

CITY OF SAN MATEO
BENEFITS SUMMARY, 1/29/2025

Bargaining Units	CITY COUNCIL	DEPARTMENT HEADS	DEPUTY DIRECTOR	MANAGE-MENT NONSAFETY	MANAGE-MENT SAFETY	SAN MATEO EMPLOYEE ASSOC. (GENERAL)	SEIU MAINTENANCE	POLICE	POLICE NON-SAFETY COMM. SVC. OFFICERS & DISPATCHERS	POLICE SERGEANTS	SEIU LIBRARY	LIBRARY PER DIEM	SEIU NONMERIT PART TIME	UNREP NONMERIT PART TIME
MOU Effective Dates	N/A	By City Council Resolution	By City Council Resolution	4/12/20 thru 4/12/25	7/9/23 thru 6/21/26	7/21/24 thru 6/19/27	10/4/21 thru 6/22/24	1/7/24 thru 1/3/27	1/7/24 thru 1/3/27	6/27/21 thru 6/22/24	7/9/23 thru 6/21/26	7/9/23 thru 6/21/26	6/19/16 thru 6/10/23	N/A
PERS Formulas 2% @ 55 Miscellaneous Eff.7/1/1998	2% @ 55 w/1 yr final comp <u>12/9/12</u> 2% @ 55, w/3 year avg. final comp. Hire after 1/1/13 2% @ 62 w/3 year avg. final comp. & "new" ** Both w/ 3 year avg. final comp **See "new" definition-Pg 9	2% @ 55 Misc 3% @ 50 Safety-1 yr final cmp 4/19/01 <u>12/9/12</u> - not "New" Sfty -3% @ 55, w/ 3 yr avg final comp. Safty & Misc <u>Hired after</u> 1/1/13- New: Misc 2%@62 Sfty 2.7%@57 Both w/3 yr avg. comp Enrollment Optional	2% @ 55-Misc 3% @ 50-Sfty. 1 yr final comp 4/19/01 (Misc &Safety) <u>12/9/12</u> & not New 2% @ 55, w/3 year average final comp Safety & Misc <u>Hired after</u> 1/1/13 and New: 2% @ 62 w/3 year avg. final comp. Both w/3 yr avg. comp	2% @ 55 1 yr final cmp 4/19/01 <u>Hired after</u> 12/9/12 & not New: 3% @ 55, w/ 3 year avg. final comp <u>Hired after</u> 1/1/13 and New: 2% @ 62 w/3 year avg. final compensation	3% @ 50 1 yr. final comp. 4/19/01 <u>Hired after</u> 12/9/12 & not New: 2% @ 55 w/3 year avg. final comp <u>Hired after</u> 1/1/13 & New: 2% @ 62 w/3 year avg. final compensation	2% @ 55 1 yr. final comp 4/19/01 <u>Hired after</u> 12/9/12 & not New: 2%@55 w/3 year avg. final comp <u>Hired after</u> 1/1/13 & New: 2% @ 62 w/3 year avg. final compensation	3% @ 50 1 yr. final comp 2/1/81 <u>Hired after</u> 12/9/12 & not "new" 3% @ 55 w/3 yr. avg. final comp <u>Hired after</u> 1/1/13 & New: 2.7% @ 57 w/3 year avg. final comp	2% @ 55 1 yr. final comp 2/1/81 <u>Hired after</u> 12/9/12 & not New: 3%@55 w/ 3 yr average final comp <u>Hired after</u> 1/1/13 & "new" 2.7% @ 57 with 3 year avg. final comp	3% @ 50 1 yr. final comp 2/1/81 <u>Hired after</u> 12/9/12 & not "new" 3% @ 55 w/3 yr average final comp <u>Hired after</u> 1/1/13 & "new" 2.7% @ 57 with 3 year avg. final comp	2% @ 55 1 yr. final comp 4/19/01 <u>Hired after</u> 12/9/12 & not New: 2%@55 w/ 3 yr avg. final comp <u>Hired after</u> 1/1/13 & New: 2% @ 62 with 3 yr. avg. final comp	N/A	N/A	N/A	N/A

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Definition of a "New" CalPERS Member: A new member is defined in the Public employees' Pension Reform Act of 2013 as any of the following:

- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who has no prior membership in any California public retirement system.
- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who is not eligible for reciprocity with another California public retirement system.
- A member who first established CalPERS membership prior to January 1, 2013, and who is rehired by a different CalPERS employer after a break in service of greater than six months.

Bargaining Units	City Council	Department Heads	Deputy Director	Management NonSafety	Management Safety	San Mateo Employee Assoc. (General)	SEIU Maintenance	Police	Police Non-Safety Comm. SVC. Officers & Dispatcher	Police Sergeants	Library	Library Per Diem	SEIU NonMerit Part Time	Unrep NonMerit Part Time
PERS Employee Rate (Employee paid)	Misc. 8.34% PEPRA 7.50%	Misc. 8.34% PEPRA 7.50%	Misc. 8.34% PEPRA 7.50%	Misc. 8.34% PEPRA 7.50%	Misc. 8.34% PEPRA 7.50%	Misc. 8.34% PEPRA 7.50%	Misc. 8.34% PEPRA 7.50%	Misc. 8.34% PEPRA 7.50%	Misc. 8.34% PEPRA 7.50%	Misc. 8.34% PEPRA 7.50%	N/A	N/A	N/A	
PERS Employer Rate	Misc. 9.44%	Misc. 9.44%	Misc. 9.44%	Misc. 9.44%	Misc. 9.44%	Misc. 9.44%	Misc. 9.44%	Misc. 9.44%	Misc. 9.44%	Misc. 9.44%	N/A	N/A	N/A	
As of 7/1/24														
PERS Employee Payment of Employer Rate	City-paid	Classic Employee pays $\frac{1}{2}$ Total Normal Cost:	Classic Employee pays $\frac{1}{2}$ Total Normal Cost:	Classic Employee pays $\frac{1}{2}$ Total Normal Cost:	Classic Employee pays $\frac{1}{2}$ Total Normal Cost (up to 16%):	Classic Employee pays $\frac{1}{2}$ Total Normal Cost:	Classic Employee pays $\frac{1}{2}$ Total Normal Cost:	Classic Employee pays $\frac{1}{2}$ Total Normal Cost:	Classic Employee pays $\frac{1}{2}$ Total Normal Cost (up to 8%):	Classic Employee pays $\frac{1}{2}$ Total Normal Cost (up to 14%):	N/A	N/A	N/A	
As of 7/1/24		Misc.: 0.92%	Misc.: 0.92%	Misc.: 0.92%	Misc.: 0.92%	Misc.: 0.92%	Misc.: 0.92%	Misc.: 0.92%	Misc.: 0.92%	Misc.: 0.92%				
Total Normal Cost for Misc. is 16.67%														
Total Normal Cost for Safety is 30.78%		Safety: 5.58%	Safety: 5.58%	Safety: 5.58%	Safety: 5.58%	Safety: 5.58%	Safety: 5.00%	Safety: 5.00%	Safety: 5.00%	Safety: 5.00%				

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RETIREE HEALTH SAVINGS ACCOUNT (RHSAs)	N/A	9/10/17 <u>Safety-</u> Employee pays 1% if EE was hired before 12/31/99 <u>Misc.-</u> Employee pays 1% if EE was hired after 1/1/77	9/10/17 <u>Safety-</u> Employee contributes 2% <u>Misc.-</u> Employee contributes \$50 per pay period	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
RETIREE HEALTH SAVINGS ACCOUNT (RHSAs)	N/A	9/10/17 <u>Safety-</u> City contributes 1% if EE was hired after 6/1/00 <u>Misc.</u> City matches 2% if EE was hired on or after 1/1/77	N/A	4/5/20 0.25% City contribution to RHSAs	7/2/17 1.0% City contribution to RHSAs	Eff 6/26/22 City contribution changes to 1.0% AND 2.0% City contribution if EE is age 45 or over, and has 15 or more years of service.	5/1/22 0.75% City contribution to RHSAs also EEs who are at least 45 years old and have at least 15 years of service receive an additional 0.75%	5/15/22 PORAC City contribution is \$550 per month to PORAC Trust	5/15/22 PORAC City contribution is \$500 per month to PORAC Trust	1/27/19 3.4% City contribution to RHSAs AND 2% for age 45 or older, and with at least 15 years of service	5/3/20 0.75% City contribution, and on 6/27/21 City contribution will increase to 1.25% 5/3/20 1.75% per pay period to RHSAs for 45 years or older and at least 15 years of service	N/A	N/A	N/A	N/A

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RETIREE HEALTH SAVINGS ACCOUNT <i>Separation Distribution</i>	<u>City Council – N/A</u>													
	<u>Department Heads</u> 9/10/17													
	<u>Safety- hired before 6/1/00- No leave balances to RHSA upon separation</u>	9/10/17	-Safety- 100% of eligible sick leave and 100% of vacation leave to RHSA upon separation	1/1/24	1/1/22	1/1/23	10/4/21	1/1/19	1/1/18	1/1/18	As of 1/1/19	N/A	N/A	N/A
	<u>Safety- hired after 6/1/2000</u> 100% of eligible sick leave and 100% of discretionary leave to RHSA upon separation													
	<u>Misc. hired before 1/1/77</u> 100% of eligible sick leave and 50% of discretionary leave to RHSA upon separation													
	<u>Misc. hired after 1/1/77</u> 100% eligible sick and 100% of vacation leave upon separation													

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DEFERRED COMPENSATION 457 <i>Employee & Employer paid as listed</i>	N/A	9/10/17 <u>Misc.</u> City matches up to 2% if hired before 1/1/77 Plus, City contributes 0.5% <u>Misc.</u> City contributes 0.5% if hired after 1/1/77 <u>Safety</u> City contributes 1% if EE was hired before 6/1/00	9/10/17 Misc. Up to 2% City match Plus, City contributes 0.5%	4/3/22 City contribution is 1.5%, and City will match up to 1% of employee's base salary <u>Safety</u> City contributes 1%	N/A AND 1/10/21 City will also contribute 0.5% of base salary	6/16/19 City will match up to 0.5% of base salary All EEs receive 1% city contribution Plus 0.5% City match to 457 account	5/1/22 N/A	N/A 6/26/22 City will MATCH up to an additional 0.5% of employee's contribution	Eff. 1/27/19 2.5% City Contribution In lieu of Soc.Security	6/27/21 1.5% City Contribution EE may voluntarily contribute more \$	PTS - Voya employee 3.75% employer 3.75%	PTS- Voya employee 3.75% employer 3.75%	PTS- Voya employee 3.75% employer 3.75%	
DEFERRED COMPENSATION 401(a) only <i>Employee & Employer Paid as listed</i>								5/15/22 2.63% City contribution to 401(a) only	5/15/22 0.75% City contribution to 401(a) only					

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HEALTH Benefits <i>Dedicated health - City contribution is PEMHCA minimum for PERS retiree medical.</i>	Cafeteria plan money covers 100% Kaiser or \$41.66 mo. in lieu to FSA for medical expenses Dedicated health contribution n \$385 for PERS retiree medical	9/10/17 Two party: 90% Kaiser 2 party Family: 90% Kaiser family or PEMCHA in lieu	9/10/17 Two party: 90% Kaiser 2 party Family: 90% Kaiser family or PEMHCA in lieu	1/6/13 Two party: 90% Kaiser 2 party Family: 90% Kaiser family or PEMHCA in lieu	7/10/11 Two party: 90% Kaiser 2 party Family: 90% Kaiser family or PEMHCA in lieu	1/5/14 Two party: 90% Kaiser 2 party Family: 90% Kaiser family cost Hired before 7/1/06, \$377.39/mo. in lieu. Hired before 7/1/06 single coverage, City pays 100% of Kaiser (EE only) and \$120.00 cash/mo.	1/5/14 Two party: 90% Kaiser 2 party Family: 90% Kaiser family cost Hired before 7/1/06, \$377.39/mo. in lieu. Hired before 7/1/06 single coverage, City pays 100% of Kaiser (EE only) and \$120.00 cash/mo.	1/3/16 Two party: 90% Kaiser 2 party Family: 90% Kaiser family cost Hired before 7/1/06, \$377.39/mo. in lieu. Hired before 7/1/06 single coverage, City pays 100% of Kaiser (EE only) and \$120.00 cash/mo.	1/3/16 Two party: 90% Kaiser 2 party Family: 90% Kaiser family cost Hired before 7/1/06, \$377.39/mo. in lieu. Hired before 7/1/06 single coverage, City pays 100% of Kaiser (EE only) and \$120.00 cash/mo.	1/3/16 Two party: 90% Kaiser 2 party Family: 90% Kaiser family cost Hired before 7/1/06, \$377.39/mo. in lieu. Hired before 7/1/06 single coverage, City pays 100% of Kaiser (EE only) and \$120.00 cash/mo.	1/3/16 Two party: 90% Kaiser 2 party Family: 90% Kaiser family cost Hired before 7/1/06, \$377.39/mo. in lieu. Hired before 7/1/06 single coverage, City pays 100% of Kaiser (EE only) and \$120.00 cash/mo.	1/3/16 Two party: 90% Kaiser 2 party Family: 90% Kaiser family cost Hired before 7/1/06, \$377.39/mo. in lieu. Hired before 7/1/06 single coverage, City pays 100% of Kaiser (EE only) and \$120.00 cash/mo.	7/1/23 OR \$19.23 per pay period (\$500/year) City paid into FSA medical reimb. plan	1/1/18 HealthWorx for eligible employees OR \$11.53 per pay period (\$300/year) City paid into FSA medical reimb. plan	N/A 1/1/09 Leave accruals end for benefited per diems.
CIGNA Dental	7/1/2024 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,000 max \$15.00 deductible	7/1/2024 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,500 max \$15.00 Deductible	7/1/2024 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,500 max \$15.00 deductible	7/1/2024 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,500 max \$15.00 deductible	7/1/2024 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,500 max \$15.00 deductible	7/1/2024 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,500 max \$15.00 deductible	7/1/2024 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,500 max \$15.00 deductible	7/1/2024 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,500 max \$15.00 deductible	7/1/2024 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,500 max \$15.00 deductible	7/1/2024 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,500 max \$15.00 deductible	7/1/2024 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,500 max \$15.00 deductible	N/A	N/A	N/A	

Bargaining Units	City Council	Department Heads	Deputy Director	Management NonSafety	Management Safety	San Mateo Employee Assoc. (General)	SEIU Maintenance	Police	Police Non-Safety Comm. SVC. Officers & Dispatchers	Police Sergeants	Library	Library Per Diem	SEIU Nonmerit Part Time	Unrep Nonmerit Part Time
VISION Vision Service Plan (VSP)	01/01/2025 \$12.43 \$25 deductible "C" plan Exam, lenses & frames annually	01/01/2025 \$12.43 \$25 deductible "C" plan Exam, lenses & frames annually	01/01/2025 \$12.43 \$25 deductible "C" plan Exam, lenses & frames annually	01/01/2025 \$12.43 \$25 deductible "C" plan Exam, lenses & frames annually	01/01/2025 \$12.43 \$25 deductible "C" plan Exam, lenses & frames annually	01/01/2025 \$12.43 \$25 deductible "C" plan Exam, lenses & frames annually	01/01/2025 \$12.43 \$25 deductible "C" plan Exam, lenses & frames annually	01/01/2025 \$12.43 \$25 deductible "C" plan Exam, lenses & frames annually	01/01/2025 \$12.43 \$25 deductible "C" plan Exam, lenses & frames annually	01/01/2025 \$12.43 \$10 deductible "C" plan Exam, lenses & frames annually	N/A	N/A	N/A	
LIFE Standard Ins. Rate- \$0.17/\$1,000 AD&D .035/\$1000 30 hr. week required.	\$25,000 \$4.25 mo. \$8.50 mo. \$10,000 .35 mo.	\$50,000 9/1/96 \$8.50 mo. \$10,000 .35 mo.	\$50,000 9/1/96 \$8.50 mo. \$10,000 .35 mo.	\$50,000 9/1/96 \$8.50 mo. \$10,000 .35 mo.	\$50,000 \$8.50 mo. \$10,000 .35 mo.	\$50,000 4/1/02 \$8.50 mo. \$10,000 .35 mo.	\$50,000 4/1/02 \$8.50 mo. \$10,000 .35 mo.	\$50,000 4/1/02 \$8.50 mo. \$10,000 .35 mo.	\$50,000 2/1/19 \$8.50 mo. \$10,000 .35 mo.	\$50,000 3/01/02 \$8.50 mo. \$10,000 .35 mo.	N/A	N/A	N/A	
SUPPLEMENTAL LIFE Standard Ins. 30 hr./week required. Rate based on age & amount	N/A	Eff. 3/1/83 Med quest. req'd after 31 days from hire date	Eff. 3/1/83 Med quest. req'd after 31 days from hire date	Eff. 3/1/83 Med quest. req'd after 31 days from hire date	Eff. 3/1/83 Med quest. req'd after 31 days from hire date	Eff. 6/5/83 Med quest. req'd after 31 days from hire date	Eff. 3/1/86 Med quest. req'd after 31 days from hire date	Eff. 6/1/87 Med quest. req'd after 31 days from hire date	Eff. 6/1/87 Med quest. req'd after 31 days from hire date	Eff. 10/6/85 Med quest. req'd after 31 days from hire date	Eff. 6/5/83 Med quest. req'd after 31 days from hire date	N/A	N/A	N/A
LTD Standard Ins. 30-hr. week required.	N/A	60 calendar days or end of sick leave 662/3% of full salary to maximum benefit of \$14,000/mo. to age 65 .38/100 7/1/2022	60 calendar days or end of sick leave 66-2/3% of full salary to maximum benefit of \$10,000/mo. to age 65 .38/100 7/1/2022	60 calendar days or end of sick leave 662/3% of full salary to maximum benefit of \$10,000/mo. to age 65 .38/100 7/1/2022	Coverage through PORAC @ EE's option	60 calendar days or end of sick leave 66-2/3% of full salary to maximum benefit of \$8,000/mo. to age 65 .38/100 7/1/2022	180 calendar days or end of sick leave, 66-2/3% of salary to maximum benefit of \$4,000/mo. to age 65 .38/100 7/1/2022	Coverage through PORAC	Coverage through PORAC	Coverage through PORAC	60 calendar days or end of sick leave 66-2/3% of full salary to Max benefit of \$4,000/mo. to age 65. Eligibility -20 hrs. week .38/100 7/1/2022	N/A	N/A	N/A

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EXECUTIVE LEAVE	N/A	80 hours	48 hours; Up to 40 hours additional with Dept. Head approva	48 hrs. for FLSA Exempt employees; Up to 40 hours add'l w/Dept .Head approval	48 hours for FLSA Exempt employees; Up to 40 hours additional with Dept. Head approval	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CONCERN EAP	6 visits per year per problem for employee & eligible dependents	6 visits per year per problem for employee & eligible dependents	6 visits per year per problem for employee & eligible dependents	6 visits per year per problem for employee & eligible dependents	6 visits per year per problem for employee & eligible dependents	6 visits per year per problem for employee & eligible dependents	6 visits per year per problem for employee & eligible dependents	6 visits per year per problem for employee & eligible dependents	6 visits per year per problem for employee & eligible dependents	6 visits per year per problem for employee & eligible dependents	N/A	N/A	N/A	N/A
SHIFT DIFFERENTIAL	N/A	N/A	N/A	WQ Shift Supervisor 6pm-6am \$2.50 hr. 9– No pay on leave time	N/A	If 60% of shift is between 3pm and 6am, 4.5% for whole shift SEE MOU FOR JOB CLASSES	10/20/19 WTTP 6p-6a \$2.50 SEE MOU	N/A	5% Dispatch I, II, Seniors, CSOs: “Relief”, “Overlap” Swing Shift or Midnight Shift	N/A	N/A	N/A	N/A	N/A
ANNUAL LEAVE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Optional 12-1-91	Optional 12-1-91 1/1/13 Dispatch	Eff. 1/1/83 Optional 10-6-85	N/A	N/A	N/A	N/A
UNIFORM ALLOWANCE	N/A	Police Chief \$36.73 pp	Police Deputy \$36.73 pp	N/A	Police \$46.15 pp	6/16/19 Police Records EEs receive \$8.00 12/1/19 Community Engagement & Public Relations Coordinator will receive \$30.77 pp	7/31/16 Report \$500 to PERS for uniforms for Classic members	7/30/2017 \$38.46 per pp Full uniform provided on initial graduation	7/30/17 \$30.77 per pp CSOs 10/21/18 \$8.00 per pp Dispatchers Full uniform provided on initial graduation	1/27/19 \$46.15 per pp	N/A	N/A	N/A	N/A

Bargaining Units	City Council	Department Heads	Deputy Director	Management NonSafety	Management Safety	San Mateo Employee Assoc. (General)	SEIU Maintenance	Police	Police Non-Safety Comm. SVC. Officers & Dispatchers	Police Sergeants	Library	Library Per Diem	SEIU NonMerit Part Time	Unrep NonMerit Part Time
SAFETY SHOE ALLOW-ANCE	N/A	N/A	9/10/17 \$200 every 2 years	5/1/17 \$200 every 2 years See MOU for positions	N/A	7/21/24 \$250 reimb. every 2 years for safety boots and \$250 every 2 years for safety prescription glasses	10/4/21 \$250 reimb annually for safety shoes (including orthotics)	N/A	N/A	N/A	N/A	N/A	Some classifications \$200 safety shoe reimburse every 2 years (Dept. Head discretion)	N/A
STANDBY PAY	N/A	N/A	N/A	N/A	N/A	3 hours straight time pay for up to 24 hours of standby	10/20/19 \$3.85/hr.	12.5% for detectives or other officers designated by Chief	N/A	Stand by and/or On-Call 12.5%	N/A	N/A	N/A	N/A
MILEAGE ALLOW-ANCE IRS 1/1/22	\$.585/mile \$375/mo. car allowance 2/5/03	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile
SOCIAL SECURITY 2022 Taxable earnings up to \$147,000	N/A N/A	ER 6.2% EE 6.2%	ER 6.2% EE 6.2%	ER 6.2% EE 6.2%	N/A N/A	ER 6.2% EE 6.2%	ER 6.2% EE 6.2%	N/A N/A	ER 6.2% EE 6.2%	N/A N/A	ER 6.2% EE 6.2%	N/A N/A	N/A N/A	N/A N/A
MANDATORY MEDICARE No max.	ER 1.45% EE 1.45%	ER 1.45% EE 1.45%	ER 1.45% EE 1.45%	ER 1.45%	ER 1.45% EE 1.45%	ER 1.45% EE 1.45%	ER 1.45% EE 1.45%	Hired after 1986 ER 1.45% EE 1.45%	ER 1.45% EE 1.45%	Hired after 1986 ER 1.45% EE 1.45%	ER 1.45% EE 1.45%	ER 1.45% EE 1.45%	ER 1.45% EE 1.45%	ER 1.45% EE 1.45%
SDI 1.2% (1/1/25)	N/A	N/A	N/A	7/1/15 1.2%	N/A	10/1/00 1.2%	10/1/83 1.2%	N/A	N/A	N/A	N/A	1/1/96 1.2%	N/A	N/A

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BILINGUAL DIFFERENTIAL	N/A	N/A		\$90 bi-weekly	\$90 bi-weekly	\$90 bi-weekly	\$90 bi-weekly	\$200.00 bi-weekly 10/11/15	\$138.46 bi-weekly 10/11/15	\$200.00 bi-weekly 10/11/15	\$90 bi-weekly	\$90 bi-weekly (prorated)	\$90 bi-weekly (prorated) 8/11/08	
EDUCATIONAL INCENTIVE	N/A	N/A		N/A	<u>7/9/23</u> Police Captain & Lieutenant 8% POST Management Course. 3% POST Executive Development Course, POST Command College or Master's degree	N/A	N/A	4% Int. POST 9% Adv. POST Dispatchers: 1% Int POST Dispatchers: 2.5% Adv. POST CSOs: 2% AA Degree	N/A	4.5% Int. POST 8% Adv. POST 3.0% POST Supv. Leadership Inst. Training	N/A	N/A	N/A	N/A
OTHER DIFFERENTIALS	N/A	\$375.00 Auto Fringe Benefit* *see MOU	\$300.00 Eligible Mgrs. Auto Fringe Benefit* *see MOU	\$300.00 Eligible Mgrs. Auto Fringe Benefit* *see MOU 4/5/20 \$200/m Housing Allowance	<u>7/9/23</u> Management Incentive 3% \$300.00 Eligible Mgrs. Auto Fringe Benefit* *see MOU	See MOU for Certification Incentives	See MOU for assignment differentials	10/11/15 FTO: 8% 5% Duty Differentials: Bomb, canine, traffic detail, detective, PAL/Youth Services, Downtown, Training, CRU, School Resource and PIO	7/1/21 CSO FTO: 8% Special Duty: CSO: Investigations ; Court Liaison; Traffic; and Support Services 7/1/21 Dispatcher Training 8%	1/27/19 5% Investigations unit, Traffic Detail, PAL/Youth Services Bureau Director, CRU and Training and Recruitment.	N/A	N/A	N/A	N/A

Bargaining Units	City Council	Department Heads	Deputy Director	Management NonSafety	Management Safety	San Mateo Employee Assoc. (General)	SEIU Maintenance	Police	Police Non-Safety Comm. Svc. Officer S &	Police Sergeants	Library	Library Per Diem	SEIU NonMerit Part Time	Unrep NonMerit Part Time
SICK LEAVE	N/A	12 days = 3.70 hours biweekly	12 days = 3.70 hours biweekly	12 days = 3.70 hours biweekly	12 days = 3.70 hours biweekly	12 days = 3.70 hours biweekly	12 days = 3.70 hours biweekly	12 days = 3.70 hours biweekly	12 days = 3.70 hours biweekly	12 days = 3.70 hours biweekly	12 days = 3.70 hours biweekly	12 days .04625 hrs. per hour worked. 2000 hrs. + 30 hrs. per pp required	After 30 days of work, employees accrue sick leave at the rate of .03333 hours 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.	After 30 days of work, employees accrue sick leave at the rate of .03333 hours 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.
HOLIDAYS	N/A	14 days: Includes 3 floats 12 hrs. -Jan. 12 hrs. -July	14 days: Includes 3 floats 12 hrs. -Jan. 12 hrs. -July	14 days: Includes 3 floats 12 hrs. -Jan. 12 hrs. -July Eff 4/19/20 WWTP Supv, Police Records Supv and Dispatch Supv will receive holiday-in-lieu pay of 5.0 %	(40 hrs.) 14 days: Includes 3 floats 12 hrs. -Jan. 12 hrs. -July Eff 3/22/20 Police Captains and Lieutenants receive holiday-in-lieu pay of 5.0 %	14 days: Includes 3 floats 12 hrs. -Jan. 12 hrs. -July	14 days: Includes 3 floats 12 hrs. -Jan. 12 hrs. -July	14 days = 4.31 hrs. bi-weekly Includes 3 floats	14 days = 4.0 hrs. bi-weekly Includes 3 floats	14 days = 4.0 hrs. bi-weekly Includes 3 floats	14 hrs. - Jan. 14 hrs. - July	13.5 days .0519hrs./per hr. worked, 2000 hrs. + 30 hrs. per p/p required	4 days holiday pay after 800 hrs. worked in prior F/Y. See MOU Eff. 1/15/17	N/A
LAST SALARY INCREASE	N/A	3.0% 11/24/24	3.0% 11/24/24	1.0% 3/31/24	3.0% 6/23/24	3.0% 7/21/24	4.0% 4/17/22 WWTP Operator: 2% plus 1% recruit/retain	4.0% 1/22/24	4.0% 1/22/24	5.0% 1/22/24	3.0% 6/23/24	3.0% 6/23/24	7/21/24: 3.0% SMCEA	Varies Merit linked classes receive increases

Bargaining Units	CITY COUNCIL	DEPARTMENT HEADS	DEPUTY DIRECTOR	MANAGE-MENT NONSAFETY	MANAGE-MENT SAFETY	SAN MATEO EMPLOYEE ASSOC. (GENERAL)	SEIU MAINT-ENANCE	POLICE	POLICE NON-SAFETY COMM. SVC. OFFICERS & DISPATCHERS	POLICE SERGEANTS	LIBRARY	LIBRARY PER DIEM	SEIU NONMERIT PART TIME	UNREP NONMERIT PART TIME
NEXT SALARY INCREASE					3.0% 6/22/25	3.0% 6/22/25	4.0% 6/25/23 3.0% 6/22/25	3.0% 1/5/25	3.0% 1/5/25	4.0% 1/5/25	3.0% 6/22/25	3.0% 6/22/25		Varies Merit linked classes receive increases

**CITY OF SAN MATEO
HUMAN RESOURCES DEPARTMENT
VACATION LEAVE ACCRUAL SCHEDULE (By Bargaining Unit)**

GENERAL 2/01/21		DEPARTMENT HEAD & DEPUTY DIRECTOR 8/14/94		MANAGEMENT 8/6/00 40-hour week		MANAGEMENT Safety Hired after 8/14/94		POLICE 8/19/01	
11 days 16 days 17 days 18 days 20 days 22.5 days 25 days	0-3 years 4-9 years 10th year 11th year 12 years 13-23 years 24 years +	20 days 22.5 days 25 days	0-12 years 13-23 years 24 years +	20 days 22.5 days 25 days	0-12 years 13-23 years 24 years +	20 days 22.5 days 25 days	0-12 years 13-23 years 24 years +	88 hours 128 hours 136 hours 144 hours 160 hours 180 hours 200 hours	1-3 years 4-9 years 10th year 11th year 12th year 13-23 years 24 years +
SEIU MAINTENANCE 3/4/01		SERGEANTS 8/18/02		LIBRARY 3/20/20		LIBRARY -Per Diem 1/31/94			
11 days 16 days 17 days 18 days 20 days 22.5 days 25 days	0.5-3 years 4-9 years 10 years 11 years 12 year 13-23 years 24 years +	88 hours 128 hours 136 hours 144 hours 160 hours 180 hours 200 hours	1-3 years 4-9 years 10th year 11th year 12th year 13-23 years 24 years +	11 days 16 days 17 days 18 days 20 days 22.5 days 25 days	0-3 years 4-9 years 10th year 11th year 12th year 13-23 years 24 years +	10 days	Over 2000 hrs. + working 30 hours per pay period Eff. 8/09/09 (.0384 hrs./per hr. of non-overtime work) Under 2000 hrs., sick leave accrual is 0.333/hour		