

**CITY OF VISALIA**

**CITY COUNCIL  
COMPENSATION AND BENEFITS SUMMARY**



**As of December 2020**

## **CITY COUNCIL COMPENSATION AND BENEFITS**

### **COMPENSATION**

City Council salary is established by Visalia Municipal Code Section 2.04.080.

The compensation amount in effect at the commencement of a council member's term shall be the maximum compensation amount received by that council member for the duration of that term, and no increase in monthly compensation shall be applied during a council member's term.

The monthly compensation for council members shall be determined at the commencement of each new term according to the following formula: \$800 multiplied by a fraction equal to the CPI for the month preceding the commencement of the council member's term divided by the CPI for December 1, 2007. The CPI shall be the Consumer Price Index for Western Region - All Items, All Urban Consumers (1982-84 = 100), as maintained by U.S. Department of Labor, Bureau of Labor Statistics.

As of December 2020, the monthly salary for Council members in each district is as follows:

District 1:	\$1,031.52
District 2:	\$1,031.52
District 3:	\$991.72
District 4:	\$991.72
District 5:	\$991.72

There are no additional stipends paid for Council members serving as Mayor or Vice Mayor.

Council members are paid through the City's regular payroll process on a bi-weekly basis. The City of Visalia requires participation in direct deposit for payroll purposes, and all payroll checks are paid via direct deposit.

### **ALLOWANCES FOR WORK RELATED EXPENDITURES**

#### Cell Phone

City Council members may be provided a cell phone reimbursement allowance in accordance with the City's Cell Phone policy. Current monthly cell phone reimbursement is \$60. Alternatively, City Council members may be provided a City-issued cell phone.

### **RETIREMENT OPTIONS**

Per Government Code section 20322 City Council members are not required, but may elect to participate in the City's retirement program administered by the California Public Employees Retirement System (CalPERS).

Council members who meet the definition of a CalPERS classic employee, and who elect to participate, will be covered under the 2% @ 60 CalPERS retirement plan. Council members who do not meet the definition of a CalPERS classic employee, and who elect to participate, will be covered under the 2% @ 62 CalPERS retirement plan.

Council members are responsible for paying the full CalPERS employee contribution portion as established by CalPERS.

Council members who elect not to participate in the CalPERS retirement program are alternatively required to contribute 5.5% of salary into an IRS 457 deferred compensation plan. Additionally, the City contributes 2% into the plan on behalf of the employee.

#### Previously Elected Council Members

Council members elected prior to implementation of the Public Employees' Pension Reform Act (January 1, 2013) continue to participate in the retirement program enrolled in at the time (3% @ 60 or 2.5% @ 55). The City currently pays 5% of the Council members 8% CalPERS employee contribution.

### **SOCIAL SECURITY/MEDICARE**

The City does not participate in Social Security except for the required 1.45% Medicare contribution by both the City and the employee.

### **HEALTH PLAN**

Council members may elect to participate in the City's medical/dental/vision health plan. Medical, dental and vision benefits in place remain in effect at their current levels, except as modified each plan year.

Council members who elect to participate shall contribute for medical/dental/vision insurance in accordance with the contribution rate schedule in effect at the time. Contribution rates for Council members are based on the health plan and coverage selected (employee only, dependent, etc.) and follow the rates established for Group M members. Health plan contributions are taken as a bi-weekly payroll deduction.

### **FLEXIBLE SPENDING ACCOUNT**

The City currently provides and maintains a Section 125 Flexible Spending Account (FSA) Program as defined by, and in compliance with, the Internal Revenue Code. Such plan shall allow Council members to take advantage of benefit tax deductions for insurance premiums, out-of-pocket medical expenses, dependent day care, and any other expenses allowable under the plan. Annual enrollment is required.

### **LIFE INSURANCE**

The City currently pays the premium for a \$30,000 group life insurance and accidental death or dismemberment policy. The City currently provides Council members an option to purchase additional life insurance at their expense in an amount up to \$500,000 for themselves and \$150,000 for spouses.

### **DEFERRED COMPENSATION**

The City currently maintains a deferred compensation plan for voluntary participation. The City is solely responsible for selection of the deferred compensation plan administrator(s). The City does not contribute on behalf of the Council members.

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