

# BCEA BENEFIT SUMMARY SHEET

## For Full-Time Employees

### FRINGE BENEFITS AND WELLNESS

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- **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

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- **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

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- **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

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- **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

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- **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.**