

**BENEFIT SUMMARY SHEET**  
**SAFETY 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>	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, 3% @ 55 with a 3-year average final compensation</li> <li>• If hired after 1/1/13 and you are a new member, 2.7% @ 57 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>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>Retirement Health Savings Account</b>	The City contributes 1% of base salary.
<b>Medicare</b>	Employee pays for Medicare at 1.45%.
<b>Bilingual Differential</b>	\$90 bi-weekly, if applicable.
<b>Uniform Allowance</b>	\$46.15 per pay period.
<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). Police Captains and Police Lieutenants will receive holiday-in-lieu pay of 5.0% of base pay each pay period.
<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).