

# U GROUP BENEFIT SUMMARY SHEET

## Police and Firefighter Recruits

### FRINGE BENEFITS AND WELLNESS

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- **CAFETERIA PLAN**  
\$350.00/month towards Medical Plan plus additional medical premium if eligible
- **DENTAL INSURANCE**  
Employer paid family coverage
- **VISION PLAN**  
*Police Recruit* – Employer paid employee only  
Dependents may be added at additional cost  
*Firefighter Recruit* - Voluntary plan through VSP
- **LIFE INSURANCE**  
Employer paid \$10,000 policy
- **MEDICARE COVERAGE**  
Provided for employees hired after April 1, 1986
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**  
Covered accident/injury/loss up to \$12,000  
Work-related accident up to an additional \$50,000
- **SHORT/LONG TERM DISABILITY (STD/LTD)**  
70% after 14 day waiting period up to \$1,500/week  
60% after 180 day waiting period up to \$8,000/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

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- **RETIREMENT - PERS**  
**2.5% @ 55 OR 2.0% @ 62 up to 2.5% @ 67**  
*(depending on PERS membership date and City hire date)*  
PERS will determine Classic or New membership status

### VACATION AND HOLIDAYS

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| ▪ <b>VACATION</b><br>Less than 5 years of service...2 weeks/year<br>5-14 years of service.....3 weeks/year<br>15+ years of service.....4 weeks/year | ▪ <b>HOLIDAYS</b><br>11.5 fixed<br>16 hours floating* |
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### SICK LEAVE AND OTHER LEAVES OF ABSENCE

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| ▪ <b>SICK LEAVE</b> 8 hours/month                                                                                                                   | ▪ <b>MATERNITY LEAVE/PREGNANCY DISABILITY LEAVE (PDL)</b><br>Up to 17 1/3 weeks unpaid leave<br>(must supplement with paid sick leave if available)                                              |
| ▪ <b>BEREAVEMENT LEAVE</b> 24 hours/eligible death                                                                                                  | ▪ <b>FAMILY AND MEDICAL LEAVE ACT (FMLA) &amp; CALIFORNIA FAMILY RIGHTS ACT (CFRA)</b><br>12 weeks unpaid leave in a 12 month period, if eligible (must supplement with paid leave if available) |
| ▪ <b>JURY DUTY</b> Unlimited                                                                                                                        | ▪ <b>PAID PARENTAL LEAVE (PPL)</b><br>Up to 6 weeks paid leave, if eligible                                                                                                                      |
| ▪ <b>MILITARY LEAVE</b><br>30 paid calendar days/fiscal year per Military & Veterans Code; plus up to one year difference between City/military pay |                                                                                                                                                                                                  |

### MISCELLANEOUS

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| ▪ <b>BILINGUAL BONUS</b><br>\$100.00/month                                      | ▪ <b>TUITION REIMBURSEMENT</b><br>75% up to \$500/fiscal year             |
| ▪ <b>CHILD CARE AND FAMILY CARE</b> sourcing assistance through Bright Horizons | ▪ <b>WORK SCHEDULE</b><br>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 RESOLUTION FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.