## CROSSING GUARD
### MESSENGER BILL DELIVERER & LIBRARY PAGE BENEFIT SUMMARY SHEET

For Part-Time Employees

### FRINGE BENEFITS AND WELLNESS
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
  Available to employees and dependents
- **VISION PLAN**
  Voluntary plan through VSP
- **WELLNESS**
  Only for employees working 20-39 hours/week
  $112.50/year after 10 years of service
- **MEDICARE COVERAGE**
  Provided for employees hired after April 1, 1986

### 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**
  8-14 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**

### MISCELLANEOUS
- **UNIFORM ALLOWANCE**
  Varies with assignment
- **SOCIAL SECURITY**
  Employee pays 6.2%
- **BILINGUAL BONUS**
  $63.00/month
- **WORK SCHEDULE**
  Flexible based on assignment & department needs
- **TUITION REIMBURSEMENT**
  Only for employees working 20+ hours/week
  75% up to $2,500/year

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

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 11/8/15 (3)