CROSSING GUARD
MESSENGER BILL DELIVERER &
LIBRARY PAGE BENEFIT SUMMARY SHEET

For Part-Time Employees

FRINGE BENEFITS AND WELLNESS

- **VISION PLAN**
  Voluntary plan through VSP

- **MEDICARE COVERAGE**
  Provided for employees hired after April 1, 1986

- **WELLNESS**
  Only for employees working 20-39 hours/week
  $112.50/year after 10 years of service

- **WELLNESS CENTER AND LAP SWIM**
  Available to all active employees at no cost

- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
  Available to employees and dependents

VACATION AND HOLIDAYS

- **VACATION**
  Less than 5 years of service.....2 weeks/year*
  5-15 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** 8-14 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** 4-7 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 AND MEDICAL LEAVE ACT (FMLA) & CALIFORNIA FAMILY RIGHTS ACT (CFRA)**
  Only for employees working 24+ hours/week
  12 weeks unpaid leave in a 12 month period, if eligible (must supplement with paid leave if available)

MISCELLANEOUS

- **UNIFORM ALLOWANCE**
  Varies with assignment

- **BILINGUAL BONUS**
  $63.00/month

- **TUITION REIMBURSEMENT**
  Only for employees working 20+ hours/week
  75% up to $2,500/year

- **SOCIAL SECURITY**
  Employee pays 6.2%

- **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 03/01/23