

CROSSING GUARD MESSENGER BILL DELIVERER & LIBRARY PAGE BENEFIT SUMMARY SHEET

For Part-Time Employees

FRINGE BENEFITS AND WELLNESS

- **VISION PLAN**
Voluntary plan through VSP
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986
- **WELLNESS**
Only for employees working 20-39 hours/week
\$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

VACATION AND HOLIDAYS

- **VACATION**
Less than 5 years of service.....2 weeks/year*
5-15 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** 2-14 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** 4-7 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)**
Only for 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 ALLOWANCE**
Varies with assignment
- **BILINGUAL BONUS**
\$63.00/month
- **TUITION REIMBURSEMENT**
Only for employees working 20+ hours/week
75% up to \$2,500/year
- **SOCIAL SECURITY**
Employee pays 6.2%
- **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.