

## BENEFIT SUMMARY SHEET

### POA NON-SAFETY

<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>	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.
<b>Vision Insurance</b>	The City pays for a plan that provides for annual exam, lenses, and frames (up to \$200) 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, 2% @ 55 with a 3-year average final compensation</li><li>• If hired after 1/1/13 and you are a new member, 2% @ 62 with a 3-year average final compensation</li></ul>
<b>Flexible Spending Account</b>	The City offers a Medical Reimbursement Plan and a Dependent Care Plan, plus a Commuter Benefits Plan with a \$100 subsidy.
<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>Deferred Compensation</b>	The City contributes 1% of base salary to the 401(a) plan. Employees may also contribute to the 457 Deferred Compensation Plan on a pre-tax basis.
<b>Retirement Health Savings Account</b>	The City contributes \$500 per month.
<b>Bilingual Differential</b>	\$138.46 bi-weekly, if applicable.
<b>Shift Differential</b>	Dispatch, I, II and Seniors- If 60% of shift is between 3:00pm/6:00pm, they get 5% for whole shift.
<b>Other Differentials</b>	CSO FTO: 8%, Special Duty: CSO, Investigations, Court Liaison, Traffic, and Support Services. Dispatcher training: 8%
<b>Medicare</b>	Medicare is calculated at 1.45%.
<b>Uniform Allowance</b>	\$30.77 for CSO's or upon hire.
<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>	88-200 hours per year based on years of service.
<b>Holidays</b>	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).