

BENEFIT SUMMARY SHEET

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Medical Insurance	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 \$350 per month, and the employee pays \$67.95 per month.
Flexible Spending Account	Available for eligible unit members who have waived medical coverage. The City contributes \$41.66 per month for a total of \$500 per year. Funds are used for medical costs eligible for reimbursement.
Deferred Compensation	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%).
Bilingual Differential	\$90 bi-weekly, if applicable (prorated).
Vacation	Employees who have worked more than 2000 will earn 0.0384 hours of vacation per hour worked. Employees are also required to be in a paid status for 30 hours per pay period to continue to be eligible for vacation accruals.
Sick Leave	<p>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.</p> <p>After the employee works 2000 hours, they will accrue sick leave at the rate of .04625 hours of sick leave for each hour worked. The maximum sick leave accrual is 96 hours.</p>
Holidays	The City provides 13.5 days per year (includes 3 floating holidays) after the employee has worked 2000 hours. Employee are also required to be in a paid status for 30 hours per pay period to continue to be eligible for holiday accruals.
Fitness Classes	Free fitness classes through the City of San Mateo Parks and Rec. Dept. to employees who regularly work a minimum of 10 hours per week year-round.

*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).