

**City Council Handbook**  
**APPENDIX B**  
**Compensation and Benefits for Councilmembers<sup>1 2</sup>**

Benefit	Description
<b>Salary</b>	Effective 12/1/2002 \$650 per month ( <i>Ordinance No. 1995</i> )
<b>CalPERS Retirement</b>	Eligible for optional membership in CalPERS. Local Miscellaneous: Three benefit formulas (2% at 55, 2% @ 60, and 2% @ 62; applicable formula determined in accordance with CalPERS regulations).  City pays the employer rate.  Councilmember pays the full employee share of the CalPERS employee contribution as determined by CalPERS and the CalPERS Survivor Benefit of \$2.00 per month.
<b>OR</b>	
<b>APPLE 401(a) Plan (alternative plan to Social Security)</b>	If decline optional CalPERS membership, required to participate in APPLE 401(a) plan, unless qualified retired annuitant.  Councilmember contribution: 5% City contribution: 2.5%
<b>Medical Insurance</b>	City contributes a medical insurance benefit towards single-party coverage in one of the City's medical plans (currently the City's medical plans include Kaiser Permanente and Blue Shield HDHP and HMO plans).  If enroll in coverage under either the City's Kaiser or Blue Shield HDHP medical plan, may be eligible to set up a Health Savings Account (HSA). City contribution to the HSA, if any, based on the benefit for an employee in the General Management Unit enrolled in single-party HDHP medical coverage. The Councilmember is responsible for applicable HSA account fees.  Effective 1/1/2015: Employee cost-sharing is 15% of applicable single-party premium. May "buy-up" to two-party or family coverage at own expense.  In-lieu of medical benefit: Redirect \$350 per month to 457 Deferred Compensation Plan.
<b>Automobile Allowance</b>	Effective 7/1/02 \$100 per month
<b>Technology Allowance</b>	Effective 7/11/1995 \$55 per month
<b>EAP (Employee Assistance Program)</b>	Up to 3 sessions for each incident included per fiscal year for employee and/or dependents. No cost to Councilmember.
<b>Optional Benefits</b>	
<b>Dental and Vision Insurance</b>	Eligible to participate in dental and vision plans, at own expense.
<b>457 Deferred Compensation Plan</b>	Voluntary employee contributions via payroll deduction on a pre-tax basis. No City contribution.

<sup>1</sup> Each Councilmember is also subject to any statutory requirements, such as Medicare taxes (1.45% of compensation paid by employee and equivalent of 1.45% paid by City).

<sup>2</sup> Individual Councilmembers may and have elected reduced compensation and/or benefits.