

BENEFIT SUMMARY SHEET
POLICE SERGEANTS

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| 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 no 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, 3% @ 55 with a 3-year average final compensation • If hired after 1/1/13 and you are a new member, 2.7% @ 57 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. |
| 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 2.5% of base salary to the 457 Deferred Compensation Plan. Employees may also contribute to the 457 Deferred Compensation Plan on a pre-tax basis. |
| Retirement Health Savings Account | The City contributes 3.4% 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 | \$200 bi-weekly, if applicable. |
| Other Differentials | Duty differentials- 5% (Investigation Unit, Traffic Detail, PAL/Youth Services Bureau Director, Press Information Sergeant, Crime Reduction Unit and Training/Recruitment Sergeant) |
| Medicare | Medicare is calculated at 1.45%. |
| Educational Incentive | 4.5% Int. POST, 8% Adv. POST, 3.0% POST Supv. Leadership Inst. Training. |
| Uniform Allowance | \$46.15 bi-weekly |
| Standby Pay | 12.5% |
| 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; crediting begins after the 6 th month. |
| Holidays | The City provides 13 days 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).