

## BENEFIT SUMMARY SHEET

### POA 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, 3% @ 55 with a 3-year average final compensation</li><li>• If hired after 1/1/13 and you are a new member, 2.7% @ 57 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 2.63% of base wages to the 401(a) plan. Employees may 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>	\$200 bi-weekly, if applicable.
<b>Other Differentials</b>	FTO- 8%, Duty differentials- 5% (Bomb, Canine, Traffic Detail, Detective, PAL/Youth Services, Downtown Unit, Training Manager, Crime Reduction Unit and School Resource
<b>Medicare</b>	Medicare is calculated at 1.45%.
<b>Standby Pay</b>	12.5% for Detectives or other officers designated by the Chief.
<b>Educational Incentive</b>	3.5% Int. POST, and 7% Adv. POST (see MOU)
<b>Uniform Allowance</b>	\$38.46 bi-weekly, full uniform provided on initial graduation
<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).