

BFF COU BENEFIT SUMMARY SHEET

FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**
Hired prior to 1/1/07: \$556.17/month towards Medical Plan plus additional medical premium if eligible;
Hired on/after 1/1/07: \$350.00/month towards Medical Plan plus additional medical premium if eligible
- **DENTAL INSURANCE**
Employer paid family coverage
- **VISION PLAN**
Voluntary plan through VSP
- **LIFE INSURANCE**
\$50,000 policy paid by employer
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**
Covered accident/injury/loss up to \$52,000
Work-related accident up to an additional \$50,000
- **SHORT/LONG TERM DISABILITY (STD/LTD)**
Provided by PYI
- **PROFESSIONAL DEVELOPMENT**
\$525.00/year
- **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
- **401A**
Mandatory \$30.00/month employee contribution
- **POST EMPLOYMENT HEALTH PLAN (PEHP)**
\$150.00/month employer contribution and value of 100% of vacation and 60% of sick leave at time of separation

VACATION AND HOLIDAYS

- **VACATION (40 Hour Employees)**
Less than 8 years of service.....2 weeks/year
8-16 years of service.....3 weeks/year
17+ years of service.....4 weeks/year
- **VACATION (56 Hour Employees)**
Less than 8 years of service...six (6) 24 hour shifts
8-16 years of service.....nine (9) 24 hour shifts
17+ years of service.....twelve (12) 24 hour shifts
- **HOLIDAYS (40 Hour Employees)**
12 days fixed plus 20 hours floating/year*

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE**
8 hours/month for 40 hour employees
12 hours/month for 56 hour employees
- **BEREAVEMENT LEAVE**
5 days (3 paid) for 40 hour employee, if eligible
5 24 hour shifts (2 paid) for 56 hour employee, 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
- **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)
- **PAID PARENTAL LEAVE**
Up to 6 weeks paid leave, if eligible

MISCELLANEOUS

- **UNIFORM ALLOWANCE**
\$1,000/year; Safety equipment provided
- **LONGEVITY PAY**
Per terms in MOU
5 years.....2.5% of employee's base salary
10 years.....5.0% of employee's base salary
15 years.....7.5% of employee's base salary
- **TUITION REIMBURSEMENT**
75% up to \$5,000/fiscal year per terms in MOU
- **BILINGUAL BONUS**
\$100.00/month
- **CHILD CARE AND FAMILY CARE** sourcing assistance through Bright Horizons
- **EDUCATIONAL INCENTIVE PAY**
Per terms in MOU
30 College units or CFO/CFPO.....\$60.00/month
60 College units or AA/AS.....2% of base salary/month
BA/BS.....3% of base salary/month
MA/MS.....4% of base salary/month
State Fire Marshal CO.....\$285.00/month
CICCS Strike Team Leader.....3% of base salary/month

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.