

City of Bakersfield

Summary of Benefits for Blue & White Miscellaneous Unit

Vacation, Holidays, Sick Leave & Other Leaves of Absence					
Vacation:	Years Service	Annually	Max Accrual	Sick Leave:	12 Paid Sick Days per Year
	0 - 4	10 Days	30 Days (240 hrs)	Military Leave:	Paid military leave for active duty assignments up to 30 days. Salary coordination for active duty assignments for an additional 14 months.
	5 - 13	15 Days	48 Days (384 hrs)		
	11 - 13	15 Days	54 Days (432 hrs)		
	14 +	20 Days	69 Days (552 hrs)		
Holidays:	13 paid holidays a year. Of which, up to 3 of them may be floating.			Sick Leave Conversion:	2 levels of sick leave conversion with payment options.
Jury Duty:	Employees will receive paid time while on eligible Jury Duty.			Accrued Leave Pay-Out:	At termination, vacation and compensatory time paid @ 100%. Sick Leave paid @ 75% for Service Retirement if 50 w/ 5yrs service, 50% @ Disability Retirement.
Personal Leave:	Up to 8 hours a calendar year of sick leave for personal necessity.				

Additional Pay			
Bilingual Pay:		Certification Pay:	
	\$70 - \$100 bi-weekly for qualified employees, dependent upon position.		Paid annually to employees designated by department head required to utilize skills requiring state or national certification.
Tool Allowance:		Footwear Vouchers:	
	Tool allowances of \$375 for Fleet Service Workers I/II and \$530 for Fleet Mechanics		Specific classification required to wear safety footwear can receive up to \$160 reimbursement for purchase of approved footwear annually.
Call-Back Pay:		Shift Differential:	
	Minimum 2 hours.		
Standby Pay:			
	\$50 per each 8 hour shift for controlled standby.		
Premium Compensation:			
	Temporary Upgrade Pay, Acting Pay and Temporary Assignment pay should duties qualify.		\$.90 per hour if majority of shift is worked between 3:00 PM and 12:00 AM. \$1.25 per hour if majority of shift is worked between 12:00 AM and 7:00 AM.

Health Benefits					
Medical:	Blue Shield PPO & HMO	Single - Family Bi-Weekly Rates Including Vision:			
	Kaiser Permanente HMO & HMO Deductible	Blue Shield PPO/HMO	61.52 - 185.01	52.75 - 154.88	43.07 - 126.45
Vision:	Medical Eye Services (MES) PPO & HMO	Kaiser Perm HMO/HMOD	44.84 - 126.83	39.81 - 114.29	30.50 - 86.23
Dental:	United Concordia Dental PPO & HMO Plans	U C Dental PPO/HMO	3.66 - 12.54	1.92 - 5.54	
Employee Assistance Program:	No cost confidential mental health and work/life services for employee and family provided thru Optum				

Additional Benefits	
Tuition Reimbursement:	Tuition reimbursement per departmental approval. Annual maximum \$8,000 for under graduate \$10,000 for graduate.
Retirement Health Savings Account:	Employee funded 1% base pay health savings account. City matches contribution beginning year 5 of service.
Group Life Insurance:	\$30,000 life insurance policy for Miscellaneous Unit personnel. City paid.
Deferred Compensation:	457 Plan deferred compensation accounts available with Nationwide and IMCA, including rollover options for 401 K plans.
Flexible Spending Accounts:	Section 125 Cafeteria plans available for Medical and Child/Dependent Care expenses.
Credit Union Membership:	Membership in Bakersfield City Employees Federal Credit Union available.
State Disability Insurance:	Blue & White unit employees participate in the State Disability Insurance program. Wage coordination after 7 days for your own serious health condition and wage coordination on first day for family medical leave. This preserves employees accruals.
FICA Participation:	Participation in Medicare, no participation in Social Security.

Retirement Benefits - CalPERS	
* Tier 2: 2.7% @ 55 Classic or Legacy Member or * Tier 3: 2% @ 62 PEPRA Member	
'Classic/Legacy' employees shall pay the 8% employee retirement contribution. 'Classic/Legacy' members will receive EMPC after 5 year service.	
'PEPRA' employees shall pay 50% of the normal cost of the retirement program.	
* CalPERS determines Classic/Legacy or PEPRA membership dependent upon hire date and previous CalPERS membership	

This is a summary of benefits. It does not confer any rights upon any employee. Please refer to Municipal Code, Administrative Rules & Regulations and unit MOU for more details.