



Extra Help Benefits at a Glance*

Health Insurance	<ul style="list-style-type: none"> • Extra help employees in classifications represented by AFSCME and SEIU that work a minimum number of hours in a prior fiscal year (as outlined in the Memoranda of Understanding) may qualify for participation in the County's extra help health plan through Health Plan of San Mateo ("HealthWorx"). • Open enrollment for this health coverage takes place the beginning of August every year. • County pays 50% of the total HealthWorx premium and the employee is responsible for paying 50% • Dental and vision are not covered benefits
Deferred Compensation	<ul style="list-style-type: none"> • By Federal law*, all extra help employees pay 7.5% of salary per pay period into a section 401(a) deferred compensation account with The Hartford for retirement (automatic enrollment). Funds are invested in Hartford's General Account on a pre-tax basis. • Upon termination of employment, funds can be rolled over to another qualified account. Withdrawals are subject to a penalty if done before age 59 ½. • If the extra help employee becomes a permanent employee, the employee must wait 2 years before they are eligible to withdraw or roll over their funds to another plan. <p>*Federal law requires that employees who are not members of the agency's retirement plan (SamCERA) be covered under an alternate retirement plan.</p>
Paid Time Off	<ul style="list-style-type: none"> • Extra help employees in classifications represented by AFSCME and SEIU who do not work on a holiday, but do work their scheduled shift immediately before and after the holiday, receive four hours of holiday pay at straight time.
San Mateo County Credit Union	<ul style="list-style-type: none"> • All extra help employees are eligible for membership in San Mateo Credit Union which offers a broad range of financial and investment services

*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.