

POLICE CAPTAIN BENEFIT SUMMARY SHEET

FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**
Hired prior to 1/1/08: \$570.00/month towards Medical Plan plus additional medical premium if eligible;
Hired on/after 1/1/08: \$350.00/month towards Medical Plan plus additional medical premium if eligible
- **DENTAL INSURANCE**
Employer paid family coverage
- **VISION PLAN**
Employer paid for employee only
Dependents may be added at additional cost
- **LIFE INSURANCE**
\$50,000 policy paid by City
- **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)**
City contributes to BPOA disability plan
- **PROFESSIONAL DEVELOPMENT**
\$55.00/month
- **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% @ 50 OR 2.7% @ 57
(depending on PERS membership date and City hire date)
PERS will determine Classic or New membership status
- **VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION (VEBA)**
1.5% of base salary/month, \$44.90/month employer contribution, and 70% of the cash out value of sick leave at time of retirement and 50% of all other accrued leaves deposited into VEBA at time of separation.
- **RETIREE MEDICAL TRUST (BERMT)**
\$100.00/pay period City contribution
- **\$457 DEFERRED COMPENSATION PLAN**
City matches \$457 deferred compensation employee contribution up to \$75.00/month for Classic members as identified by CalPERS
For New Members, as identified by CalPERS, the City will match 100% of the employee contributions to the City \$457 Deferred Compensation Plan up to a maximum of 3% of the base pay rate.

VACATION AND HOLIDAYS

- **UNIVERSAL LEAVE**
Less than 5 years of service....16.167 hours/month
5-14 years of service.....19.500 hours/month
15-29 years of service.....23.246 hours/month
30+ years of service.....24.828 hours/month
May cash out up to 500 hours/fiscal year; Department Head may grant an additional 40 hours of Universal Leave per calendar year.
- **HOLIDAYS**
12 days fixed

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **BEREAVEMENT LEAVE**
Up to 5 days (3 paid), 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
- **PAID PARENTAL LEAVE (PPL)**
Up to 6 weeks paid leave, if eligible
- **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)

MISCELLANEOUS

- **UNIFORM ALLOWANCE**
\$1,250/year
- **BILINGUAL BONUS**
\$100.00/month
- **CHILD CARE AND FAMILY CARE** sourcing assistance through Bright Horizons
- **WORK SCHEDULE**
Flexible based on assignment & department needs
- **TUITION REIMBURSEMENT**
75% up to \$5,000/fiscal year
- **POST CERTIFICATES**
Intermediate 6% of Captain top step
Advanced 10% of Captain top step
Supervisory 10% of Captain top step
Management 16% of Captain top step
(Percentages are not cumulative)
- **EDUCATIONAL DIFFERENTIAL**
AA.....\$192.00/month
BA/BS.....\$400.00/month
MA/MS.....\$565.00/month

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE RESOLUTION FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.