

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 increases** 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%
- 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** \$1,652.00 annual allowance. *New hires are given an initial uniform.*
PERS reportable for 1st & 2nd tier

Health and Welfare:

Health Insurance	Coverage Type	City's Max Monthly Contribution	Employee's Monthly Contribution				
			Kaiser HMO	Kaiser DHMO	Kaiser HDHDP	WHA HMO	WHA HDHP
	Single	\$728.30	\$128.52	\$0.00	\$0.00	\$0.00	\$0.00
	2-party	\$1,456.59	\$257.05	\$0.00	\$0.00	\$0.00	\$0.00
	Family	\$1,937.27	\$341.87	\$0.00	\$0.00	\$0.00	\$0.00

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

Dental Insurance	Coverage Type	City's Monthly Contribution	Employee's Monthly Contribution	
			Delta Care HMO	Delta Dental PPO
	Single	\$53.00	\$0.00	\$0.70
	2-party	\$90.00	\$0.00	\$0.80
	Family	\$138.00	\$0.00	\$0.00

Vision Insurance <i>Optional</i>	Coverage Type	City's Monthly Contribution	Employee's Monthly Contribution
			Contribution
	Single	\$0.00	\$7.28
	2-party	\$0.00	\$10.56
	Family	\$0.00	\$18.93

- Life Insurance** \$100,000 of coverage paid for by City
- AD&D** \$100,000 of coverage paid for by City

Accruals and Leaves:

Vacation Accrual

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

Maximum accrual is 280 hours for 40-hour employees

Maximum accrual is 392 hours for 56-hour employees

96 hours per year for 40-hour employees

134.40 hours per year for 56-hour employees

Sick Leave Accrual

Holidays

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

Members receive management leave annually on January 1st. Employees may cash out up to 50% of eligible management leave each CY. Management leave must be used within the calendar year granted or it will be forfeited.

Management Leave Hours

104 hours for 40-hour employees

146 hours for 56-hour employees

Retirement and Deferrals:

PERS	PERS Plan	Final Compensation Calculation	Employee contribution	Employer Contribution	Plan available to new hires?
	3.0% @ 50	Single-highest year	14.5%	15.28%	No
	3.0% @ 55	Three year average	14.5%	15.28%	Yes with prior PEPRA ¹ qualified employment
	2.7% @ 57	Three year average	12.75%	15.28%	Yes

1. 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.

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

Employee PERS Contribution Employee's contribution (see PERS table above) deducted from employees' salary. (Pre-tax)

Deferred Compensation Members are eligible to enroll in 457 plan.

Retiree Health Reimbursement Account 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.