

# Z GROUP BENEFIT SUMMARY SHEET

## For Unrepresented Mid-Managers

### FRINGE BENEFITS AND WELLNESS

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- **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**  
Employer paid \$50,000 policy
- **MEDICARE COVERAGE**  
City pays 1.45% (available to 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)**  
70% after 14 day waiting period up to \$1,500/week  
60% after 180 day waiting period up to \$8,000/month
- **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

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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
- **RETIREE HEALTH SAVINGS PLAN (RHS)**  
50% of accrued leave deposited into RHS account at 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

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- **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 fixed

### SICK LEAVE AND OTHER LEAVES OF ABSENCE

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- **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

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- **BILINGUAL BONUS**  
\$100.00/month
- **TUITION REIMBURSEMENT**  
75% up to \$5,000/fiscal year
- **WORK SCHEDULE**  
Flexible based on assignment & department needs
- **CHILD CARE AND FAMILY CARE** sourcing assistance through Bright Horizons

**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.**