



CNA Benefits at a Glance*

Health Benefits	<ul style="list-style-type: none"> • Three health plan options: <ul style="list-style-type: none"> ○ Kaiser HMO: \$15 doc visit; \$10/\$20 generic/brand drugs ○ Blue Shield HMO: \$15 doc visit; \$15/\$25 generic/brand drugs ○ Blue Shield POS: HMO Tier (\$15 doc visit; \$15/\$30 generic/brand drugs); PPO Tier (80% coverage); Out of Network Tier (60% coverage) • County pays 90% of total Kaiser and Blue Shield HMO premium; 80% of total Blue Shield POS premium
Dental Benefits	<ul style="list-style-type: none"> • Two dental plan options: <ul style="list-style-type: none"> ○ DeltaCare DHMO: No charge for basic services ○ Blue Shield PPO: 60% coverage if employed less than 1 year; 85% coverage if employed 1 year or more • County pays 90% of total dental premium
Vision Benefits	<ul style="list-style-type: none"> • Vision coverage through Vision Service Plan (VSP); benefit is fully paid by the County; includes eye exam every 12 months and frames or contact lenses every 24 months
Pension Benefit (for employees hired on or after July 13, 1997)	<ul style="list-style-type: none"> • <u>If hired before August 7, 2011:</u> Eligible for Plan 4 -- 2%@55.5; employee's cost in Plan 4 is a % based on age at time of hire with the County or with a qualified reciprocal system. • <u>If hired August 8, 2011 or later:</u> Eligible for Plan 5 – 2%@61.25; employee's cost in Plan 5 is a % based on age at time of hire with the County or with a qualified reciprocal system. • Employees also can enroll in Plan 3 (noncontributory plan); employee makes no contributions. • Eligible to retire in Plan 4 or Plan 5 at age 50 with a minimum of 10 year of membership including a minimum of 5 years of service credit for full time employees or 30 years of service credit. If age 70, employees can receive a benefit regardless of years of service. Permanent part time employees must meet the same time requirements but must be at least 55 years old. Employees are eligible to retire from Plan 3 at age 55 with 10 years of service credit. • Lifetime monthly pension benefit based on # of years of service credit, final average monthly compensation (average of highest 3 one year periods), and a factor for age at retirement. The Plan 3 benefit uses smaller age factors and is offset by payments from Social Security. • Employees in Plan 4 pay 3% additional cost share. Employees in Plan 5 do not pay this additional cost share, but pay 50% of COLA cost.
Deferred Compensation	<ul style="list-style-type: none"> • 457 Deferred Compensation Plan through The Hartford; employees can set aside a portion of salary on a tax-free basis and invest the funds for retirement.
Life Insurance	<ul style="list-style-type: none"> • \$9,000 Basic Life Insurance benefit (including an additional \$10,000 if the employee's death is the result of an accident) and \$500 life insurance benefit for spouse/domestic partner and dependents fully paid by the County • Supplemental Life Insurance (at employee cost) up to \$500,000 for employee, \$250,000 for spouse, and \$10,000 for dependents.

*This Benefits Summary is a general outline of the benefits offered under the County's benefits program. Specific details and plan limitations are provided in the Evidence of Coverage (EOC) and plan documents. In the event that the information in this document or in the EOC differ from the Memorandum of Understanding (MOU), the MOU will prevail. For more information about County benefits, visit www.co.sanmateo.ca.us/hr/benefits, or www.samcera.org.



Short-Term Disability (STD)	<ul style="list-style-type: none"> State Disability Insurance (SDI) program provides partial income replacement in the event of a non work-related injury, illness or pregnancy (automatic enrollment; employee paid)
Long-Term Disability (LTD)	<ul style="list-style-type: none"> Eligible for LTD benefits after 3 years of service Benefit is two-thirds of salary after a waiting period of 120 days, with the maximum benefit being \$2,400 per month; benefit is fully paid by the County
Voluntary Long-Term Care Program	<ul style="list-style-type: none"> Voluntary employee paid benefit, which provides support services for those who are not able to perform daily living activities due to chronic illness, disability, or injury.
Flexible Spending Accounts	<ul style="list-style-type: none"> Employees can set aside up to \$5,000 of pre-tax earnings into a healthcare or childcare flexible spending account to pay for eligible medical and childcare expenses.
Paid and Unpaid Time Off	<ul style="list-style-type: none"> 11 fixed holidays and 1 "floating" holiday Vacation is accrued every pay period (pp) based on years of service: 0 - 5 years = 4hrs/pp; 5 - 10 years = 4.9 hrs/pp; 10 - 15 years = 5.9 hrs/pp; 15 - 20 years = 6.5 hrs/pp; 20 - 25 years = 6.8 hrs/pp; 25+ years = 7.4 hrs/pp Sick leave is accrued at a rate of 3.7 hrs/pp.
Voluntary Time Off (VTO)	<ul style="list-style-type: none"> Helps employees balance their work with their personal needs by allowing for a more flexible work schedule without losing County benefits afforded to a full-time employee
Catastrophic Leave	<ul style="list-style-type: none"> Allows an employee who has exhausted paid time off due to a serious illness, injury or condition to receive donations of paid time from other employees
Commute Alternative Program	<ul style="list-style-type: none"> The County offers cash incentives up to \$75/month that support the use of public transportation, carpool, vanpool and walking/biking to work
Employee Assistance Program	<ul style="list-style-type: none"> Counseling services (4 free visits per year) and resources to help employees and family members manage problems related to work, personal relations, stress, finances, substance abuse and other life concerns
Homebuyer Education Program	<ul style="list-style-type: none"> Workshops designed to help employees understand credit capability, assess home ownership costs, evaluate first-time homebuyer programs, and learn negotiating strategies
Childcare	<ul style="list-style-type: none"> Employee discounted childcare at the County-owned childcare facility "Our Place" in Redwood City, including back-up childcare Childcare tuition assistance program "Preferred" enrollment status at Imagination Station (Daly City) and Palcare (Burlingame)
Tuition Reimbursement	<ul style="list-style-type: none"> Financial assistance for participating in job-related degree or certificate programs, skill enhancement workshops or programs for continuing education units
Workplace Mediation	<ul style="list-style-type: none"> A voluntary and confidential program for resolving conflicts in the workplace in partnership with Peninsula Conflict Resolution Center (PCRC)



College Enrollment and Financial Assistance	<ul style="list-style-type: none">• Workshops designed to help employees with high-school aged children explore their college options and maximize financial assistance
Wellness Program	<ul style="list-style-type: none">• Preventative health services (flu clinics, heart check clinics etc), health promotion programs (exercise classes, worksite massage etc.), and health improvement programs (recreation tournaments, weight management programs etc.)• Rewards for participating in Kaiser and Blue Shield wellness clinics and online health assessments
Telecommuting	<ul style="list-style-type: none">• Employees, with Supervisor and Department Head approval, may request working from home or a remote location
Retiree Health Benefit	<ul style="list-style-type: none">• County pays the full cost of the "Retiree Only" monthly health premium for every 8 hours of unused sick leave up to a maximum of 240 months (for Licensed Vocational Nurses the maximum is 180 months)• Employees who separate from County service without retiring are not eligible for this benefit
San Mateo County Credit Union	<ul style="list-style-type: none">• All employees of San Mateo County are eligible for membership in San Mateo Credit Union, which offers a broad range of financial, and investment services