

BPOA BENEFIT SUMMARY SHEET

FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**
Hired prior to 1/1/08: \$564.08/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
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986
- **LIFE INSURANCE**
\$10,000 Voluntary Group Plan (includes \$12,000 Accidental Death & Dismemberment for covered accident/injury/loss)
- **SHORT/LONG TERM DISABILITY (STD/LTD)**
Provided by BPOA
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**
Work-related accident up to \$50,000
- **WELLNESS CENTER AND LAP SWIM**
Available to all active employees at no cost
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
Available to employees and dependent

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, \$39.97/month employer contribution, and 70% of the cash out value of sick leave at time of retirement
- **§457 DEFERRED COMPENSATION PLAN**
Available to all active employees based on enrollment

VACATION AND HOLIDAYS

- **VACATION**
Less than 5 years of service.....2.6 weeks/year
5-14 years of service.....3.6 weeks/year
15+ years of service.....4.6 weeks/year
- **HOLIDAYS**
12 fixed
- **FLOATING HOLIDAY**
5/40 schedule – 16 hours
4/10 schedule – 20 hours
3/12 schedule – 24.66 hours

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE** 8 hours/month
- **BEREAVEMENT LEAVE** 30 hours/eligible death
- **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**
Up to 6 weeks paid leave, if eligible
- **MATERNITY LEAVE/PREGNANCY DISABILITY LEAVE**
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**
\$1,000/year; Safety equipment provided
- **BILINGUAL BONUS**
\$100.00/month
- **EDUCATIONAL DIFFERENTIAL**
AA.....\$192.50/month
BA/BS.....\$400.00/month
MA/MS.....\$495.00/month
Amount varies with assignment, defined in MOU
- **LONGEVITY PAY**
10 years.....3.0% of employee's base wage
15 years.....4.50% of employee's base wage
20 years.....7.0% of employee's base wage
- **POST CERTIFICATES**
Intermediate 6% of Officer top step
Advanced 10% of Officer top step
Supervisory 10% of Sergeant top step
Management 9% of Lieutenant top step
- **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

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.