

Compensation and Benefits for Elected City Councilmembers

1. Pay
 - a. Members of the City Council are compensated \$500 per month for their service.
2. Health Benefits
 - a. Members of the City Council are eligible to participate in the City's health benefits
 - b. Individuals may enroll in medical, dental, and vision coverage
 - c. Individuals may waive participation with proof of other group health coverage
 - d. City Councilmembers receive the same contribution from the City as employees and the contribution is tied to the Mid Management Employee Group
3. Life Insurance
 - a. City Councilmembers are eligible for the same life insurance benefit as members of the General Bargaining Unit
 - b. The Basic Life Insurance policy provides \$15,000 in life insurance and accidental death and dismemberment benefits
 - c. The Basic Dependent Life Insurance policy provides \$5,000 life insurance for each eligible dependent
4. Business Travel Accident Insurance
 - a. City Councilmembers are enrolled in the City's Business Travel Accident (BTA) program
 - b. The BTA policy provides \$100,000 in life insurance if a City Councilmember were to die while traveling on City business
5. Retirement
 - a. City Councilmembers are not eligible to participate in the CalPERS pension
 - b. The City does not participate in Social Security
 - c. The City has a 457 Social Security replacement plan. This plan is mandatory for any employee not eligible to participate in the CalPERS pension plan. The plan requires the employee and employer to each contribute 3.75% of pay to the plan. Deposited monies are 100% vested to the employee.