



Council Benefit Summary

California Public Employees Retirement System (CalPERS) – Council Members shall be entitled to participate in the CalPERS retirement system. The City will contribute the Employer’s portion and the Council Member will contribute the employee portion. There are three tiers for retirement.

- Tier I – Council Members elected prior to July 1, 2008.
 - 2.7% @ 55 formula, Council Member pays 8% member contribution
- Tier II – Council Members elected either a) after July 1, 2008 or b) after January 1, 2013 and determined by CalPERS to be “Classic” members due to prior CalPERS membership.
 - 2.0% @60 formula, Council Member pays 7% member contribution
- Tier III – Council Members elected after January 1, 2013 determined by CalPERS to be “New” members.
 - 2.0% @62 formula, Council Member pays ½ of normal cost as member contribution, currently at 6.25%.

Health Insurance – Council Members shall be entitled to health insurance for self and eligible dependents provided by the City. The plans offered shall be those of the CalPERS Health Program. The City will contribute the minimum employer health premium contribution for active members as set by CalPERS annually, currently at \$125 for 2016 and \$128 for 2017.

Flexible Compensation Plan – Council Members shall be entitled to participate in the Flexible Compensation Plan for allocation to health insurance. Excess after application to health insurance may be allocated to Medical or Dependent Care Flexible Spending Accounts or received as a cash distribution.

The City’s contribution toward the Flexible Compensation Plan will be set at the following amounts beginning July 1, 2016:

No Plan	\$537.46
Single party	\$660.30
Two party	\$1,448.06
Family	\$1,920.75

Effective December 1, 2016, the City’s contribution toward the Flexible Compensation Plan will be increased by 4% to the following amounts:

No Plan	\$558.96
Single party	\$686.71
Two party	\$1,505.98
Family	\$1,997.58

Effective December 1, 2017, the City's contribution toward the Flexible Compensation Plan will be increased by 4% to the following amounts:

No Plan	\$581.32
Single party	\$714.18
Two party	\$1,566.22
Family	\$2,077.48

Effective December 1, 2018, the City's contribution toward the Flexible Compensation Plan will be increased by 4% to the following amounts:

No Plan	\$604.57
Single party	\$742.75
Two party	\$1,628.87
Family	\$2,160.58

Dental Insurance – Council Members and their eligible dependents shall be entitled to participate in the dental insurance provided by the City.

Vision Care Insurance – Council Members and their eligible dependents shall be entitled to participate in the vision care service plan provided by the City.

Automobile Allowance – Council Members shall be entitled to receive an auto allowance of \$300 monthly.

Cellular Allowance – Council Members shall be entitled to receive a cellular allowance of \$50 monthly.

Internet Allowance – Council Members shall be entitled to receive an internet allowance of \$50 monthly.

Deferred Compensation Plan – Council Members shall be eligible to participate in one of the City's 457 deferred compensation plans on a voluntary basis.

Employee Assistance Program – Council Members and their eligible dependents shall be eligible to use the City's employee assistance program.