

BENEFIT SUMMARY SHEET

POA SAFETY

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 \$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 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.
Retirement Health Savings Account	The City contributes \$500 per month.
Bilingual Differential	\$200 bi-weekly, if applicable.
Other Differentials	FTO- 8%, Duty differentials- 5% (Bomb, Canine, Traffic Detail, Detective, PAL/Youth Services, Downtown Unit, Training Manager, Crime Reduction Unit and School Resource
Medicare	Medicare is calculated at 1.45%.
Standby Pay	12.5% for Detectives or other officers designated by the Chief.
Educational Incentive	3.5% Int. POST, and 7% Adv. POST (see MOU)
Uniform Allowance	\$38.46 bi-weekly, full uniform provided on initial graduation
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.
Holidays	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).