

**BENEFIT SUMMARY SHEET**  
**SEIU NON-MERIT PART-TIME UNIT**

<b>Medical Insurance</b>	HealthWorx Health Insurance Plan is available for unit members who meet the eligibility criteria. This benefit is available for employee only coverage. The City pays \$175 per month, and the employee pays \$242.95 per month.
<b>Flexible Spending Account</b>	Available for eligible unit members who have waived medical coverage. The City contributes \$25 per month for a total of \$300 per year. Funds are used for medical costs eligible for reimbursement.
<b>Deferred Compensation</b>	The City and employee each contribute 3.75% to the Part-Time Seasonal Deferred Compensation Plan (PTS) in lieu of contributions to Social Security. An employee may elect to contribute more (total max is 25%).
<b>Bilingual Differential</b>	\$90 bi-weekly, if applicable.
<b>Sick Leave</b>	After 30 days of work, employees accrue sick leave at the rate of .03333 hours of sick leave for each hour worked. After 90 calendar days of employment, employees can use up to 24 hours of sick leave per fiscal year. The maximum sick leave accrual is 48 hours.
<b>Holidays</b>	The City provides 4 days of holiday pay after 800 hours worked in the previous fiscal year.
<b>Fitness Classes</b>	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).