

BFF BENEFIT SUMMARY SHEET

FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**
Hired prior to 1/1/07: \$522.38/month towards Medical Plan plus additional medical premium if eligible;
Hired on/after 1/1/07: \$350.00/month towards Medical Plan plus additional medical premium if eligible
- **DENTAL INSURANCE**
Employer paid family coverage
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
Available to employees and dependents
- **VISION PLAN**
Voluntary plan through VSP
- **SHORT/LONG TERM DISABILITY (STD/LTD)**
Firefighters Local FAST
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986
- **LIFE INSURANCE**
\$10,000 Voluntary Group plan (includes \$12,000 Accidental Death & Dismemberment for covered accident/injury/loss)
- **ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE**
Work-related accident up to \$50,000

RETIREMENT BENEFITS

- **RETIREMENT – PERS**
3.0% @ 55 OR 2.7% @ 57
(depending on PERS membership date and City hire date)
PERS will determine Classic or New membership status
- **401A**
Mandatory \$30.00/month employee contribution
- **POST EMPLOYMENT HEALTH PLAN**
\$30.00/month employer contribution, and 100% of the cash out value of vacation and 60% of the cash out value of sick leave at time of separation

VACATION AND HOLIDAYS

- **VACATION (40 Hour Employees)**
Less than 8 years of service.....2 weeks/year
8-16 years of service.....3 weeks/year
17+ years of service.....4 weeks/year
- **VACATION (56 Hour Employees)**
Less than 8 years of service...six (6) 24 hour shifts
8-16 years of service.....nine (9) 24 hour shifts
17+ years of service.....twelve (12) 24 hour shifts
- **HOLIDAYS (40 Hour Employees)**
12 fixed

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE**
8 hours/month for 40 hour employees
12 hours/month for 56 hour employees
- **BEREAVEMENT LEAVE**
3 days for 40 hour employees /eligible death
2 shifts for 56 hour employees/eligible death
- **MILITARY LEAVE**
30 paid calendar days/fiscal year per Military & Veterans Code; plus up to one year difference between City/military pay
- **JURY DUTY** Unlimited
- **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)**
12 weeks unpaid leave in a 12 month period
(must supplement with paid leave if available)

MISCELLANEOUS

- **UNIFORM ALLOWANCE**
\$1,000.00/year; Safety equipment provided
- **BILINGUAL BONUS**
\$100.00/month
- **TUITION REIMBURSEMENT**
75% up to \$5,000.00/fiscal year per terms in MOU
- **EDUCATIONAL INCENTIVE PAY**
30 College units or CFO/CFPO....\$100.00/month
60 College units or AA/AS.....\$200.00/month
BA/BS.....\$300.00/month
MA/MS.....\$325.00/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.