

Agency	Population (2020 Census)	Council Member Annual Pay Rate	Approx Employer Share of CalPERS Contribution	Annual Health Insurance Maximum	Annual Dental Insurance Maximum	Annual Vision Insurance Maximum	Council Member Total Compensation	CalPERS Retirement Participation	Other Benefits
Belmont	28,335	\$4,680	\$363	\$31,868	\$2,000	\$360	\$39,271	Optional CalPERS Enrollment	\$75K Basic Life and AD&D Insurance (City Paid) Long-Term Disability (City Paid)
East Palo Alto	30,034	\$7,200	N/A	\$12,257	\$0	\$0	\$19,457	N/A	Supplemental Life Insurance
Foster City	33,805	\$5,952	N/A	\$29,376	\$0	\$0	\$35,328	N/A	
Los Gatos	33,529	\$6,840	\$530	\$29,907	\$1,414	\$128	\$38,818	Optional CalPERS Enrollment	
Menlo Park	33,780	\$7,680	TBD	TBD	TBD	TBD	TBD	TBD	
San Carlos	30,722	\$6,720	\$521	\$26,804	\$1,272	\$171	\$35,488	Optional CalPERS Enrollment	\$200K Basic Life and AD&D Insurance (City Paid) EAP Participation Long Term Disability
Average	31,701	\$6,512	\$471	\$26,042	\$937	\$132	\$33,672		
Los Altos	31,625	\$3,600	N/A	\$10,978		\$2,119	\$16,697	No	
Morgan Hill	45,483	\$3,756	\$462	\$24,660	\$0	\$0	\$28,878	Optional CalPERS Enrollment or PARS	City Paid Worker's Compensation Plan
Campbell	43,959	\$8,611	\$979	\$31,868	\$2,148	\$342	\$43,949	Optional CalPERS Enrollment	\$50K Basic Life and AD&D Insurance (City Paid)
Gilroy	59,520	\$11,811	\$915	\$32,819	\$2,111	\$0	\$47,657	Optional CalPERS Enrollment	EAP Participation \$20K Basic Life Insurance (City Paid)
Cupertino	60,381	\$8,917	\$691	\$31,868	\$1,521	\$179	\$43,177	Optional CalPERS Enrollment	\$16K Basic Life and AD&D Insurance (City Paid)