



## CITY OF ELK GROVE BENEFIT SUMMARY - CITY COUNCIL

<b>Compensation/Stipend</b>	\$800 per month
<b>Medical (CalPERS)</b>	City Contribution: <b>Single:</b> up to \$919.27, <b>Two-party:</b> up to \$1,838.54, <b>Family:</b> up to \$2,390.10.
<b>Cash-In-Lieu of Medical Coverage</b>	City Council Members who decline a CalPERS health plan shall be eligible to receive an in-lieu cash fringe payment of \$650 per month, which shall be placed into an IRS §457 deferred compensation account on behalf of the City Council Member. There will be no City match for this contribution.
<b>Dental (Delta Dental PPO)</b>	Dental Premiums are paid 100% by the City, for Council members who enroll in a City medical plan. If a City Council Member elects to enroll in the City sponsored Dental plan, the premiums for these plans shall be deducted from the in-lieu cash fringe amount, with the balance being placed into an IRS §457 deferred compensation account.
<b>Vision (VSP)</b>	Vision Premiums are paid 100% by the City, for Council members who enroll in a City medical plan. If a City Council Member elects to enroll in the City sponsored Vision plan, the premiums for these plans shall be deducted from the in-lieu cash fringe amount, with the balance being placed into an IRS §457 deferred compensation account.
<b>Supplemental Health Insurance</b>	Supplemental health insurance up to \$15,000 annually.
<b>Retirement - CalPERS (optional membership)</b>	<ul style="list-style-type: none"> <li>• 2.7% at 55 if appointed before 8/12/12.</li> <li>• 2% at 55 if appointed after 8/12/12 and a current Classic member of CalPERS.</li> <li>• 2% at 62 if hired after 1/1/13 and not a Classic member of CalPERS.</li> </ul>
<b>Deferred Compensation</b>	May participate in a 457 deferred compensation plan up to maximum allowed by law.
<b>Deferred Compensation City Match</b>	The City will match 100% of contribution to the 457 deferred compensation plan up to 3%. There is a 1-year vesting period.
<b>Social Security</b>	City offers an IRS qualifying retirement plan; therefore, Council members do not currently participate in the Social Security program. Council members do contribute to Medicare.
<b>Health Retirement Account</b>	An allowance of \$800 per month deposited into a Health Reimbursement Account (HRA) for use by retiree and/or spouse for medical expenses as allowed under the Internal Revenue Code. Employee must retire from PERS within sixty days of separation from the City of Elk Grove to receive the benefit. Full vesting for this benefit is at ten or more years of service with the City. Partial vesting for this benefit occurs at five years of service, earning eligibility for 50% of the benefit (\$400/month). Each additional full year of service earns another 10% until full vesting is achieved.
<b>Flexible Spending Account</b>	Covers IRS approved medical and/or approved dependent care expenses to be paid on a pre-tax basis. <ul style="list-style-type: none"> <li>• Healthcare spending up to \$3,200.00 annually.</li> <li>• Dependent care up to \$5,000.00 annually.</li> <li>• Adoption Assistance up to \$16, 810 annually.</li> </ul>
<b>Life Insurance</b>	City provides Life insurance at 1X base salary with a minimum of \$50,000 and maximum of \$300,000.
<b>Employee Assistance Program</b>	Available to Council Member and family.
<b>Wellness Program</b>	On site Wellness Coordinator and multiple available wellness classes.