

Overview of the benefits and compensation for the Mayor and City Council

Benefits

The attachment breaks down the benefits and what portion is paid by the city or plan member. A couple highlights:

- City does share in the cost for medical coverage. The cost share is different by plan and by tier.
- City provides a \$28 contribution to dental monthly.
- City provides a \$50,000 life insurance policy.
- City pays for the employee assistance program and hospital indemnity benefit.
- All other benefits are paid 100% by the mayor or council member.

Compensation

The approved FY26 salary is listed in the attachment.

The allowances are as follows:

- Expense Allowance = \$11,202 for Mayor and City Council
- Technology Allowance = \$5,978 for Mayor and City Council
- Auto Allowance = \$5,938 for Mayor and \$5,462 for City Council

Total Compensation with Allowances

- Mayor = \$72,901
- City Council = \$64,251

2025 Benefits for Mayor and City Council Members

Salary (effective 07/2025)

Mayor Salary: \$49,774

City Council Salary: \$41,600

- Salary and expenses are paid monthly on the 4th Friday. Direct deposit is available.
- Withholding includes Federal, State, and FICA taxes and deductions for all elected benefits.

Benefits:

- Car, Technology, and Expense Allowance
- Medical Insurance *(Cost is shared with City)*
- Marathon Health Clinic - Six primary/sick care clinics *(Included with medical coverage)*
- Health Advocate *(Paid by City)*
- Wellness Works Program *(Paid by City)*
- Employee Assistance Program *(Paid by City)*
- Dental Insurance *(Cost is shared with City)*
- Vision Insurance *(Paid by Mayor/CCM)*
- Flexible Spending & Health Savings Accounts *(Paid by Mayor/CCM)*
- Hospital Indemnity Insurance *(Employee Portion Paid by City)*
- Critical Illness and Accident Insurance *(Paid by Mayor/CCM)*
- \$50,000 Term Life and Accidental Death and Dismemberment Insurance *(Paid by City)*
- Supplemental Term Life Insurance 1,2,3,4, or 5 times annual salary *(Paid by Mayor/CCM)*
- Dependent Term Life Insurance in the following increments: *(Paid by Mayor/CCM)*
 - Spouse Life and AD&D: \$1,000, \$5,000, \$10,000, \$20,000, \$30,000
 - Child Life and AD&D: \$1,000, \$2,000, \$5,000, \$10,000, \$15,000
- Whole Life Insurance *(Paid by Mayor/CCM)*
- Group Legal & Identity Theft *(Paid by Mayor/CCM)*
- Home, Auto and Pet Insurance *(Paid by Mayor/CCM)*
- All Access Transit Pass *(Paid by Mayor/CCM)*
- CMGC Wellness Center *(Paid by Mayor/CCM)*

Retirement:

- Mayor and City Council Members are eligible to participate in the City's 457 and 401(k) Deferred Compensation Plans.
- Mayor and City Council Members are not eligible to participate in the N.C. Retirement System by state law.

2025 Monthly Rates

Medical Plan Rates

Blue Options Health Savings Account Plan A			
Tier	Employee Cost	City Cost	Total Cost
Employee Only	\$47.67	\$559.00	\$606.67
Employee/Spouse	\$320.67	\$957.66	\$1,278.33
Employee/Children	\$195.00	\$810.33	\$1,005.33
Employee/Family	\$364.00	\$1,503.67	\$1,867.67
City provides \$1,000/\$2,000 HSA Wellness Incentive contribution prorated for the months remaining in the year..			

Blue Options PPO Plan D - Wellness			
Tier	Employee Cost	City Cost	Total Cost
Employee Only	\$73.67	\$589.33	\$663.00
Employee/Spouse	\$346.67	\$1,061.66	\$1,408.33
Employee/Children	\$242.67	\$931.66	\$1,174.33
Employee/Family	\$450.67	\$1,698.66	\$2,149.33

Blue Options PPO D - Non Wellness		
Employee Cost	City Cost	Total Cost
\$115.36	\$547.64	\$663.00
\$430.00	\$978.33	\$1,408.33
\$284.36	\$889.97	\$1,174.33
\$534.00	\$1,615.33	\$2,149.33

Blue Options PPO Plan E - Wellness			
Tier	Employee Cost	City Cost	Total Cost
Employee Only	\$182.00	\$1,165.67	\$1,347.67
Employee/Spouse	\$689.00	\$2,153.67	\$2,842.67
Employee/Children	\$502.67	\$1,867.66	\$2,370.33
Employee/Family	\$931.67	\$3,406.00	\$4,337.67

Blue Options PPO E - Non Wellness		
Employee Cost	City Cost	Total Cost
\$223.69	\$1,123.98	\$1,347.67
\$772.33	\$2,070.34	\$2,842.67
\$544.36	\$1,825.97	\$2,370.33
\$1,015.00	\$3,322.67	\$4,337.67

Dental Plan Rates

Basic Dental Plan			
Tier	Employee Cost	City Cost	Total Cost
Employee Only	\$8.29	\$28.00	\$36.29
Employee/Spouse	\$44.63	\$28.00	\$72.63
Employee/Children	\$36.46	\$28.00	\$64.46
Employee/Family	\$72.80	\$28.00	\$100.80

Plus Dental Plan			
Tier	Employee Cost	City Cost	Total Cost
Employee Only	\$27.55	\$28.00	\$55.55
Employee/Spouse	\$83.17	\$28.00	\$111.17
Employee/Children	\$81.92	\$28.00	\$109.92
Employee/Family	\$137.50	\$28.00	\$165.50

Vision Plan Rates

Vision Basic Plan			
Tier	Employee Cost	City Cost	Total Cost
Employee Only	\$13.12	\$0	\$13.12
Employee/Spouse	\$20.77	\$0	\$20.77
Employee/Children	\$21.18	\$0	\$21.18
Employee/Family	\$34.15	\$0	\$34.15

Vision Plus Plan			
Tier	Employee Cost	City Cost	Total Cost
Employee Only	\$25.46	\$0	\$13.12
Employee/Spouse	\$40.32	\$0	\$20.77
Employee/Children	\$41.11	\$0	\$21.18
Employee/Family	\$66.28	\$0	\$34.15