**General Salary Information:**

**Compensation:**
- Battalion Chiefs top step salary is 21.25% above a Fire Captain's top step salary.
- There is a 15% differential between the Battalion Chiefs and Division Chief salary.
- NCFO salaries are tied by differential to NCFA.
- Salary increase effective with the 1st full pay period following the dates outlined:
  - 1/8/22 = 3.5%
  - 1/1/2023 = 3.25%
  - 1/1/24 = 2.75%

**Salary Increases:**
Up to $100 per year for equipment
Up to $110 per month for usage

**Phone Stipend:**
- Up to $100 per year for equipment
- Up to $110 per month for usage

**Specialty Pays:**
- **Bilingual Pay:** 2% of monthly base pay
- **40 hour assignment:**
  - 7% of current monthly base pay if work holidays
  - 2% of current monthly base pay if take holidays off
- **Educational Incentive BA Degree:**
  - PERS reportable
  - $225 per month
- **State Fire Officer Cert:**
  - PERS reportable
  - $300 per month
- **State Fire Chief Officer Cert:**
  - PERS reportable
  - $325 per month
- **Uniform Allowance:**
  - PERS reportable for 1st & 2nd tier
  - $1,652.00 annual allowance. New hires are given an initial uniform.

**Health and Welfare:**

<table>
<thead>
<tr>
<th>Coverage Type</th>
<th>City's Monthly Contribution</th>
<th>Kaiser HMO</th>
<th>Kaiser DHMO</th>
<th>Kaiser HDHDP</th>
<th>WHA HMO</th>
<th>WHA HDHP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$675.00</td>
<td>$100.06</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>2-party</td>
<td>$1,350.00</td>
<td>$200.10</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Family</td>
<td>$1,795.00</td>
<td>$266.62</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
</tbody>
</table>

City coverage may be waived for health in-lieu at $500.00 monthly. Proof of coverage is required.

<table>
<thead>
<tr>
<th>Coverage Type</th>
<th>City's Monthly Contribution</th>
<th>Delta Care HMO</th>
<th>Delta Dental PPO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$53.00</td>
<td>$0.00</td>
<td>$7.06</td>
</tr>
<tr>
<td>2-party</td>
<td>$90.00</td>
<td>$0.00</td>
<td>$11.52</td>
</tr>
<tr>
<td>Family</td>
<td>$138.00</td>
<td>$0.00</td>
<td>$12.91</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Coverage Type</th>
<th>City's Monthly Contribution</th>
<th>Employee's Monthly Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$0.00</td>
<td>$7.28</td>
</tr>
<tr>
<td>2-party</td>
<td>$0.00</td>
<td>$10.56</td>
</tr>
<tr>
<td>Family</td>
<td>$0.00</td>
<td>$18.93</td>
</tr>
</tbody>
</table>

**Dental Insurance:**

**Vision Insurance:**

**Life Insurance:**
- $100,000 of coverage paid for by City
- AD&D $100,000 of coverage paid for by City
NCFO - Napa Chief Fire Officers
Effective 1/1/22 through 12/31/24

Accruals and Leaves:

Vacation Accrual

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>40 hr Shift Hours/Year</th>
<th>56 hr Shift Hours/Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-4</td>
<td>85.71</td>
<td>120</td>
</tr>
<tr>
<td>5-9</td>
<td>137.14</td>
<td>192</td>
</tr>
<tr>
<td>10-12</td>
<td>154.28</td>
<td>216</td>
</tr>
<tr>
<td>13-16</td>
<td>171.43</td>
<td>240</td>
</tr>
<tr>
<td>17-19</td>
<td>188.57</td>
<td>264</td>
</tr>
<tr>
<td>20+</td>
<td>205.71</td>
<td>288</td>
</tr>
</tbody>
</table>

Maximum accrual is 280 hours for 40-hour employees
Maximum accrual is 392 hours for 56-hour employees

Sick Leave Accrual

66 hours per year for 40-hour employees
134.40 hours per year for 56-hour employees

Holidays
Employees receive 15 paid holidays per year. Holiday pay is received for Holidays worked.

Management Leave Hours
104 hours for 40-hour employees
146 hours for 56-hour employees

Retirement and Deferrals:

<table>
<thead>
<tr>
<th>PERS</th>
<th>PERS Plan</th>
<th>Final Compensation Calculation</th>
<th>Employee contribution</th>
<th>Employer Contrib.</th>
<th>Plan available to new hires?</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.0% @ 50</td>
<td>Single-highest year</td>
<td>14.5%</td>
<td>18.87%</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>3.0% @ 55</td>
<td>Three year average</td>
<td>14.5%</td>
<td>18.87%</td>
<td>Yes with prior PERS qualified employment</td>
<td></td>
</tr>
<tr>
<td>2.7% @ 57</td>
<td>Three year average</td>
<td>17.25%</td>
<td>18.87%</td>
<td>Yes</td>
<td></td>
</tr>
</tbody>
</table>

1. PERS Survivor Benefit
Members pay $1.11 per pay period for the Index Survivor Benefit.

Employee PERS Contribution
Employees contribute 3% of their salary toward the PERS plan. (Pre-tax)

Deferred Compensation
Each pay period, the City contributes 1.75% of an employee's base pay into each employee's HRA.

Vacation Disbursement at Retirement
100% of member's vacation leave balance at 100% of member's base hourly rate will be deposited into HRA

Sick Leave Disbursement at Retirement
50% of member's sick leave balance at 100% of member's base hourly rate will be deposited into HRA

Sick Leave to PERS Service Credit
Members are eligible to convert the remaining 50% sick leave balance to retirement service credits.

PEPRA is Public Employees' Pension Reform Act 2013 which applies to all public employers and public pension plans which includes CalPERS, CalSTRS, 37 Act Counties and California Independent Public Retirement Plans. The only exclusion is the University of California.