

**City of Bakersfield**  
**Summary of Benefits for Miscellaneous Supervisory & Management Unit**

Vacation, Holidays, Sick Leave & Other Leaves of Absence					
<b>Vacation:</b>	Years Service	Annually	Max Accrual	<b>Sick Leave:</b>	12 Paid Sick Days per Year
	0 - 4	10 Days	30 Days (240 hrs)	<b>Military Leave:</b>	Paid military leave for active duty assignments up to 30 days. Salary coordination for active duty assignments that exceed 30 days up to 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)	<b>Sick Leave Conversion:</b>	
<b>Holidays:</b>	13 paid holidays a year. Of which, up to 3 of them may be floating.			2 levels of sick leave conversion with payment options.	
<b>Jury Duty:</b>	Employees receive paid time while on eligible Jury Duty.			Upon separation, Vacation accruals are paid at 100%. Upon separation, Sick Leave accruals are paid at 75% after 5 years service.	
<b>Personal Leave:</b>	Up to 8 hours a calendar year of sick leave for personal necessity.			<b>Administrative Leave:</b>	80 hours Administrative Leave annually.

Additional Pay			
<b>Bilingual Pay:</b>	\$40 for qualified Comm Center Supervisors bi-weekly.		<b>Uniform Pay:</b>
<b>Tool Allowance:</b>	\$425 for General Supervisory employees required to provide a full complement of hand tools.		Management & Supervisory personnel required to wear uniforms will receive a uniform allowance of \$22.31 bi-weekly. Animal Control Supervisors will receive \$32.70 bi-weekly.
<b>Footwear Vouchers:</b>	Specific classification required to wear safety footwear will receive up to \$160 reimbursement for footwear.		
<b>Shift Differential:</b>	General Supervisory employees receive \$.90 per hour for majority of shift worked between 3:00 PM and 12:00 AM. \$1.25 per hour for majority of shift worked between 12:00 AM and 7:00 AM.		<b>Car &amp; Mileage Allowance:</b>
			Department Heads and Management personnel not provided with a vehicle will be eligible for an Auto Allowance dependent upon position.
			<b>Standby Pay:</b>
			General Supervisory personell receives \$40 for every 8 hour shift or fraction thereof.
			<b>Overtime Pay:</b>
			Supervising Fire Dispatchers will receive overtime pay.

Health Benefits						
<b>Medical:</b>	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
<b>Vision:</b>	Medical Eye Services (MES) PPO & HMO		Kaiser Perm HMO/HMOD	44.84 - 126.83	39.81 - 114.29	30.50 - 86.23
<b>Dental:</b>	United Concordia Dental PPO & HMO Plans		U C Dental PPO/HMO	3.66 - 12.54	1.92 - 5.54	
<b>Employee Assistance Program:</b>	No cost confidential mental health and work/life services for employee and family provided thru Optum					

Additional Benefits	
<b>Tuition Reimbursement:</b>	Tuition reimbursement per departmental approval. Annual maximum \$8,000 for under graduate \$10,000 for graduate.
<b>Premium Compensation:</b>	Acting Pay, Additional Duties Pay and Temporary Upgrade Pay available dependent upon position and duties.
<b>Group Life Insurance:</b>	One time your annual salary up to \$100,000 plus \$2,000.
<b>Deferred Compensation:</b>	457 Plan deferred compensation accounts available with Nationwide and IMCA, including rollover options for 401 K plans.
<b>Flexible Spending Accounts:</b>	Section 125 Cafeteria plans available for Medical and Child/Dependent Care expenses.
<b>Credit Union Membership:</b>	Membership in Bakersfield City Employees Federal Credit Union available.
<b>FICA Participation:</b>	Participation in Medicare, no participation in Social Security.

Retirement Benefits - CalPERS	
* Tier 2: 2.7% @ 55 Classic Member or * Tier 3: 2% @ 62 PEPRAs Member	
"Classic" Management employees shall pay .5% employee retirement contribution. "Classic" general Supervisory employees will pay 8.0% for first 5 years of City service then, pay .5% employee retirement contribution after 5 years of service.	
"PEPRA" employees shall pay 50% of the normal pension cost as established by CalPERS upon hire.	
* CalPERS determines Classic 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 agreement for more details.