

Z GROUP BENEFIT SUMMARY SHEET

For Unrepresented Mid-Managers

FRINGE BENEFITS AND WELLNESS

- **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

- **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 1.53% of the base pay rate.

VACATION AND HOLIDAYS

- **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

- **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**
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

- **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.