

BFF BENEFIT SUMMARY SHEET

FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**
Hired prior to 1/1/07: \$522.38/month towards Medical Plan plus additional medical premium if eligible;
Hired on/after 1/1/07: \$350.00/month towards Medical Plan plus additional medical premium if eligible
- **DENTAL INSURANCE**
Employer paid family coverage
- **VISION PLAN**
Voluntary plan through VSP
- **LIFE INSURANCE**
\$10,000 Voluntary Group plan (includes \$12,000 Accidental Death & Dismemberment for covered accident/injury/loss)
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**
Work-related accident up to \$50,000
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986
- **SHORT/LONG TERM DISABILITY (STD/LTD)**
Provided by PYI
- **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% @ 55 OR 2.7% @ 57
(depending on PERS membership date and City hire date)
PERS will determine Classic or New membership status
- **401A**
Mandatory \$30.00/month employee contribution
- **POST EMPLOYMENT HEALTH PLAN (PEHP)**
\$30.00/month employer contribution, and 100% of the cash out value of vacation and 60% of the cash out value of sick leave at time of separation
- **RETIREE MEDICAL TRUST (BERMT)**
\$50.00/pay period employee contribution
\$50.00/pay period City contribution

VACATION AND HOLIDAYS

- **VACATION (40 Hour Employees)**
Less than 8 years of service.....2 weeks/year
8-16 years of service.....3 weeks/year
17+ years of service.....4 weeks/year
- **HOLIDAYS (40 Hour Employees)**
14 fixed
- **VACATION (56 Hour Employees)**
Less than 8 years of service...six (6) 24 hour shifts
8-16 years of service.....nine (9) 24 hour shifts
17+ years of service.....twelve (12) 24 hour shifts

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE**
8 hours/month for 40 hour employees
12 hours/month for 56 hour employees
- **BEREAVEMENT LEAVE**
Up to 5 days (3 paid) for 40 hour employees, if eligible
Up to 5 shifts (2 paid) for 56 hour employees, if eligible
- **MILITARY LEAVE**
30 paid calendar days/fiscal year per Military & Veterans Code; plus up to one year difference between City/military pay
- **JURY DUTY** Unlimited
- **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)
- **PAID PARENTAL LEAVE (PPL)**
Up to 6 weeks paid leave, if eligible

MISCELLANEOUS

- **UNIFORM ALLOWANCE**
\$1,000/year; Safety equipment provided
- **BILINGUAL BONUS**
\$100.00/month
- **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
- **EDUCATIONAL INCENTIVE PAY**
Per terms in MOU
30 College units or CFO/CFPO....\$100.00/month
60 College units or AA/AS.....\$200.00/month
BA/BS.....\$300.00/month
MA/MS.....\$325.00/month
- **LONGEVITY PAY**
Per terms in MOU
5 years.....2.5% of employee's base wage
10 years.....5.0% of employee's base wage
15 years.....7.5% of employee's base wage

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.