

MAYOR/COUNCIL COMPENSATION AND BENEFITS EFFECTIVE 2025

Compensation

- The Mayor receives \$30,454.92 annually (\$2,537.91/monthly).
- The Deputy Mayor and Councilmembers receive \$21,750.84 annually (\$1,812.57/monthly).

Benefits – Insurance

- Choice of three medical plans: Cigna PPO, Cigna HMO or Kaiser
- Choice of two dental plans: Delta Dental PPO or Delta Dental HMO
- Vision insurance through Anthem Blue Cross Blue View Vision
- \$15,000 City-paid term life insurance through The Hartford
- Employee Assistance Program (EAP) currently through Cigna - up to 6 visits per incident for various life situations at no cost.
- City provides same contribution towards health benefits which is the same level of benefits described in the Management/Confidential Salary and Benefit Plan document.

Benefits - Retirement

- Council Members may elect to opt into the California Public Employees Retirement System (CalPERS).
- California Public Employees Retirement System (CalPERS) 2% at 55 for those elected prior to January 1, 2012; a second-tier benefit of 2% at 60 applies to those elected between January 1, 2012 and December 31, 2012; and a third-tier benefit of 2% @ 62 under the Public Employees' Pension Reform Act for those elected after January 1, 2013.
- Mayor and Councilmembers elected before January 1, 2013 pay 7% + 2% additional CalPERS member contribution. For those elected after January 1, 2013, the member contribution is one-half the normal cost of the retirement benefit and that cost is determined by CalPERS actuarial analysis each year (member contribution is 7.75% as of July 1, 2024).
- Retirement supplement through Public Agency Retirement Services (PARS) that, when combined with CalPERS benefit, is equivalent to CalPERS 2.7% @ 55 formula for Mayor and Councilmembers elected prior to January 1, 2012 who serve the City of Poway for at least five years. There is no supplement for those elected after January 1, 2012.
- City does not participate in pension portion of Social Security, so the 6.2% FICA pension deduction is not taken.
- City does participate in Medicare portion of Social Security, so a 1.45% FICA Medicare deduction is taken.
- May elect to participate in 457 deferred compensation plan which allows pre-tax or Roth contributions, up to IRS defined limits, with no employer match.

Benefits – Miscellaneous (optional)

- The Mayor receives \$230.77 per pay period for mileage (\$6,000 annually); The Deputy Mayor and Councilmembers receive \$166.15 per pay period for mileage (\$4,320 annually).
- The Mayor receives \$41.54 per pay period (\$1,080) annually; The Deputy Mayor and Councilmembers receive \$27.69 per pay period for cell phone (\$720 annually)

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