

BENEFIT SUMMARY SHEET

POA NON-SAFETY

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 \$25.00 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.
Employee Assistance Program	The City pays for a confidential counseling services program. Employees and dependents receive 6 visits per problem per 12-month period.
Deferred Compensation	The City will contribute 1% of base salary to the 401(a)(h) plan. Employees may also contribute to the 457 Deferred Compensation Plan on a pre-tax basis.
Retirement Health Savings Account	The City will contribute 4% of base salary. The City will also contribute 2.0% if employee is age 45 or older and has at least 15 years of service.
Bilingual Differential	\$138.46 bi-weekly, if applicable.
Shift Differential	Dispatch, I, II and Seniors- If 60% of shift is between 3:00pm/6:00pm, they get 5% for whole shift.
Other Differentials	CSO FTO: 8%, Special Duty: CSO, Investigations, Court Liaison, Traffic, and Support Services. Dispatcher training: 5%
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%.
Uniform Allowance	\$30.77 for CSO's or upon hire.
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	88-200 hours per year based on years of service.
Holidays	The City provides 13 days per year (includes 3 floating holidays).

*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).