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

FRINGE BENEFITS AND WELLNESS

- **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 – 457P Plan**
  City pays 3.75%

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**
  2-6 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**
  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

- **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.

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

Revised 11/07/15 (3)