

BENEFIT SUMMARY SHEET
SEIU LIBRARY MERIT 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 \$10.00 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 will contribute 0.75% of base salary for every member. Effective 6/27/21, the contribution increases to 1.25%. Employees who are at least 45 years old and have at least 15 years of service, will also receive a City contribution of 1.75% of base salary.
Deferred Compensation	The City will contribute 1% of base salary. Effective 6/27/21, the City contribution increases to 1.5%, and effective 6/26/22, the City will match up to an additional 0.5% of base salary of an employee's contribution. Employees may also contribute to the 457 Deferred Compensation Plan on a pre-tax basis.
Social Security and Medicare	Paid equally by worker and City. Social Security portion is calculated at 6.2% on the first \$147,000 in earnings. The Medicare portion is calculated at 1.45%.
Bilingual Differential	\$90 bi-weekly, if applicable.
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	11-25 days per year based on years of service; crediting begins after the 6 th month.
Holidays	The City provides 13.5 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).

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