BCEA BENEFIT SUMMARY SHEET

For Part-Time (5-19 Hours) Employees

FRINGE BENEFITS AND WELLNESS

- **VISION PLAN**
  Voluntary plan through VSP

- **PROFESSIONAL DEVELOPMENT PAY**
  $40.00/month
  (provided to Professional/Supervisory subgroup employees only)

- **MEDICARE COVERAGE**
  Provided for employees hired after April 1, 1986

- **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 – 457P Plan**
  City pays 3.75%

VACATION AND HOLIDAYS

- **VACATION**
  Less than 5 years of service….......2 weeks/year*
  5-14 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** 2-6 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** 1-3 hours/fiscal year**

- **MATERNITY LEAVE/PREGNANCY DISABILITY LEAVE**
  Up to 17 1/3 weeks unpaid leave
  (must supplement with paid sick leave if available)

- **PROFESSIONAL LEAVE**
  Up to 3 hours/year with an assignment of 16 hours or less
  Up to 30 hours/year with an assignment of 17 hours or more
  (hours and eligible employees defined in MOU)

- **PAID PARENTAL LEAVE**
  Up to 6 weeks paid leave, if eligible

MISCELLANEOUS

- **UNIFORM ALLOWANCE**
  Varies with assignment

- **BILINGUAL BONUS**
  $63.00/month

- **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.

* Pro-rated based on hours worked
** Based on yearly hours worked

Revised 01/31/24