

BCEA BENEFIT SUMMARY SHEET

For Full-Time Employees

FRINGE BENEFITS AND WELLNESS

- CAFETERIA PLAN**
Hired prior to 1/1/06: \$515.19/month towards Medical Plan plus additional medical premium if eligible;
Hired on/after 1/1/06: \$300.00/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**
\$50,000 policy paid by employer
- ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**
Covered accident/injury/loss up to \$52,000;
Work-related accident up to an additional \$50,000
- MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986
- SHORT/LONG TERM DISABILITY (STD/LTD)**
70% after 14 day waiting period up to \$1,500/week
60% after 180 day waiting period up to \$8,000/month
- PROFESSIONAL DEVELOPMENT PAY**
\$40.00/month
(provided to Professional/Supervisory subgroup employees only)
- WELLNESS PROGRAM**
\$225.00/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

RETIREMENT BENEFITS

- RETIREMENT - PERS**
2.5% @ 55 OR 2.0% @ 62 up to 2.5% @ 67
(depending on PERS membership date and City hire date)
PERS will determine Classic or New membership status
- RETIREE MEDICAL TRUST (BERMT)**
\$50.00/pay period employee contribution
\$50.00/pay period City contribution
- §457 DEFERRED COMPENSATION PLAN**
City matches §457 deferred compensation employee contribution up to \$65.00/ month for Classic members as identified by CalPERS

For New members, as identified by CalPERS, the City will match the employee contributions to the City §457 Deferred Compensation Plan up to 3% of base salary or up to \$30.00 per pay period, whichever is higher

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
- HOLIDAYS**
12.5 fixed*
16 hours floating*

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- SICK LEAVE** 8 hours/month
- BEREAVEMENT LEAVE**
Up to 5 days (3 paid), if eligible
- 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
- PROFESSIONAL LEAVE**
Up to 60 hours/year
(hours and eligible employees defined in MOU)
- PERSONAL LEAVE** 8 hours/fiscal year*
- MATERNITY LEAVE/PREGNANCY DISABILITY LEAVE (PDL)**
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)
- PAID PARENTAL LEAVE (PPL)**
Up to 6 weeks paid leave, if eligible

MISCELLANEOUS

- UNIFORM & TOOL ALLOWANCE**
Varies with assignment
- BILINGUAL BONUS**
\$100.00/month
- CHILD CARE AND FAMILY CARE** sourcing assistance through Bright Horizons
- TUITION REIMBURSEMENT**
75% up to \$5,000/fiscal year per terms in MOU
- 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.