

USD Survey of District Board Members Compensation and Benefits, March 2021

Agency	Stipend/Max. Compensable Mtgs	Medical Board Member/ Spouse/Family	Dental Board Member/ Spouse/Family	Life Insurance Board Member/Spouse	Pension	Deferred Comp	Car / Mileage	Cell Phone	Computers /iPads
Union Sanitary District	\$212.10 per meeting/ max of one meeting per day and six meetings per month.	District pays up to \$1,165.45 per month for Board Member only; \$2,294.23 per month for Board Member +1; \$2,821.28 per month for Family for medical, dental, vision; allocated as follows: 100% dental, 100% vision, and balance to medical plans		District pays for coverage of \$10,000 for Board Member; \$5,000 for spouse and dependents	No	\$50/month	Mileage reimbursement for travel related to trainings / conferences	No	District provides iPads to directors
Castro Valley Sanitary District	\$230 per meeting/ 6 meetings per month	Active Members of the Board of Directors may participate in the health benefits plan provided by the District as a non-PERS member through the CalPERS System, and/or Dental plan provided member pays 100% of premium cost less the amount listed in Section 4035.5 in Senate Bill 1464, Chapter 896, Chapter Date September 26, 2002.	Board member pays entire cost	No	No	No District contribution	No	No	District provides four Board Members with tablets

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Central San	\$185 per meeting / 6 meetings per month (max \$1,110 per month)	Central San pays premium for up to family coverage for CalPERS core plans. Kaiser or Health New Smartcare. Maximum District contribution of \$2912.55.	Central San pays premium for up to family coverage for Delta Dental PPO (maximum premium - \$188.00/month)	Central San pays premium for \$50,000/\$1,500 policy	No	No Central San contribution	As of 3/17/16, eligible for mileage reimbursement ONLY as related to conferences	No	Central San provides iPads for Directors

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Contra Costa Water District	\$100 per meeting / 10 meetings per month (one meeting fee maximum paid per day)	District pays premium up to the Kaiser family coverage for CalPERS Kaiser, Health Net SmartCare or PERS Choice.	District pays premium for Delta Dental for family	District pays for \$10,000 policy	Yes	No District contribution	Yes	No	No
Delta Diablo	\$170 per meeting/ Approx. 20 meetings per year (One Board meeting per month plus approx. 8 Committee meetings per year.)	District pays premium for CalPERS Medical (HMO or PPO) up to the greater of either the Blue Shield or Kaiser HMO family rate	District pays premium for up to family coverage; Self-insured Plan	District pays premium for \$125,000/ \$2,000 policy	No	No District contribution		No	No

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<p style="text-align: center;">Dublin San Ramon Services District</p>	<p>\$195 per day for each day of service to the District, up to a maximum of 10 days per month</p>	<p>District pays for premium up to \$797 (Board Member only), \$1,594 (Member + 1 Dependent), \$2,072 (Member + 2 Dependents); rates set by resolution annually</p>	<p>District pays premium for up to Board Member and eligible dependents</p>	<p>District pays for up to \$50,000 basic life insurance</p>	<p>No – Board members Directors are not eligible to participate in the District's CalPERS retirement program, or retiree benefits, unless they were first elected or appointed to the Board prior to July 1, 1994, in accordance with California Government Code Section 20322 (c).</p>	<p>The District matches Board Member contributions to 457 Plan by 25%, up to \$10 per calendar month - provided that a director voluntarily contributes at least \$20 per month, the District matches that contribution up to \$10 per month or 25% of the monthly contribution, whichever is less.</p>	<p>Travel to and from a destination using private automobiles is allowable at the IRS mileage rate. This applies so long as the amount so calculated does not exceed the cost of pre-purchased round-trip coach class airfare plus ground transportation that would be incurred for the same trip.</p>	<p style="text-align: center;">No</p>	<p style="text-align: center;">Yes</p>

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East Bay Municipal Utility District	\$1,367 per month (effective February 1, 2020). Max. number of compensable meetings may vary but could be up to 11 per month based on committee or JPA assignments.	The District offers various plans and pays for premiums as follows: Board Member only – up to \$1,027.38 Member + 1 Dep – up to \$2,054.72 Member + 2 Dep – up to \$2,722.55 *rates set by resolution annually		No	Directors contribute 8.75% of their salary on a pre-tax basis and the District contributes 37.86% (as of January 2020). Directors are eligible to retire at age 54 with minimum of five years of service.	No District contribution	No – car. Yes - mileage	Yes	District provides iPads for Directors that want them (currently 4). For those that use their personal iPads, the District pays a \$50 stipend.
Fairfield-Suisun Sewer District	\$152.77 per meeting/6 meetings per month. Can be increased any year by Board action.	District pays health expense reimbursement of \$6,880 per calendar year (increased every January by CPI-W for SF-Oakland Metropolitan area 12 months ending in October of each year)	District pay for director and eligible dependents	No	No	No District contribution	Pay mileage and parking when attending conferences for District business	No	Yes, if participating in the paperless agenda and request a loaner iPad

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Inland Empire Utilities Agency	\$260.00 per meeting/ 10 meetings per month	Medical, dental, vision	Agency pays highest premium amount for Medical, Delta Dental PPO and Vision	Agency pays premium for \$40,000 policy for Member only	No	Not eligible to contribute	Yes, mileage	Yes	Yes

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Ironhouse Sanitary District	\$170 per meeting/ 6 meetings per month	Existing Board Members are frozen at 2012 rate of District paid premium for up to Kaiser Family; Board Member is responsible for any increase above that rate going forward for medical, dental and vision. New Board Members are covered for self only at Kaiser rate. Any increase above the rate of medical coverage, dental or vision during the first year of service or family coverage shall be paid by the Director.		No	No	Optional, if chosen to enroll, cost to District \$10/mo.	Pay mileage and parking when attending conferences for District business	No	Yes, laptops but will be providing tablets shortly
Mt. View Sanitary District	\$235.00 per meeting/ 6 meetings per month. At 2/11/2021 Board meeting, the Board requested a 3rd party review to increase compensation.	District pays up to \$1,281.21 for Board Member and family. Coverage is through PERS. (PERS requires participation in a District-sponsored retirement plan. See Deferred Comp)	No	No	No	No District contribution		No	No

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Napa Sanitation District	\$218 per meeting/ 6 meetings per month	No	No	District pays premium for \$28,000 policy	No	No District contribution	Reimburse mileage for conferences and trainings	N/A	\$20 allowance for iPad fees

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Oro Loma Sanitary District	\$260 per meeting/ 6 meetings per month	District pays premium for up to two-party highest CalPERS plan for 2021 - \$2615.72.	District pays premium for up to family coverage - Delta Dental (\$138.17/mo.)	No	No	6.32% of salary - District contribution	Mileage reimbursed per IRS rate	No, but reimbursement up to \$40/mo.	Yes, if requested by Board Member; value not to exceed \$800.
Vallejo Flood and Wastewater District	City Appointees (7) \$100 per month (regardless of number of meetings held or attended) – County Appointee (1) \$100 per meeting attended max of 3 per month	No	No	No	No	No District contribution	Mileage reimbursement for travel related to trainings / conferences	No	No
West County Wastewater District	Up to \$265.35 per meeting/ 6 meetings per month	District pays flat rate of up to \$2115.46/month for family medical; dental premium is shared 90% District/10% director.		District pays premium for \$85,000 policy for Board Member only. (Age reduction schedule applies.)	No	No District contribution	\$32/month	Yes	District provides tablets to directors