### 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

- **HOLIDAYS (40 Hour Employees)**
  - 12 fixed

- **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

### 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/CFO….$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

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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.**

Revised 6/28/20