



**CITY OF SANTA ANA
MAYOR AND CITY COUNCIL MEMBERS
SALARY AND BENEFITS**

The Mayor and Councilmembers receive compensation for their services pursuant to the City Charter. The compensation package includes salary and stipends, an auto allowance, retirement plan/deferred compensation and health & life insurance benefits.

The following is a summary of the City Council compensation package, effective September 1, 2010:

	ANNUAL SALARY	ANNUAL STIPENDS (MAX.)	AUTO ALLOWANCE	ANNUAL MEDICAL INSURANCE	ANNUAL DENTAL INSURANCE	ANNUAL LTD	ANNUAL LIFE INSURANCE
Mayor Pro Tem Claudia Alvarez	\$ 1,500	\$ 9,600	\$ 6,000	\$ 5,460*	\$ 580.80	\$-0-	\$ 38.16
Councilmember P. David Benavides	\$ 1,500	\$ 9,600	\$ 6,000	\$14,195.76	\$ 1,080	\$-0-	\$ 38.16
Councilmember Carlos Bustamante	\$ 1,500	\$ 9,600	\$ 6,000	\$ 5,460*	\$ 1,080	\$-0-	\$ 38.16
Councilmember Michele Martinez	\$ 1,500	\$ 9,600	\$ 6,000	\$ 5,460	\$ 580.80	\$-0-	\$ 38.16
Mayor Miguel Pulido	\$ 2,400	\$13,200	\$ 6,000	\$ -0-	\$ -0-	\$-0-	\$ 38.16
Councilmember Vincent Sarmiento	\$ 1,500	\$ 9,600	\$ 6,000	\$ 14,195.76	\$ 1,080	\$-0-	\$ 38.16
Councilmember Sal Tinajero	\$ 1,500	\$ 9,600	\$ 6,000	\$ 5,460*	\$ 1,080	\$-0-	\$ 38.16

*Medical waived, cash-back

- A **monthly salary** of \$125.00 for City Council meeting, with the Mayor receiving an additional \$75.00 for City Council meeting, pursuant to Section 402 of the City Charter (Adopted November 4, 1958).
- A **stipend** of \$150.00 per session as a member of the Redevelopment Agency provided that Councilmembers and the Mayor may not exceed their respective limits of 4 and 6 sessions per calendar month (pursuant to Resolution 89-089).
- A **stipend** of \$50.00 per session as a member of the Housing Authority provided that Councilmembers and the Mayor may not exceed 4 sessions per calendar month (pursuant to Resolution 89-089).
- A monthly **Automobile Allowance** of \$500.00 (pursuant to Resolution 91-066).

Retirement Benefits/Deferred Compensation

The City offers a CalPERS retirement plan for full time employees and designated part time employees, and a deferred compensation plan (in lieu of Social Security). City Councilmembers have the option of either of the following plans:

- Optional membership in the Public Employees Retirement System (PERS) equivalent to a regular City employee (Pursuant to Ordinance NS-2150).
- Deferred Compensation in lieu of Social Security. The City matches the employee's contribution of 3.5% of salary.

Health & Life Insurance Benefits

City Councilmembers are eligible to enroll in several City sponsored group insurance plans, including medical, dental, vision, and basic life insurance (Pursuant to Resolution 89-089). Below is a summary of coverage available.

- A \$20,000 basic life insurance policy
- The City will contribute towards Councilmembers monthly premiums for medical and dental insurance coverage. "Employee/Councilmember only" basic medical/dental insurance coverage is paid by the city (no employee contribution required). Enhanced medical/dental insurance plans for employee/councilmember only coverage or basic medical/dental insurance "family" plans require employee contributions.
- Vision insurance is available to purchase through payroll deduction. A Medical/Dental Cash-Back Option is available for employees/Councilmembers who have medical insurance coverage through other sources. Councilmembers have the option of waiving, in writing, coverage under the City sponsored group medical and dental insurance plans. In lieu of this coverage, the City will pay Councilmembers/ to the City's contribution for "employee only" dental coverage.
- Councilmembers may also enroll in the City's Section 125 Cafeteria Plan, also known as a Flexible Benefit Plan, allowing payment for certain health benefits with pretax dollars.