

# BCEA BENEFIT SUMMARY SHEET

## For Part-Time (20-29 Hours) Employees

### FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**  
Hired prior to 1/1/06: \$257.60/month towards Medical Plan plus additional medical premium if eligible;  
Hired on/after 1/1/06: \$150.00/month towards Medical Plan plus additional medical premium if eligible
- **VISION PLAN**  
Voluntary plan through VSP
- **MEDICARE COVERAGE**  
Provided for employees hired after April 1, 1986
- **PROFESSIONAL DEVELOPMENT PAY**  
\$40.00/month  
(provided to Professional/Supervisory subgroup employees only)
- **WELLNESS PROGRAM**  
\$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

### 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\*
- **HOLIDAY DIFFERENTIAL**  
Differential pay is based on the number of hours worked as defined in the MOU
- **FLOATING HOLIDAY** 8-10 hours/fiscal year\*\*

### SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE** pro-rated based on average number of hours worked
- **BEREAVEMENT LEAVE**  
Up to 5 days (3 paid), if eligible
- **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
- **PROFESSIONAL LEAVE**  
Up to 30 hours/year  
(hours and eligible employees defined in MOU)
- **PERSONAL LEAVE** 4-5 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)**  
Available to employees working 24+ hours/week  
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 AND TOOL ALLOWANCE**  
Varies with assignment
- **BILINGUAL BONUS**  
\$63.00/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.**