

NCFA Napa City Firefighters Association

Effective 7/1/21 through 6/30/24

General Salary Information:

Salary range is a 6 step range. Appointment within the range is DOQ. Salary advancement within the range occur at 6 months for Step A1 and A2, and annually there after (to top of range).

Salary increases Salary increase effective with the 1st full pay period following the dates outlined:
 7/01/2022 = 2%
 7/01/2023 = 3%

Specialty Pays:

All Specialty Pays are PERS reportable except for Uniform allowance for 3rd tier employees & tuition reimbursement

- Bilingual Pay** 2% of monthly base pay
- Apparatus Specialty Pay** 3% of monthly base pay
- Shift Fire Investigator** 3% of monthly base pay (*Up to 2 per shift*)
- Hazardous Material** 4% of monthly base pay
- 40- Hour Assignment** 7% of monthly base pay; 2% of monthly base pay if NOT scheduled to work Holidays
- Technical Rescue Specialist** 3% of monthly base pay
- Water Rescue Technician** 3% of monthly base pay
- Tactical Medic** 3% of monthly base pay
- Designated Infection Control Officer** 2% of monthly base pay
- Fitness Coordinator** 2% of monthly base pay
- Captain/Paramedic** 10% of Firefighter Step E monthly base pay; when assigned.
- Uniform Allowance** PERS reportable for Tiers 1 & 2 only \$ 800 annual allowance
 New hires are given their initial uniform in lieu of allowance for 1st year
- Educational Incentives**
- 30 semester units** \$100 per month (if hired before July 1, 2018)
- AA/AS Degree** \$164 per month
- BA/BS Degree** \$197 per month

- State Fire Officer/Company Officer** \$100 per month if received on or before July 1, 2017
- State Fire Level 2 Fire Officer/Co. Officer** \$100 per month; \$50 per month while obtaining (restriction apply & non-PERSable)
- State Fire Chief Officer/Chief Fire Officer** Additional \$50 per month for Fire Captains
- State Fire Level 3 Chief Officer/Chief Officer** Additional \$50 per month

Health and Welfare:

Coverage Type	City's Max Monthly Contribution	Employee's Monthly Contribution				
		Kaiser HMO	Kaiser DHMO	Kaiser HDHDP	WHA HMO	WHA HDHP
Health Insurance						
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/mo. Proof of coverage is required.

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

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

- Life Insurance** \$50,000 of coverage paid for by City.
- AD&D** \$50,000 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	102.85	144
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 248 hours for 40-hour employee
 Maximum accrual is 360 hours for 56-hour employee

Sick Leave Accrual

81.7 hours per year for 40-hour employees.
 114.4 hours per year for 56-hour employees.

Compensatory Time Off Holidays

Maximum number of hours that can be earned in CY is 144 regardless of used hours.
 Employees receive 14 paid holidays per year. Holidays paid is 8 hours per day and is PERS reportable.

Retirement and Deferrals:

PERS

Retirement Tier	PERS Plan	Final Compensation Calculation	Employee contribution	Employer Contribution	Plan available to new hires?
Tier 1	3.0% @ 50	Single-highest year	12.00%	17.78%	No
Tier 2	3.0% @ 55	Three year average	12.00%	17.78%	Yes with prior PEPRA ¹ qualified employment
Tier 3	2.7% @ 57	Three year average	11.75%	20.78%	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 1959 Survivor Benefit

Sick Leave to PERS Service Credit

All members eligible.

Employee PERS Contribution

Employee's required contribution (see PERS table above) deducted from employees' salary.

Retiree Health Reimbursement Account (HRA)

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

Deferred Compensation

Members are eligible to enroll in 457 plan.