Plans.

a. Section 401(A) Money Purchase Plan

The 401(a) Plan shall be available as follows:
The City will contribute four percent (4%) of salary to the 401(a) Plan and the Mayor shall contribute five percent (5%) of salary to the Plan.

D. REIMBURSEMENTS AND EXPENSES

a. Reimbursement for Use of Privately-Owned Vehicle

The Mayor shall receive \$550 monthly vehicle allowance and City-provided parking. The provisions of Resolution No. 2002-820 concerning mileage and insurance (Article 4, Sec. 4.1-a(4) and Sec. 4.1-a(5)) shall apply.

b. Expense and Subsistence Allowance

- (1) The sum of \$5,000 a year is established as an expense allowance for the Mayor for which no vouchers need be furnished.
- (2) The sum of \$150 a month is established as a technological/communications allowance for the Mayor for the purchase, service, and maintenance of telecommunications, computer equipment, and/or other business-related electronic devices for which no vouchers need be furnished.

c. The Mayor shall be entitled to payment or reimbursement of travel and other expenses incurred while on City business in the same manner as Charter Officers pursuant to City administrative policy, as such policy may be amended from time to time.