# FIRE CHIEF BENEFIT SUMMARY SHEET

#### FRINGE BENEFITS AND WELLNESS

CAFETERIA PLAN

**Hired prior to 1/1/08:** \$711.25/month towards Medical Plan plus additional medical premium if

**Hired on/after 1/1/08:** \$350.00/month towards Medical Plan plus additional medical premium if eligible

DENTAL INSURANCE

Employer paid family coverage

VISION PLAN

Employer paid for employee only Dependents may be added at additional cost

■ LIFE INSURANCE

Employer paid \$100,000 policy

MEDICARE COVERAGE

Provided for employees hired after April 1, 1986

 ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Covered accident/injury/loss up to \$102,000 Work-related accident up to an additional \$50,000

SHORT/LONG TERM DISABILITY (STD/LTD)

70% after 14 day waiting period up to \$2,500/week 60% after 180 day waiting period up to \$10,000/month

- PROFESSIONAL DEVELOPMENT \$75.00/month
- WELLNESS

\$1,000/fiscal year for physical examination

- WELLNESS CENTER AND LAP SWIM
   Available to all active employees at no cost
- EMPLOYEE ASSISTANCE PROGRAM (EAP)
   Available to employees and dependents

## **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
- RETIREE MEDICAL TRUST \$100.00/pay period City contribution

RETIREE HEALTH SAVINGS PLAN (RHS)

City contributes \$100.00/month 50% of accrued leave deposited into RHS account at time of separation

§457 DEFERRED COMPENSATION PLAN

City matches §457 deferred compensation employee contribution up to \$100.00/month

#### **VACATION AND HOLIDAYS**

EXECUTIVE LEAVE

Less than 15 years of service...316 hours/year 15+ years of service....356 hours/year May cash out up to 350 hours/fiscal year.

HOLIDAYS

11 days fixed

### SICK LEAVE AND OTHER LEAVES OF ABSENCE

- BEREAVEMENT LEAVE 3 days/eligible death
- JURY DUTY Unlimited
- MILITARY LEAVE

30 paid calendar days/fiscal year per Military & Veterans Code; plus up to one year difference between City/military pay

 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)

12 weeks unpaid leave in a 12 month period, if eligible (must supplement with paid leave if available)

## **MISCELLANEOUS**

- BILINGUAL BONUS \$100.00/month
- CAR ALLOWANCE \$374.00/month or vehicle provided

- TUITION REIMBURSEMENT 75% up to \$5,000/fiscal year
- 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.