



City Council Meeting – Aug. 18, 2025 City Staff Responses to Council Questions

Before each Committee of the Whole meeting, questions that have been posed by the City Council relating to the agenda for that evening will be posted to the City's website. Below are the responses to this week's questions.

3. Items of Business

a. Consider Draft Resolution Authorizing Acceptance of the 2025 Employee Benefit Plan Renewal Effective Nov. 1, 2025.

Q: Are the Standard Life benefits a set benefit or multiple of salary? Do employees receive a disability benefit?

A: The Standard Life coverage is an annual salary up to \$150,000. Employees have access to disability benefits through their respective pension systems. Employees also may elect to enroll in other optional coverages through payroll deduction.

Q: Do City employees have an option to utilize pre-tax payroll deductions for benefits such as a Medical Savings Account or Public Transportation?

A: Yes, the City's flexible savings account (FSA) plan was updated in 2024 to allow for commuter benefits. For 2025, employees may currently make a pre-tax deduction up to \$3,300 to an FSA and an additional \$5,000 for dependent care.