

**CITY OF SAN MATEO
HUMAN RESOURCES DEPARTMENT
BENEFITS SUMMARY, 3/1/2021**

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	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	4/12/20 thru 4/15/23	5/19/19 thru 6/25/22	3/11/19 thru 6/12/21	8/12/18 thru 6/26/21	8/12/18 thru 6/26/21	8/12/18 thru 6/26/21	3/8/20 thru 3/4/23	3/8/20 thru 3/4/23	6/19/16 thru 6/13/20	N/A
PERS Formulas 2% @ 55 Miscellaneous Eff.7/1/1998 3% @ 50 Safety Eff. 2/1/02 3% @55 Safety See unit 1/1/13 2% @62Misc 2.7% @ 57-Sfty Both w/ 3 year avg. final comp **See "new" definition-Pg 9	2% @ 55 w/1 yr final comp <u>12/9/12</u> 2% @ 55, w/3 year avg. final comp. <u>Hire after</u> 1/1/13 2% @ 62 w/3 year avg. final comp. & "new" ** Enrollment Optional	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. Sfty & Misc <u>Hired after</u> 1/1/13-New: Misc2% @62 Sfty 2.7% @57 Both w/3 yr avg. comp	2% @ 55-Misc 3% @ 50-Sfty. 1 yr final comp 4/19/01 (Misc &Safety) <u>12/9/12</u> & not new Safety -3% @ 55, w/3 yr. avg final comp. Safety & Misc <u>Hired after</u> 1/1/13 & New: Misc. 2% @62 Safety 2.7% @57 Both w/3 yr. avg. comp	2% @ 55 1 yr final cmp 4/19/01 <u>Hired after</u> 12/9/12 & not New 2% @ 55, w/3 year average final comp <u>Hired after</u> 1/1/13 and New: 2% @ 62 w/3 year avg. final comp.	3% @ 50 1 yr. final comp. 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 & New: 2.7% @ 57 w/3 year average final comp	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	2% @ 55 1 yr. final comp 04/19/01 <u>Hired after</u> 12/9/12 & not "new" New: 2% @55 w/3yr 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% @ 62 w/3 year avg. final compensation <u>Hired after</u> 1/1/13 & "new": 2.7% @ 57 w/3 year avg. final comp.	2% @ 55 1yr. final comp4/19/01 <u>Hired after</u> 12/9/12 & not "new" New: 2% @ 55 with 3 yr avg final comp <u>Hired after</u> 1/1/13 & New: 2% @ 62 w/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/ 3yr 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

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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 & DISPATCHERS	POLICE SERGEANTS	LIBRARY	LIBRARY PER DIEM	SEIU NONMERIT PART TIME	UNREP NONMERIT PART TIME
PERS Employee Rate (Employee paid)	Misc. 7.00% PEPRA 6.75%	Misc. 7.00% PEPRA 6.75% Safety 9.00% PEPRA 11.75%	Misc. 7.00% PEPRA 6.75% Safety 9.00% PEPRA 11.75%	Misc. 7.00% PEPRA 6.75%	Safety 9.00% PEPRA 11.75%	Misc. 7.00% PEPRA 6.75%	Misc. 7.00% PEPRA 6.75%	Safety 9.00% PEPRA 11.75%	Misc. 7.00% PEPRA 6.75%	Safety 9.00% PEPRA 11.75%	Misc. 7.00% PEPRA 6.75%	N/A	N/A	N/A
PERS Employer Rate As of 7/1/20	Misc. 9.00%	Misc. 9.00% Safety 20.48%	Misc. 9.00% Safety 20.48%	Misc. 9.00%	Safety 20.48%	Misc. 9.00%	Misc. 9.00%	Safety 20.48%	Misc. 9.00%	Safety 20.48%	Misc. 9.00%	N/A	N/A	N/A
PERS Employee Payment of Employer Rate As of 7/1/20 Total Normal Cost for Misc. is 15.92% Total Normal Cost for Safety is 29.94%	City-paid	Classic Employee pays ½ Total Normal Cost: Misc.: 0.96% Safety: 5.97%	Classic Employee pays ½ Total Normal Cost: Misc.: 0.96% Safety: 5.97%	Classic Employee pays ½ Total Normal Cost: Misc.: 0.96%	Classic Employee pays ½ Total Normal Cost (up to 16%): Safety: 5.97%	Classic Employee pays ½ Total Normal Cost: Misc.: 0.96%	Classic Employee pays ½ Total Normal Cost: Misc.: 0.96%	Classic Employee pays ½ Total Normal Cost (up to 14%): Safety: 5.00%	Classic Employee pays ½ Total Normal Cost (up to 8%): Misc.: 0.96%	Classic Employee pays ½ Total Normal Cost (up to 14%): Safety: 5.00%	Classic Employee pays ½ Total Normal Cost: Misc.: 0.96%	N/A	N/A	N/A

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RETIREE HEALTH SAVINGS ACCOUNT (RHSA) by VOYA/TASC <i>Employee Contribution</i>	N/A	9/10/17 <u>Safety-</u> Employee pays 2% if EE was hired before 12/31/99 <u>Misc.-</u> Employee pays 2% 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	7/2/17 Employees do not contribute	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RETIREE HEALTH SAVINGS ACCOUNT (RHSA) by VOYA/TASC <i>City Contribution</i>	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 RHSA	7/2/17 1.0% City contribution to RHSA	6/16/19 1.0% City contribution to RHSA reinstated Eff 7/11//21 City contribution changes to 0.5% 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.	1/1/17 0.5% City contribution for staff <u>hired on or before 1/1/17</u> (FLSA rate change off-set) 10/20/19 0.75% City contribution to RHSA also Eff 7/12/20 EEs who are at least 45 years old and have at least 15 years of service receive an additional 0.75%	10/21/18 4.0% City contribution to RHSA AND 2% for age 45 or older, and with at least 15 years of service	10/21/18 4.0% City contribution to RHSA AND 2% for age 45 or older, and with at least 15 years of service	1/27/19 3.4% City contribution to RHSA 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 RHSA for 45 years or older and at least 15 years of service	N/A	N/A	N/A

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<p>RETIREE HEALTH SAVINGS ACCOUNT</p> <p><i>Separation Distribution</i></p>	<p><u>City Council – N/A</u></p> <p>Department Heads 9/10/17</p> <p><u>Safety- hired before 6/1/00-</u> No leave balances to RHSA upon separation</p> <p><u>Safety- hired after 6/1/2000</u> 100% of eligible sick leave and 100% of discretionary leave to RHSA upon separation</p> <p><u>Misc. hired before 1/1/77</u> 100% of eligible sick leave and 50% of discretionary leave to RHSA upon separation</p> <p><u>Misc. hired after 1/1/77</u> 100% eligible sick and 100% of vacation leave upon separation</p>	<p>9/10/17</p> <p><u>Safety-</u> 100% of eligible sick leave and 100% of vacation leave to RHSA upon separation</p> <p><u>Misc.-</u> 100% eligible sick leave to RHSA upon separation</p>	<p>1/1/20</p> <p>If non-retirement separation, no accrued leave to RHSA</p> <p>15 years or less of merit service, all eligible leave balances upon retirement</p> <p>16 or more years of merit service, 100% of eligible accrued sick leave balance upon retirement</p>	<p>4/9/2017</p> <p>At Service or Disability retirement, all eligible accrued leaves to RHSA</p> <p>If non-retirement separation, no leave accrual to RHSA</p>	<p>3/1/21</p> <p>Less than 15 years of service, 100% of all eligible accrued leaves to RHSA</p> <p>15-24 years of service, all eligible accrued sick leave to RHSA, and all other eligible accrued leaves to cash</p> <p>More than 24 years of service, 100% of all eligible accrued leaves to RHSA</p>	<p>10/20/19</p> <p>100% of all eligible accrued leave balances to RHSA upon regular separation (retirement and nonretirement)</p>	<p>1/1/19</p> <p>At service or disability retirement no accrued leaves shall be contributed to RHSA</p> <p>If nonretirement separation no accrued leaves shall be contributed to RHSA</p>	<p>1/1/18</p> <p>At service or disability retirement no accrued leaves shall be contributed to RHSA</p> <p>If nonretirement separation no accrued leaves shall be contributed to RHSA</p>	<p>1/1/18</p> <p>At service or disability retirement no accrued leaves shall be contributed to RHSA</p> <p>If non-retirement separation no accrued leaves shall be contributed to RHSA</p>	<p>As of 1/1/19</p> <p>0% of separation pay to be contributed to RHSA</p>	N/A	N/A	N/A	

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DEFERRED COMPENSATION VOYA 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 <u>Misc.</u> Up to 2% City match Plus, City contributes 0.5% <u>Safety</u> City contributes 1%	7/8/12 City contributes 1.5% base salary, and City will match up to 1% of employee's base salary Eff 6/27/21 City contribution changes to 0.5% Eff 6/25/23 City contribution changes to 0.75% Eff 6/23/24 City contribution changes to 1.5% AND Eff. 1/1/17 0.9% City contribution for NONEXEMPT staff <u>hired on or before 1/1/17</u> (FLSA rate change off-set)	N/A	6/16/19 City with match up to 0.5% of base salary AND 1/10/21 City will also contribute 0.5% of base salary	7/12/20 0.5% City match to 457 account plus all EEs receive 1% city contribution	N/A	N/A	Eff. 1/27/19 2.5% City Contribution	6/27/20 1.5% City Contribution 6/26/22 City will MATCH up to an additional 0.5% of employee's contribution	PTS - Voya employee 3.75% employer 3.75% In lieu of Soc.Security EE may voluntarily contribute more \$	PTS- Voya employee 3.75% employer 3.75% In lieu of Soc.Security EE may voluntarily contribute more \$	PTS- Voya employee 3.75% employer 3.75% In lieu of Soc.Security EE may voluntarily contribute more \$

DEFERRED COMPENSATION								10/21/18	10/21/18					
VOYA/ TASC 401(a)(h)								401(a)(h) City contribution 3.5%	401(a)(h) City contribution 1%					
<i>Employee & Employer Paid as listed</i>														

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HEALTH Benefits <i>Dedicated health - City contribution is \$160.00 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 \$385 for PERS retiree medical	9/10/17 City Paid: <u>Single party:</u> 100% Kaiser single party <u>Two party:</u> 90% Kaiser 2 party <u>Family:</u> 90% Kaiser family or \$160 mo. in lieu	9/10/17 City Paid: <u>Single party:</u> 100% Kaiser single party <u>Two party:</u> 90% Kaiser 2 party <u>Family:</u> 90% Kaiser family or \$160 mo. in lieu	1/6/13 City Paid: <u>Single party:</u> 100% Kaiser single party <u>Two party:</u> 90% Kaiser 2 party <u>Family:</u> 90% Kaiser family or \$160 mo. in lieu	7/10/11 City Paid: <u>Single party:</u> 100% Kaiser single party <u>Two party:</u> 90% Kaiser 2 party <u>Family:</u> 90% Kaiser family or \$160 mo. in lieu	1/5/14 City Paid: <u>Single party:</u> 100% Kaiser single party <u>Two party:</u> 90% Kaiser 2 party <u>Family:</u> 90% Kaiser family or \$160 mo. in lieu Hired before 7/1/06: 278.00/ mo. in lieu. Hired before 7/1/06 single coverage, City pays 100% of Kaiser (EE only) and \$124.00 cash /mo.	1/5/14 City Paid: <u>Single party:</u> 100% of Kaiser single party cost <u>Two party:</u> 90% of Kaiser 2 party cost <u>Family:</u> 90% of Kaiser family cost or \$160 mo. in lieu 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 City Paid: <u>Single party:</u> 100% Kaiser single party <u>Two party:</u> 90% Kaiser 2 party <u>Family:</u> 90% Kaiser family or \$160 mo. in lieu	1/3/16 City Paid: <u>Single party:</u> 100% Kaiser single party <u>Two party:</u> 90% Kaiser 2 party <u>Family:</u> 90% Kaiser family or \$160 mo. in lieu	1/3/16 City Paid: <u>Single party:</u> 100% Kaiser single party <u>Two party:</u> 90% Kaiser 2 party <u>Family:</u> 90% Kaiser family or \$160 mo. in lieu	1/3/16 City Paid: <u>Single party:</u> 100% Kaiser single party <u>Two party:</u> 90% Kaiser 2 party <u>Family:</u> 90% Kaiser family or \$160 mo. in lieu Eff 1/10/21 Hired before 7/1/06, \$160/ mo. in lieu.	5/1/20 HealthWorx for eligible employees City pays \$350.00 per month. EE pays remainder <u>OR</u> \$19.23 per pay period (\$500/year) City paid into FSA medical reimb. plan	1/1/18 HealthWorx for eligible employees City pays \$175.00 per month. EE pays remainder <u>OR</u> \$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. \$11.53 per pay period (\$300/year) City paid into FSA medical reimb. plan
CIGNA Dental	7/1/19 \$148.20 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,000 max \$15.00 deductible	7/1/19 \$148.20 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,500 max \$15.00 deductible	7/1/19 \$148.20 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,500 max \$15.00 deductible	7/1/19 \$148.20 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,500 max \$15.00 deductible	7/1/19 \$148.20 100/80/80 UCR, \$3,000 max. Ortho 50% to \$3,500 max \$15.00 deductible	7/1/19 \$148.20 100/80/80 UCR, \$3,000 max. Ortho 50% to \$2,000 max. \$15.00 deductible	7/1/19 \$148.20 100/80/80 UCR, \$3,000 max. Ortho 50% to \$2,000 max. 3/01/05 No deductible	7/1/19 \$148.20 100/80/80 UCR, \$3,000 max. Ortho 50% to \$2,000 max. \$15.00 deductible	7/1/19 \$148.20 100/80/80 UCR, \$3,000 max. Ortho. 50% to \$2,000 max. \$15.00 deductible	7/1/19 \$148.20 100/80/80 UCR, \$3,000 max. Ortho. 50% to \$2,000 max. \$15.00 deductible	7/1/19 \$148.20 100/80/80 UCR, \$3,000 max. Ortho. 50% to \$2,000 max. \$15.00 deductible	N/A	N/A	N/A

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VISION Vision Service Plan (VSP)	7/1/19 \$13.39 \$25 deductible "C" plan Exam, lenses & frames annually	7/1/19 \$13.39 \$25 deductible "C" plan Exam, lenses & frames annually	7/1/19 \$13.39 \$25 deductible "C" plan Exam, lenses & frames annually	7/1/19 \$13.39 \$25 deductible "C" plan Exam, lenses & frames annually	7/1/19 \$13.39 \$25 deductible "C" plan Exam, lenses & frames annually	7/1/19 \$13.39 \$25 deductible "C" plan Exam, lenses & frames annually	7/1/19 \$13.39 \$25 deductible "C" plan Exam, lenses & frames annually	7/1/19 \$13.39 \$25 deductible "C" plan Exam, lenses & frames annually	7/1/19 \$13.39 \$25 deductible "C" plan Exam, lenses & frames annually	7/1/19 \$13.39 \$25 deductible "C" plan Exam, lenses & frames annually	7/1/19 \$13.39 \$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. Rate expires: 7/1/2021	\$25,000 \$4.25 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 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. Rate expires:	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 7/1/17	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 7/1/17	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 7/1/17	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 7/1/17	180 calendar days or end of sick leave, 66-2/3% of full salary to maximum benefit of \$4,000 /mo. to age 65 .38/100 7/1/17	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 7/1/17	N/A	N/A	N/A

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EXECUTIVE LEAVE	N/A	N/A	48 hours; Up to 40 hours additional with Dept. Head approval	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 \$3.07 (4/1/19-3/31/21) \$3.17 (4/1/20-3/31/21)	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	6 visits per year per problem for employee & eligible dependents	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 “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	7/2/17 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 ALLOWANCE	N/A	N/A	9/10/17 \$200 every 2 years	5/1/17 \$200 every 2 years See MOU for positions	N/A	7/31/16 \$200 reimb. every 2 years for safety boots and \$200 every 2 years for safety prescription glasses	7/1/19 \$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 ALLOWANCE IRS 1/1/21	1/1/20 \$.56/mile	1/1/20 \$.56/mile \$375/mo. car allowance 2/5/03	1/1/20 \$.56/mile	1/1/20 \$.56/mile	N/A	1/1/20 \$.56/mile	1/1/20 \$.56/mile	1/1/20 \$.56/mile	1/1/20 \$.56/mile	1/1/20 \$.56/mile	1/1/20 \$.56/mile	1/1/20 \$.56/mile	1/1/20 \$.56/mile	1/1/20 \$.56/mile
SOCIAL SECURITY 2021 Taxable earnings up to \$142,800	N/A N/A	ER 6.2% EE 6.2% N/A Safety	ER 6.2% EE 6.2% N/A Safety	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% EE 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% (1/1/21) EE paid taxable wage limit \$128,298	N/A	N/A	N/A	7/1/15 1.0%	N/A	10/1/00 1.0%	10/1/83 1.0%	N/A	N/A	N/A	N/A	1/1/96 1.0%	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
BILINGUAL DIFFERENTIAL	N/A	N/A	\$90 bi-weekly	\$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) 2/01/01	\$90 bi-weekly (prorated) 8/11/08	\$90 bi-weekly (prorated) 8/11/08
EDUCATIONAL INCENTIVE	N/A	N/A		N/A	4/19/20 Police Captain & Lieutenant 8% POST Managerial Training.	N/A	N/A	3.5% Int. POST 7% Adv. POST	N/A	4.5% Int. POST 8% Adv. POST	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	\$300.00 Eligible Mgrs. Auto Fringe Benefit* *see MOU	N/A	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	10/11/15 CSO FTO: 8% Special Duty: CSO: Investigations ; Court Liaison; Traffic; and Support Services 9/3/00 Dispatcher Training 5%	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. OFFICERS & DISPATCHERS	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	40 hrs. 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	13 days: Includes 3 floats 12 hrs. -Jan. 12 hrs. -July	13 days: Includes 3 floats 12 hrs. -Jan. 12 hrs. -July	13 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.) 13 days: Includes 3 floats (56 hrs.) 6% Differential Eff 3/22/20 Police Captains and Lieutenants receive holiday-in-lieu pay of 5.0%	13 days: Includes 3 floats 12 hrs. -Jan. 12 hrs. -July	13 days: Includes 3 floats 12 hrs. -Jan. 12 hrs. -July	13 days = 4.0 hrs. bi- weekly Includes 3 floats	13 days = 4.0 hrs. bi- weekly Includes 3 floats	13 days = 4.0 hrs. bi- weekly Includes 3 floats	13.5 days Includes 3.5 floats 14 hrs. - Jan. 14 hrs. - July Eff. 3/27/16 Easter Sunday: Time-and-a- half pay (every Easter Sunday)	13.5 days .0519hrs./per hr. worked, 2000 hrs. + 30 hrs. per p/p required Eff. 3/27/16 Easter Sunday: Time-and- a-half pay (every Easter Sunday)	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	2.0% 9/9/18	4.0% 9/10/17	2.5% 4/5/20	4.0% 4/19/20	2.0% 1/10/21	2.0% 7/12/20 WWTP Operator: 2% plus 1% recruit/retain	3.0% 6/28/20	2.0% 6/28/20	3.0% 6/28/20	3.0% 6/28/20	3.0% 6/28/20	6/16/19: 3.0% SMCEA and 2.0% SEIU, WWTP classifications extra 1.0% salary increase	Varies Merit linked classes receive increases

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
NEXT SALARY INCREASE				2.0% 4/4/21 1.0% 4/3/22 1.0% 4/2/23 1.0% 3/31/24	3.0% 4/18/21 2.0% 4/17/22	1.0% 1/9/22					2.0% 6/27/21 1.5% 6/26/22	2.0% 6/27/21 1.5% 6/26/22		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		