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

		Vacation	on, Holidays, Sick Lea	ve & Other Lea	ves of Absen	ce		
Vacation:	Years Service	Annually	Max Accrual	Sick Leave:	12 Paid Sick Da			
	0 - 4	10 Days	30 Days (240 hrs)	Military Leave:	Paid military lea	· 1	uty assignment	s up to 30
	5 - 13				days. Salary coordination for active duty assignments that			
	11 ~ 13	15 Days	54 Days (432 hrs)		exdeed 30 days			
	14 +	20 Days	69 Days (552 hrs)	Sick Leave Conve	,	*		
Holidays:	14 +	20 Days	09 Days (332 III8)	SICK LEAVE COIIVE	2 levels of sick l	eave conversion	n with navmen	tontions
Holidays.	12 (11 1/1	O(1:	1 . 2 (.1 1	Accrued Leave Pa		eave conversion	ii witii payiiitii	t options.
	· ,	a year. Of whi	ch, up to 3 of them may be	Accided Leave Fa	Upon separatio	n Vacation acc	eruale are paid	nt 100% Upon
Lucy Duty	floating.			1	separation, Sick			
Jury Duty:	Employees recei	ive paid time v	hila an aligibla Jury Duty	1	service.	Leave accraal	o are paid at 19	o areer 3 years
Personal Leave:	Employees receive paid time while on eligible Jury Duty.			Administrative Le				
Personal Leave:	Up to 8 hours a calendar year of sick leave for personal			Aummstrative Le	80 hours Administrative Leave annually.			
	necessity.	÷ ,			80 Hours Administrative Leave annually.			
	necessity.							
			Additi	onal Pay				
Bilingual Pay:				Uniform Pay:				
	\$40 for qualified Comm Center Supervisors bi-weekly. \$425 for General Supervisory employees required to				Management & Supervisory personnel required to wear			
Tool Allowance:					uniforms will receive a uniform allownace of \$22.31 bi- weekly. Animal Control Supervisors will receive \$32.70 bi-			
	provide a full co	mplement of h	and tools.		weekly.			
Footwear Vouche				Car & Mileage Al				
			to wear safety footwear		Department He			
	will receive up to	o \$160 reimbui	rsement for footwear.		provided with a			Auto
					Allowance depe	endent upon po	osition.	
Shift Differential:				Standby Pay:				
			s receive \$.90 per hour for		General Superv		receives \$40 fc	r every 8 hour
	majority of shift worked between 3:00 PM and 12:00 AM. \$1.25 per hour for majority of shift worked between 12:00				shift or fraction	n thereof.		
				Overtime Pay:				
AM and 7:00 AM.					Supervising Fire	: Dispatchers will receive overtime pay.		
			Health	Benefits				
Medical:	Blue Shield PPO	& HMO		Single - Family Bi-Weekly Rates Including Vision:				
iviedicai:	Kaiser Permanente HMO & HMO Deductible			Blue Shield PPO/HM	MO 61.52 - 185.01 52.75 - 154.88 43.07 - 126.45			
Vision:	Medical Eye Services (MES) PPO & HMO						30.50 - 86.23	
Dental:	United Concordia	ı Dental PPO &	HMO Plans	U C Dental PPO/HM				
Employee Assista								
	nce Program:							
		ntial mental he	alth and work/life services	for employee and far	nily provided th	ru Optum		
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	No cost confide	ntial mental he		for employee and far	nily provided th	ru Optum		
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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.