

BENEFIT SUMMARY SHEET
SEIU LIBRARY MERIT UNIT

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| Medical Insurance | 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. |
| Dental Insurance | The City pays for a 100/80/80 plan with a \$15 annual deductible, \$3000 annual maximum per person, and a \$2000 lifetime orthodontic benefit for eligible dependents. |
| Vision Insurance | The City pays for a plan that provides for annual exam, lenses, and frames (up to \$120) with a \$10.00 deductible. |
| Retirement Program | CalPERS Pension: <ul style="list-style-type: none"> • If hired after 12/9/12 and you are not a new member, 2% @ 55 with a 3-year average final compensation • If hired after 1/1/13 and you are a new member, 2% @ 62 with a 3-year average final compensation |
| Flexible Spending Account | The City offers a Medical Reimbursement Plan, a Dependent Care Plan, and a Commuter Benefits Plan. |
| Life Insurance | 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. |
| Long Term Disability | The City pays for a plan that covers 66 2/3% of your salary. |
| Employee Assistance Program | The City pays for a confidential counseling services program. Employees and dependents receive 6 visits per problem per 12-month period. |
| Retirement Health Savings Account | The City will contribute 0.75% of base salary for every member. Effective 6/27/21, the contribution increases to 1.25%. Employees who are at least 45 years old and have at least 15 years of service, will also receive a City contribution of 1.75% of base salary. |
| Deferred Compensation | The City will contribute 1% of base salary. Effective 6/27/21, the City contribution increases to 1.5%, and effective 6/26/22, the City will match up to an additional 0.5% of base salary of an employee's contribution. Employees may also contribute to the 457 Deferred Compensation Plan on a pre-tax basis. |
| Social Security and Medicare | 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%. |
| Bilingual Differential | \$90 bi-weekly, if applicable. |
| Sick Leave | The City provides 12 days per year earned; unlimited accumulation; see MOU for specific use regarding Catastrophic Injury and Illness, and Family Sick Leave. |
| Vacation Leave | 11-25 days per year based on years of service; crediting begins after the 6 th month. |
| Holidays | The City provides 13.5 days per year (includes 3 floating holidays). |
| Fitness Classes | Free fitness classes through the City of San Mateo Parks and Rec. Dept. |

*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).