# BCEA Benefit Summary Sheet

**For Part-Time (20-29 Hours) Employees**

## Fringe Benefits and Wellness

**CAFETERIA PLAN**
- Hired prior to 1/1/06: $257.60/month towards Medical Plan plus additional medical premium if eligible
- Hired on/after 1/1/06: $150.00/month towards Medical Plan plus additional medical premium if eligible

**Wellness/Professional Development Reimbursement**
- $112.50/year (after 10 years of service)

**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

**Retirement - PERS**
- 2.5% @ 55 OR 2.0% @ 62 up to 2.5% @ 67 (depending on PERS membership date and City hire date)
- PERS will determine Classic or New membership status

**§457 Deferred Compensation Plan**
- City matches §457 deferred compensation employee contribution up to $54.17/month

**Retiree Medical Trust**
- $50.00/pay period employee contribution
- $50.00/pay period City contribution

## Vacation and Holidays

**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**
- 8-10 hours/fiscal year**

## Sick Leave and Other Leaves of Absence

**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**
- 4-5 hours/fiscal year**

**Maternity Leave/Pregnancy Disability Leave**
- Up to 17 1/3 weeks unpaid leave (must supplement with paid sick leave if available)

**Family Medical Leave & California Family Rights Act (FMLA & CFRA)**
- Available to employees working 24+ hours/week
- 12 weeks unpaid leave in a 12 month period (must supplement with paid leave if available)

**Professional Leave**
- Up to 30 hours/year (hours and eligible employees defined in MOU)

## Miscellaneous

**Uniform Allowance**
- Varies with assignment

**Bilingual Bonus**
- $63.00/month

**Tuition Reimbursement**
- 75% up to $2,500/fiscal year per terms in MOU

**Work Schedule**
- Flexible based on assignment & department needs

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**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.**

* Pro-rated based on MOU
** Based on yearly hours worked

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