

**CITY OF SAN CARLOS**

**ELECTED OFFICIALS**

**Salary and Benefit Resolution**

**December 09, 2024**

**CITY OF SAN CARLOS  
ELECTED OFFICIALS  
Salary and Benefit Resolution**

**1. DEFINITION**

Elected officials include City Council members and City Treasurer.

**2. COMPENSATION**

Effective December 9, 2024, City Councilmembers shall receive a monthly salary of \$950.00 as allowed under Government Code Section 36516 and as approved by Ordinance Number 1610. The City Treasurer shall receive a monthly salary of \$560.00 as allowed under Government Code Section 36516 and as approved by Ordinance Number 1534.

**3. BENEFITS**

**A. Retirement**

An elected official has the right to choose optional CalPERS<sup>1</sup> membership. The election of optional membership may be filed at any time while a compensated elected official holds the office and the office is not otherwise excluded by law or excluded by an agency's contract. Once elected, the membership remains in effect for all future service in an elected official position with the same employer unless there is a significant break in employment. Once membership is established, it may be terminated only upon permanent separation from employment covered by CalPERS and subsequent withdrawal of retirement contributions. While a CalPERS member, the elected official may contribute or receive credit for any previous eligible service in the elected official position.

If CalPERS membership is not chosen, the elected official may be enrolled in the City's 457 Deferred Compensation plan and the City will make an employer contribution of one (1) dollar a month.

**B. Health Plans**

An elected official may choose to enroll in a health plan offered by CalPERS through PEMHCA<sup>2</sup> if the official has elected to participate in one of the two retirement options listed above. The City's contribution for health coverage under the Section 125 Cafeteria plan will equal that of the Management Group.

**C. Alternate Medical Benefit**

Eligible elected officials who have health insurance coverage through another source and can provide the City with documentation of this coverage are eligible to receive an alternate medical benefit equal to the Management group employee only contribution. Alternate medical benefit payments will be deposited directly into the elected official's 457b Deferred Compensation Plan or another legally allowable deferred compensation plan via payroll deduction. Elected officials may waive the alternate medical benefit.

---

<sup>1</sup> California Public Employees' Retirement System

<sup>2</sup> Public Employees' Medical and Hospital Care Act

The elected official shall sign a waiver form provided by the Human Resources Department.

The elected official must understand that re-enrollment in the City sponsored CalPERS Plan is subject to the limitations/exclusions/time period instituted by CalPERS. Elected officials are eligible to re-enroll during the CalPERS open enrollment period. Upon the effective date of the re-enrollment, payments pursuant to this subsection 3.C cease.

**D. Dental**

The City shall provide a Dental Plan for eligible elected officials and their dependents and shall pay a maximum monthly amount of one hundred seventy-five dollars (\$175.00).

**E. Vision**

The City agrees to contribute up to thirty dollars (\$30.00) per month per elected official towards the cost of a vision plan covering the **elected official only**. Such plan shall include annual frames, lenses and examinations.

**F. Life Insurance and Accidental Death & Dismemberment (AD&D)**

The City shall provide for each eligible employee life insurance in the amount of Two Hundred Thousand Dollars (\$200,000). The premium for the amount over \$50,000 is subject to Federal and State taxes.

**G. Longevity Pay**

Elected officials who are elected before January 1, 2009, who retire from the City and who have completed at least ten (10) years of total (continuous and non-continuous) City service immediately preceding such retirement shall be eligible for a monthly payment equal to that of the Management Group. Effective beginning January 1, 2009, this amount shall increase by the same percentages and at the same time as the City's Section 125 Plan contributions increases for active employees selecting employee-only coverage.

Newly first-time elected officials elected on or after January 1, 2009, will not be eligible for longevity pay as defined in the Management Group.

**H. Employee Assistance Program**

Elected officials are eligible to participate in the City's Employee Assistance Program.

**I. Reimbursements**

Elected Officials may receive City reimbursement for attendance at events when they are representing the City. This reimbursement includes registration fees, meals and transportation for officials only. Transportation involves the cost of plane fare or mileage reimbursement for the use of a personal vehicle. Mileage reimbursement is based on the IRS mileage applicable at the time of travel.

**CITY OF SAN CARLOS  
ELECTED OFFICIALS**

**MONTHLY BASE SALARY RATE**

**Effective December 09, 2024**

<b>Classification</b>	<b>Monthly Base Salary</b>
City Councilmember	\$950.00

**Effective December 10, 2018**

<b>Classification</b>	<b>Monthly Base Salary</b>
City Treasurer	\$560.00