

BCEA BENEFIT SUMMARY SHEET

For Part-Time (5-19 Hours) Employees

FRINGE BENEFITS AND WELLNESS

- **VISION PLAN**
Voluntary plan through VSP
- **PROFESSIONAL DEVELOPMENT PAY**
\$40.00/month
(provided to Professional/Supervisory subgroup employees only)
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986
- **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 – 457P Plan**
City pays 3.75%

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** 2-6 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
- **PERSONAL LEAVE** 1-3 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)
- **PROFESSIONAL LEAVE**
Up to 3 hours/year with an assignment of 16 hours or less
Up to 30 hours/year with an assignment of 17 hours or more
(hours and eligible employees defined in MOU)
- **PAID PARENTAL LEAVE (PPL)**
Up to 6 weeks paid leave, if eligible

MISCELLANEOUS

- **UNIFORM ALLOWANCE**
Varies with assignment
- **BILINGUAL BONUS**
\$63.00/month
- **CHILD CARE AND FAMILY CARE** sourcing assistance through Bright Horizons
- **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.