

**ELECTED OFFICIALS
BENEFITS BOOKLET**
(revised 12/15/14)

1. Covered Positions

This booklet includes summary benefits for all elected officials of the City of Albany; that is, Council Members and City Treasurer.

2. Dental Plan

The City of Albany provides elected officials the same dental plan and contributions as management and confidential employees of the City of Albany/JPA.

3. Orthodontia Care

The City of Albany provides elected officials the same supplemental orthodontia care program and contributions as management and confidential employees of the City of Albany/JPA.

4. PERS Health and Flexible Benefits Plan

The City of Albany provides Council Members the same health insurance benefits as full-time management and confidential employees of the City of Albany/JPA, with the City's contribution covering the entire premium for any of the offered health maintenance organization (HMO) plans. The City of Albany provides the City Treasurer the same health insurance benefits and contributions as full-time management and confidential employees of the City of Albany/JPA. Elected officials are not provided the Deferred Compensation in Lieu of Health Insurance option.

5. Deferred Compensation Program

The City of Albany provides elected officials the same deferred compensation program as management and confidential employees of the City of Albany/JPA.

6. Life Insurance

The City of Albany provides a term life insurance and term accidental death and dismemberment insurance policy for each Council Member at the coverage amount of \$10,000.

The City of Albany provides a term life insurance and term accidental death and dismemberment insurance policy for the City Treasurer in the amount of one times the employee's annual salary up to a maximum coverage amount of \$50,000.

7. Pension

The City of Albany permits elected officials the opportunity to enroll in the same PERS pension plan, with the same employee contributions, as provided for non-safety management and confidential employees of the City of Albany/JPA. Such opportunities to enroll are subject to PERS' rules and regulations. Council Members who enroll are considered Optional Members by PERS.

8. Social Security

All elected officials shall have coverage under Federal Social Security in accordance with the provisions of law. This system requires contributions by both the employee and the employer in accordance with schedules provided by the Federal Government.

9. Holidays

The City of Albany provides the City Treasurer paid holidays in the same manner and fashion as provided to management and confidential employees of the City of Albany/JPA.

10. Vacation

The City of Albany provides the City Treasurer paid vacation leave in the same manner and fashion as provided to management and confidential employees of the City of Albany/JPA.

11. Administrative Leave

The City of Albany provides the City Treasurer paid administrative leave in the same manner and fashion as provided to management and confidential employees of the City of Albany/JPA.

12. Sick Leave

The City of Albany provides the City Treasurer paid sick leave in the same manner and fashion as provided to management and confidential employees of the City of Albany/JPA.

13. Disability Benefits

13.1 Disability Leave Benefits

Elected officials are covered by Workers' Compensation benefits pursuant to the statutes of the State of California.

13.2 Long Term Disability Plan

The City of Albany provides the City Treasurer paid long term disability benefits in the same manner and fashion as provided to management and confidential employees of the City of Albany/JPA.

14. Retiree Medical

The City of Albany established a Longevity Pay Step on December 31, 2007. The Longevity Pay Step applies to a City Treasurer who has served in office for twenty-nine full years. The Longevity Pay Step is equal to the elected official's current pay plus 5% of the current Fire Engineer's Step 7 pay.

The City of Albany established a Post Employment Retiree Health Savings Plan (HSP) on December 31, 2007. The HSP consists of reimbursement accounts for those who meet the eligibility requirements for the two types of contributions listed below.

The City of Albany contributes an amount equal to the difference between the regular salary and the Longevity Pay Step to HSP accounts for an eligible elected official.

An eligible elected official contributes to the HSP account as follows: Upon the first salary increase after the start of an official's thirtieth year, a contribution of Seventy-Five Dollars per pay period.