

# BCEA BENEFIT SUMMARY SHEET

For Part-Time Employees Working 5-19 Hours/Week

## FRINGE BENEFITS AND WELLNESS

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- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**  
Available to employees and dependents
- **VISION PLAN**  
Voluntary plan through VSP
- **MEDICARE COVERAGE**  
Provided for employees hired after April 1, 1986
- **PROFESSIONAL DEVELOPMENT PAY**  
\$40.00/month  
(provided to Professional/Supervisory subgroup employees only)

## RETIREMENT BENEFITS

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- **RETIREMENT – 457P Plan**  
City pays 3.75%

## VACATION AND HOLIDAYS

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- **VACATION**  
Less than 5 years of service.....2 weeks/year\*  
5-14 years of service.....3 weeks/year\*  
15+ years of service.....4 weeks/year\*
- **HOLIDAY DIFFERENTIAL**  
Differential pay is based on the number of hours worked as defined in the MOU
- **FLOATING HOLIDAY** 2-6 hours/fiscal year\*\*

## SICK LEAVE AND OTHER LEAVES OF ABSENCE

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- **SICK LEAVE** pro-rated based on average number of hours worked
- **BEREAVEMENT LEAVE** 3 days/eligible death
- **JURY DUTY** one day/fiscal year
- **MILITARY LEAVE**  
30 paid calendar days/fiscal year per Military & Veterans Code; plus up to one year difference between City/military pay
- **PERSONAL LEAVE** 1-3 hours/fiscal year\*\*
- **MATERNITY LEAVE/PREGNANCY DISABILITY LEAVE**  
Up to 17 1/3 weeks unpaid leave  
(must supplement with paid sick leave if available)
- **PROFESSIONAL LEAVE**  
Up to 3 hours/year with an assignment of 16 hours or less  
Up to 30 hours/year with an assignment of 17 hours or more  
(hours and eligible employees defined in MOU)

## MISCELLANEOUS

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- **UNIFORM ALLOWANCE**  
Varies with assignment
- **BILINGUAL BONUS**  
\$63.00/month
- **WORK SCHEDULE**  
Flexible based on assignment & department needs

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.