

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 7/01/2022 = 2%
 (effective with the 1st full pay period following 7/01/2023 = 3%
 the dates outlined)

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.

Educational Incentive --

- 30 semester units** \$100 per month (if hired before July 1, 2018)
- AA/AS Degree** \$164 per month or
- 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

Uniform Allowance PERS reportable \$ 800 annual allowance
 for Tiers 1 & 2 only *New hires are given their initial uniform in lieu of allowance for 1st year*

Tuition Reimbursement \$1,000 per Year

Health and Welfare:

Health Insurance *	Coverage Type	Monthly Amount of City Contribution for Kaiser (Based on the MOU formula.)	Employee Monthly Contribution	
			Kaiser HMO Premium Amount	Western Health Advantage Premium Amount
	Single	\$675.00	\$32.82	\$0.00
	2-party	\$1,350.00	\$65.62	\$0.00
	Family	\$1,795.00	\$87.78	\$0.00

*Employees may waive coverage and opt for health in-lieu. For new employees and those who began receiving health-in-lieu on or after 7/1/13, the City contribution is \$500 monthly. Annual proof of coverage is required.

Dental Insurance	Coverage Type	Monthly Amount of City Contribution	Employee's Monthly Contribution	
			Delta Care HMO	Delta Dental PPO
	Single	\$53.00	\$0.00	\$7.06
	2-party	\$90.00	\$0.00	11.52.
	Family	\$138.00	\$0.00	\$12.91

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 Maximum accrual is 248 or 360 hours.	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

Sick Leave Accrual 96 hours per year for 40 hour employees.
134.4 hours per year for 56 hour employees.

Compensatory Time Off cap Maximum number of hours that can be earned in CY is 144 regardless of used hours.

Holidays Employees receive 14 paid holidays per year. Holidays paid is 8 hours per day and is PERS reportable.

Retirement and Deferrals:

PERS		Final Compensation Calculation	Pre-Tax Employee contribution	Plan available to new hires?	Pensionable Cap?
Retirement Tier	PERS Plan				
<i>Tier 1</i>	3.0% @ 50	Single-highest year	14.50%	No	Yes, 90% of final compensation calculation
<i>Tier 2</i>	3.0% @ 55	Three year average	13.00%	Yes with prior PEPRA ¹ qualified employment	Yes, 90% of highest 3 year average
<i>Tier 3</i>	2.7% @ 57	Three year average	14.25%	Yes	Yes, CY19 = \$153,671

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. (Pre-tax)

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.