

## CITY OF ELK GROVE BENEFITS - CITY COUNCIL

<b>Compensation/Stipend</b>	\$800 a month
<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 employee contribution to a deferred compensation plan up to 3%. There is a 1 year vesting period.
<b>Employee Assistance Program</b>	Available to employee and family.
<b>Flexible Spending Account</b>	Employees may participate in the flexible spending account for medical expenses up to \$2,500 annually for qualified medical expenses or for dependent care up to \$5000 annually for qualified day care expenses.
<b>Health Insurance (Medical, dental, vision)</b>	The City offers a "cafeteria plan," which includes a monthly contribution that an employee may apply toward premiums for medical, dental and vision. If the employee declines benefits, the established cash in lieu amount will be put into a 457 deferred compensation account on behalf of the employee, there will be no match to this contribution.
<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>Life Insurance</b>	City provides Life insurance at 1X base salary with a minimum of \$50,000 and maximum of \$300,000.
<b>Retirement-PERS</b>	2% at 55 depending on prior job history with a California Public Retirement Agency. 2% at 62 if hired after 1/1/2013 and not a member of a California Retirement Agency.
<b>Social Security</b>	City employees do not currently participate in the Social Security program
<b>Wellness Program</b>	On site Wellness Coordinator and multiple available wellness classes.

Revised 6/7/2013