

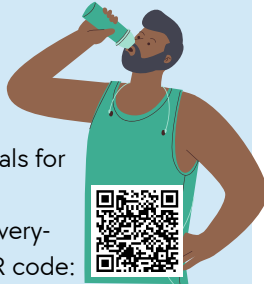
COUNTY OF SAN MATEO BENEFITS-AT-A-GLANCE



We're committed to supporting your well-being, family, and future with a comprehensive benefits package that helps you thrive in every aspect of life. This is a highlight of our most-loved benefits – not an exhaustive list, but a great place to start!

HEALTH AND WELLNESS

- **Medical**
 - Up to 90% employer-paid premiums
 - \$900 incentive for enrolling in any Aetna medical plan
 - Choice of HMO or PPO plans
- **Dental:** Choice of HMO or PPO plans
- **Vision:** 100% employer-paid coverage
- **Flexible Spending Accounts and Health Savings Account**
- Robust **Employee Wellness program**
- **\$600 Wellness Dividend** for 2025
- **Retiree health benefits**
- **Employee Assistance Program (EAP)**
 - 8 free confidential counseling visits per year
 - Free work-life resources and referrals for legal and financial consultations, parenting, education, and other every-day matters. Learn more at this QR code:



FAMILY SUPPORT

- **Child Care Options for County Employees:** Multiple child care centers available throughout the County, including an onsite center in Redwood City
- **Parental and Family Leave** options
- **Child care and elder care** resources and referrals through the County's EAP
- **College Coach Program** for employees with high-school aged children



HOUSING ASSISTANCE

- **Employee Down Payment Assistance Program:** offers a \$100,000 loan toward the purchase of a home in San Mateo County
- **Home Share Program** in partnership with HIP Housing
- **Apartment locator, moving, and relocation assistance** through the County's EAP
- **Homebuyer Education Program**

COMMUTER AND TRANSPORTATION BENEFITS

- **Shift Employee Commute Program:** offers benefits for biking, walking, carpooling, or taking public transit to work
- **Electric Vehicle Charging** at many County facilities



CAREER GROWTH

- **Tuition Assistance** available for eligible courses
- **Training** available both online and in-person through the County's extensive Learning and Development program



INSURANCE AND PROTECTION

- **Basic Life Insurance and AD&D Insurance:** 100% employer-paid
- Voluntary **additional life insurance** for you and your dependents
- **Voluntary Benefits:**
 - Pet Insurance
 - Legal Insurance
 - Norton Lifelock
 - and more!

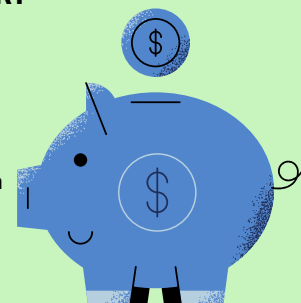


TIME OFF

- **13 Paid Holidays**
- **Generous Paid Time Off (PTO) & Sick Leave**

RETIREMENT AND FINANCIAL SUPPORT

- **Pension and Deferred Compensation** plans
- **Public Service Loan Forgiveness** eligible employer
- Exclusive benefits with **Monterra Credit Union**
- **Kashable Financial Wellness and Loan Program**
- **Life Balance Discount Program**, a free program offering thousands of discounts on fitness, travel, subscription services, and more
- **Financial classes and counseling**
- **Retirement Readiness Report** at no cost



Learn more at <https://www.smcgov.org/hr/employee-benefits> OR simply scan this QR code:

Note: These benefits options may not be available to all employees and are subject to change.

