

BENEFIT SUMMARY SHEET

GENERAL UNIT

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 \$200) 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 and a Dependent Care Plan, plus a Commuter Benefits Plan with a \$100 subsidy.
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 contributes 1.0% of base salary and an additional 2.0% if an employee is age 45 or older and has at least 15 years of service.
Deferred Compensation	The City will match up to 0.5% of base salary into the 457 Deferred Compensation Plan on a pre-tax basis and the City will also contribute 0.5% of base salary.
State Disability Insurance	Employee pays 1.2% of base salary.
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.
Shift Differential	If 60% of shift is between 3:00 pm and 6:00 am, it is 4.5% of base pay.
Safety Shoe Allowance	\$200 reimb. for safety boots, and \$200 reimb. for safety prescription glasses
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.
Standby Pay	3 hours straight time pay for up to 24 hours of standby
Vacation Leave	11-25 days per year based on years of service
Holidays	The City provides 14 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 \(MOU\)](#).