

General Salary Information:

Salary range is actually 20 steps, with 1% increment between steps. Appointment within the range is DOQ. Salary adjustments within the range occur annually (to top of range).

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:

7/01/2018 = 2.5%

7/01/2019 = 2.7%

Salary increases 7/01/2020 = 2.7%

Phone Stipend Up to \$100 per year for equipment
Up to \$110 per month for usage

Auto Allowance Eligible for a \$275 monthly auto allowance or a take-home City vehicle (subject to certain restrictions).

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 --

30 semester units PERS reportable \$ 125 per month or

AA Degree PERS reportable \$ 175 per month or

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

Tuition Reimbursement \$1,000 per Year

Health and Welfare:

Health Insurance	Coverage Type	Monthly Amount of City Contribution (Based on the cost of Kaiser's premium.)	Employee's Monthly Contribution	
			Kaiser 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 at \$500 monthly. Annual proof of coverage is required.

Life Insurance \$100,000 of coverage paid for by City

AD&D \$100,000 of coverage paid for by City

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

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

40-hour schedule:

Maximum accrual is 280 hours.

Members with maximum accrued vacation hours may make an irrevocable election in December to cash out up to 80 hours by December of the following year.

56-hour Schedule:

Maximum accrual is 392 hours.

Members with maximum accrued vacation hours may make an irrevocable election in December to cash out up to 112 hours by December of the following year.

Sick Leave Accrual 96 hours per year (40 hour members) and 134.40 per year (56 hour members)

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

Management Leave Hours Effective January 1st annually, members are eligible to receive the following:

40 hr members = 104 hours *

56 hr members = 146 hours *

* Half of the total hours are eligible for cash out each calendar year. (Not reportable to PERS)

Retirement and Deferrals:

PERS	PERS Plan	Final Compensation Calculation	Pre-Tax Employee contribution	Plan available to new hires?	Pensionable Cap?
	3.0% @ 50	Single-highest year	14.5%	No	Yes, 90% of final compensation calculation
3.0% @ 55	Three year average	14.5%	Yes with prior PEPRA ¹ qualified employment	Yes, 90% of 3 yr average compensation calculation	
2.7% @ 57	Three year average	17.25%	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 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 (HRA) 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 entitled to convert the remaining 50% of sick leave balance to retirement service credit