

# BFF BENEFIT SUMMARY SHEET

## FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**  
Hired prior to 1/1/07: \$522.38/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**  
\$10,000 Voluntary Group plan (includes \$12,000 Accidental Death & Dismemberment for covered accident/injury/loss)
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**  
Work-related accident up to \$50,000
- **MEDICARE COVERAGE**  
Provided for employees hired after April 1, 1986
- **SHORT/LONG TERM DISABILITY (STD/LTD)**  
Provided by PYI
- **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)**  
\$30.00/month employer contribution, and 100% of the cash out value of vacation and 60% of the cash out value of sick leave at time of separation
- **RETIREE MEDICAL TRUST (BERMT)**  
\$50.00/pay period employee contribution  
\$50.00/pay period City contribution
- **\$457 DEFERRED COMPENSATION PLAN**  
For New members, as identified by CalPERS, the City will match the employee contributions to the City \$457 Deferred Compensation Plan up to 2% of base salary

## 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** 14 paid/year  
(see MOU for applicability & provisions)

## 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**  
Up to 5 days (3 paid) for 40 hour employees, if eligible  
Up to 5 shifts (2 paid) for 56 hour employees, 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 (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 ALLOWANCE**  
\$1,000/year; Safety equipment provided
- **BILINGUAL BONUS**  
\$100.00/month
- **TUITION REIMBURSEMENT**  
75% up to \$5,000/fiscal year per terms in MOU
- **CHILD CARE AND FAMILY CARE** sourcing assistance through Bright Horizons
- **WORK SCHEDULE**  
Flexible based on assignment & department needs
- **EDUCATIONAL INCENTIVE PAY**  
Per terms in MOU  
30 College units.....\$60.00/month  
CFO/CFPO.....\$100.00/month  
60 College units or AA/AS.....2.5% of Firefighter top wage  
BA/BS.....4.5% of Firefighter top wage  
MA/MS.....5% of Firefighter top wage
- **LONGEVITY PAY**  
Per terms in MOU  
5 years.....2.5% of employee's base wage  
10 years.....5.0% of employee's base wage  
15 years.....7.5% of employee's base wage

**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.**