



CITY COUNCIL COMPENSATION/BENEFITS 2024

Councilmembers receive monthly compensation and are eligible to receive benefits similar to those provided to the City's general employees.

- 1. COMPENSATION:** \$590.04 per month, paid biweekly, \$272.33 per pay period.
- 2. MEDICAL BENEFITS:** Councilmembers may choose from a variety of medical plans for health care coverage. The City pays the full premium up to a maximum of the Blue Shield HMO rate for single or two-party coverage, and up to the Kaiser rate for family coverage. Councilmembers may cover spouses and children up to age 26.
- 3. DENTAL BENEFITS:** The City's dental reimbursement program provides a maximum reimbursement of \$2,500 per year for non-cosmetic dental expenses for the Councilmembers, and up to \$1,500 per year per dependent, not to exceed \$3,000 cumulative for all dependents. Councilmembers may cover spouses and children up to age 26.
- 4. VISION BENEFITS:** The City's vision reimbursement program provides a maximum reimbursement of \$200 per year for an annual eye exam and \$1,000 for hardware for Councilmembers and up to \$600 cumulative for all dependents and hardware. Councilmembers may cover spouses and children up to age 26.
- 5. OPTIONAL PERS MEMBERSHIP:** Councilmembers may elect to participate in the Public Employees Retirement System. The pension formula is 2.5% at age 55 for Classic members and 2.0% at age 62 for new members. Participants are required to pay the required employee pension contribution. This is 8% if they are Classic members and 50% of the total normal cost of the retirement plan (currently 7.25% of salary in 2022) for new members.
- 6. SOCIAL SECURITY:** Those Councilmembers not participating in the CalPERS plan contribute to Social Security (6.2% of salary).
- 7. MEDICARE:** All Councilmembers participate in Medicare (1.45% of salary).

- 8. RETIREE MEDICAL BENEFITS:** Council members who enroll in PERS and who retire with a minimum of five years of service and age 50 may continue medical coverage through PERS throughout retirement.

Councilmembers elected on or after 1/1/2011

The City contributes the PEMHCA minimum towards health insurance in retirement (\$157 in 2024). Councilmembers qualify for participation in the City's Retiree Health Reimbursement Account. Under this plan, the City contributes 2.0% of salary (\$11.80 per month) to an individual retirement account on behalf of the Councilmember for 0-5 years of service, 3% of salary (\$17.70) for 5-19 years of service, and 5.5% of salary (\$32.45 per month) for 20+ years of service. Once the Councilmember leaves office they may use these funds to pay for qualifying medical expenses for themselves and tax-eligible dependents.

- 9. LIFE INSURANCE:** The City provides term life insurance coverage for City Councilmembers in the amount of \$100,000. Supplemental life insurance is available at the Councilmember's cost.
- 10. EMPLOYEE ASSISTANCE PROGRAM:** Councilmembers are eligible to participate in the City's employee assistance program. This benefit provides counseling visits for Councilmembers and their eligible dependents.