

City of South San Francisco
Human Resources Department

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

These are exempt, elected positions not eligible for overtime compensation.

Effective Date: 12/11/2018 (Supersedes City Council Handbook Appendix 4, Resolution 61-2015)

Benefit	Effective Date: 7/1/01 (updated 11/07) Provision Pay and Compensation Information	When Eligible
Compensation		
Compensation	\$500\$1,000 per month (\$461.55 biweekly) effective 12/11/2018	Date of appointment
Health & Welfare Benefits		
Medical Insurance	-City pays 95% 90% of premium for full-time non-safety AFSCME-represented employees' HMO coverage for member and eligible dependents under age 26. These employees pay 5% 10% towards the premium. Contributions will rise to 10% of premium by the time the current AFSCME collective bargaining agreement expires. Employees pay any additional premium cost over the HMO rate for higher cost plans. Council Members' Elected officials' premium contributions shall match these non-safety employees' contributions.	First of the month following date of appointment
Vision Insurance	City pays 100% of premium for full-time non-safety AFSCME-represented employees' HMO coverage for member and eligible dependents under age 26. \$10 deductible per visit. Elected officials' premium contributions shall match these non-safety employees' contributions (i.e., \$0).	First of the month following date of appointment
Dental Insurance	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 benefit paid per calendar year is of \$1,500 out of network and \$1600 in network with a per enrollee and orthodontia lifetime cap of \$1,000 for orthodontia dependent children. Covers 70%-100% of Delta dentist's fee. 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
Discretionary Benefit Option	City will pays 50% of the average of medical, dental, and vision costs (in an amount not to exceed \$550 per month) into pre-tax 457 deferred compensation account if Council member elected official waives City health coverage and maintains medical coverage elsewhere.	First of the month following date of appointment
Executive Management Physical Fitness Program	Council members Elected officials are allowed up to \$1,000 per fiscal year to use for physical fitness or unreimbursed health care costs.	Date of appointment
Life and AD&D Insurance	City paid life insurance valued at 2 times base salary amount of \$50,000; and AD&D at 2 times base salary amount of \$50,000.	First of the month following date of appointment
Short-term and Long-term Disability	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
Other Benefits		
Credit Union	Credit Union available.	Date of appointment
Direct Deposit	Direct deposit of payroll checks can be made available.	Date of appointment
Employee Assistance Program	Available to employees elected officials and their eligible dependents for up to 3 free visits per 6 month period.	Date of appointment
Health Savings Account (HSA)	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.
Separation/Retirement		
Benefit	Provision Pay and Compensation Information	When Eligible

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<i>Deferred Compensation (457 Plans)</i>	Employees Elected officials may contribute pre-tax or after-tax dollars towards retirement. Two deferred compensation plans are available. Contribution limits are determined by IRS regulations.	First of the month following date of appointment
<i>Medicare</i>	Councilmembers Elected officials appointed/elected after 1986 participate in Medicare.	Date of appointment
<i>Public Employees' Retirement System (PERS)/Social Security or Public Agency Retirement System (PARS) 3121 Plan</i>	Only those officials, elected/appointed prior to 1995 are eligible for PERS retirement of 2.7%@55 benefit with the official contributing employee's share (8%). Those officials, elected/appointed after 1995 are eligible for PARS retirement with the official contributing employee's share (3.75%). Elected officer may file with the CalPERS board of Administration an election in writing to become a member. 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 plan and PERS/Social Security.	Date of appointment Once elected, the membership remains in effect unless significant break in service or termination from CalPERS covered employment and subsequent withdrawal of funds,
<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 maybe 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 and City retirement (if applicable).
<i>Social Security</i>	Councilmembers appointed/elected after 1986 participate in Social Security	Date of appointment.

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.