

**BENEFIT SUMMARY SHEET**  
**MANAGEMENT ASSOCIATION**

<b>Medical Insurance</b>	The City offers 10 medical plans under CalPERS. City pays 100% of Kaiser single party coverage, 90% of two-party Kaiser coverage, and 90% of Kaiser family coverage.
<b>Dental Insurance</b>	The City pays for a 100/80/80 plan with a \$15 annual deductible, \$3000 annual maximum per person, and a \$3,500 lifetime orthodontic benefit.
<b>Vision Insurance</b>	The City pays for a plan that provides for annual exam, lenses, and frames (up to \$120) with a \$25.00 deductible.
<b>Retirement Program</b>	CalPERS Pension: <ul style="list-style-type: none"> <li>• If hired after 12/9/12 and you are not a new member, 2% @ 55 with a 3-year average final compensation</li> <li>• If hired after 1/1/13 and you are a new member, 2% @ 62 with a 3-year average final compensation</li> </ul>
<b>Flexible Spending Account</b>	The City offers a Medical Reimbursement Plan, a Dependent Care Plan, and a Commuter Benefits Plan.
<b>Life Insurance</b>	The City pays for a \$50,000 Life Insurance Plan and \$10,000 for an Accidental Death and Dismemberment Plan. The employee has the option to buy supplemental life insurance.
<b>Long Term Disability</b>	The City pays for a plan that covers 66 2/3% of your salary.
<b>Employee Assistance Program</b>	The City pays for a confidential counseling services program. Employees and dependents receive 6 visits per problem per 12-month period.
<b>Deferred Compensation</b>	The City contributes 1.5% of base salary. City will also match up to 1% of the employee's voluntary contribution to the 457 Deferred Compensation Plan. Effective 6/27/21, City contribution changes to 0.5%.
<b>Retiree Health Savings Account</b>	The City will contribute 0.25% of base salary.
<b>State Disability Insurance</b>	Employee pays 1.2% of base salary.
<b>Social Security and Medicare</b>	Paid equally by worker and City. Social Security portion is calculated at 6.2% on the first \$142,800 in earnings. The Medicare portion is calculated at 1.45%.
<b>Bilingual Differential</b>	\$90 bi-weekly, if applicable.
<b>Shift Differential</b>	WQ Shift Supervisors: 6:00 pm-6:00 am \$2.50/hour
<b>Housing Allowance</b>	Employees receive a housing allowance of \$200 per month.
<b>Safety Shoe Allowance</b>	\$200 every two years (see MOU for positions)
<b>Sick Leave</b>	The City provides 12 days per year earned; unlimited accumulation; see MOU for specific use regarding Catastrophic Injury and Illness, and Family Sick Leave.
<b>Vacation Leave</b>	20-25 days per year based on years of service.
<b>Executive Leave</b>	48 hours per year.
<b>Holidays</b>	The City provides 13 per year (includes 3 floating holidays).
<b>Fitness Classes</b>	Free fitness classes through the City of San Mateo Parks and Recreation Department.

\*This Benefit Summary is a general outline of the benefits offered by the City of San Mateo. Specific details are provided in the Memorandum of Understanding (MOU).