

BMA BENEFIT SUMMARY SHEET

For Full-Time Employees

FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**
Hired prior to 4/1/06: \$553.19/month towards Medical Plan plus additional medical premium if eligible;
Hired on/after 4/1/06: \$300.00/month towards Medical Plan plus additional medical premium if eligible
- **DENTAL INSURANCE**
Employer paid family coverage
- **VISION PLAN**
City vision plan/Employer paid for employee only, dependents may be added at additional cost, **OR** BMA vision plan/Employer paid up to cost of employee premium amount on City vision plan
- **LIFE INSURANCE**
\$50,000 policy paid by employer
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**
Covered accident/injury/loss up to \$52,000;
Work-related accident up to an additional \$50,000
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986
- **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

- **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**
50% of eligible leave deposited into RHS account at separation
- **RETIREE MEDICAL TRUST**
\$50.00/pay period employee contribution
\$50.00/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 1.53% of the base salary.
The monetary value of up to 500 hours of leave may be deferred each year, the 3 years prior to retirement.

VACATION AND HOLIDAYS

- **HOLIDAYS**
12 fixed
- **UNIVERSAL LEAVE**
Less than 5 years of service...153.998 hours/year
5-14 years of service.....193.986 hours/year
15-29 years of service.....238.94 hours/year
30+ years of service.....257.92 hours/year
Plus additional 40 hour lump sum in January if eligible.*
May cash out up to 500 hours/fiscal year. Department Head may grant up to an additional 40 hours of Universal Leave per calendar year.

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **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
- **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**
Up to 6 weeks paid leave, if eligible

MISCELLANEOUS

- **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

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.