

Employment Status and Compensation of Mayor and Council Members

Mayor and Council Member Status

Elected officials are not considered employees of the City. However, as provided in the Charter, they are officers of the City and may be compensated by salary, provided certain benefits, and allowed expense reimbursements.

Salaries and Reimbursements

The salaries of the Mayor and Council Members were established by ordinance in 1999, and more recently amended by Ordinance No. 2024-02. Their salaries are adjusted once a year in accordance with the San Francisco Area Consumer Price Index and have no connection to changes applicable to employees or bargaining groups.

Effective January 1, 2025, the salary of Council Members is \$1,600.00 per month and the Mayor's salary is \$2,400.00 per month. The Charter allows reimbursements for actual and necessary expenses incurred while performing official business of the City when said expenses have been authorized or approved by the Council or the City Administrator. If requested, elected officials are provided a City cell phone and laptop computer.

Insurance Benefits While in Office

- Elected officials receive medical and dental insurance; a cash payment is made if medical coverage is waived.
- Elected officials may receive services offered through the Employee Assistance Program.
- Life insurance is provided.
- Vision Insurance is optional if the elected official wishes to enroll and pay the premium.

Retirement Benefits

Elected officials are eligible to enroll in CalPERS per contract with CalPERS and in accordance with Government Code Section 20322. Membership is optional, and the elected official must choose to enroll in the plan. Members must be in the plan for five years to be vested per CalPERS regulations.