

City of South San Francisco  
Human Resources Department

Appendix E

Summary of Elected Officials (City Council & City Treasurer) Benefits

These are exempt, elected positions not eligible for overtime compensation.  
Effective Date: (Supersedes City Council Handbook Appendix 4, Resolution)

<i><b>Benefit</b></i>	<i><b>Provision</b></i>	<i><b>When Eligible</b></i>
<b><i>Pay and Compensation Information</i></b>		
<i>Compensation</i>	City Council: \$1,400 per month (\$646.15 biweekly) City Treasurer: \$1,338 per month (\$617.60 biweekly)	Date of appointment
<b><i>Health &amp; Welfare Benefits</i></b>		
<i>Medical Insurance</i>	City pays 90% of HMO premium for full-time non-safety AFSCME-represented employees' HMO coverage for member and eligible dependents under age 26. These employees pay 10% towards the premium. Employees pay any additional premium cost over the HMO rate for higher cost plans. Elected officials' premium contributions shall match these non-safety employees' contributions.	First of the month following date of appointment
<i>Vision Insurance</i>	City pays 100% of premium for full-time non-safety AFSCME-represented employees' HMO coverage for member and eligible dependents under age 26. Elected officials' premium contributions shall match these non-safety employees' contributions.	First of the month following date of appointment
<i>Dental Insurance</i>	City pays 100% of premium for full-time non-safety AFSCME-represented employees' HMO coverage for member and eligible dependents under age 26. Incentive plan starts at 70% and may increase each year until 100% of allowed fee. Calendar year maximum of \$2,000 per enrollee and orthodontia lifetime cap of \$1,000 for dependent children. Elected officials' premium contributions shall match these non-safety employees' contributions (i.e., \$0). Option to buy-up to enhanced dental plan.	First of the month following completion of 6 months of employment.
<i>Health Savings Account (HSA)</i>	Councilmembers enrolled in the PPO High Deductible Health Plan (HDHP) may contribute to an HSA through the City's HSA provider.	Upon qualified plan (PPO HDHP) enrollment.
<i>Discretionary Benefit Option</i>	City pays \$550 per month into pre-tax 457 deferred compensation account if elected official waives City health coverage and maintains medical coverage elsewhere.	First of the month following date of appointment
<i>Executive Management Physical Fitness Program</i>	Elected officials are allowed up to \$1,000 per fiscal year to use for physical fitness or unreimbursed health care costs.	Date of appointment
<i>Life and Accidental Death &amp; Dismemberment</i>	City paid life insurance valued at \$50,000 and AD&D amount of \$50,000.	First of the month following date of appointment
<i>Short-term and Long-term Disability</i>	City paid disability insurance. 20-day waiting period and sick leave exhausted with up to a maximum of 66.2/3% of pay.	First of the month following date of appointment
<i>Paid Family Leave</i>	City paid family leave that provides 60% income replacement for up to 8 weeks on a continuous or intermittent basis within a 12-month period to care for a seriously ill family member, bond with a new child, or when a military exigency applies.	First of the month following date of appointment
<b><i>Other Benefits</i></b>		
<i>Direct Deposit</i>	Direct deposits of payroll checks available.	Date of appointment
<i>Employee Assistance Program</i>	Available to elected official and eligible dependents for up to 3 free visits per 6-month period.	Date of appointment
<b><i>Separation/Retirement</i></b>		

City of South San Francisco, Human Resources  
 Summary of Elected Officials Benefits  
 Effective Date: 12/11/2024

<i><b>Benefit</b></i>	<i><b>Provision</b></i>	<i><b>When Eligible</b></i>
<i>Deferred Compensation (457 Plans)</i>	Elected officials may contribute pre-tax or after-tax dollars towards retirement. Contribution limits are determined by IRS regulations.	First of the month following date of appointment
<i>Medicare</i>	Elected officials appointed/elected after 1986 participate in Medicare.	Date of appointment
<i>Public Employees' Retirement System (PERS)/ Social Security or 3121 Plan</i>	Eligible for 3121 retirement plan with the official contributing employee share. Excluded from PERS membership unless an election for membership is filed with CalPERS. Elected Official participating in PERS must contribute employee's share and participate in Social Security. PERS Annuitants are excluded from 3121 and PERS/Social Security.	Date of appointment
<i>Retiree Health Benefits</i>	Only those officials elected/appointed prior to 1995 are eligible for retiree health benefits. City-paid retiree medical coverage. Covered dependent may continue coverage at his/her cost. Dental and Vision insurance may be purchased from City. Upon retiree's death, 2 months City-paid medical coverage for spouse.	After minimum 5 years of City service and age 50; concurrent City and CalPERS retirement (if applicable).

**Note:** This is a summary of benefits for Elected Officials (City Council) and is not intended to provide all information. Specific facts about the benefits are based on the terms and conditions of the City's contracts with the providers, and any limits, as stipulated by law. Summary plan documents may be obtained from Human Resources.

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