



BENEFIT SUMMARY SHEET  
**FAIRFIELD EMPLOYEES' ASSOCIATION**

Effective July 1, 2022 – June 30, 2025

**GENERAL INFORMATION**

**PROBATION:** Probationary period is twelve months.

**MERIT REVIEW:** If appointed at (or promoted to) Step 1, employee is eligible for a merit review six months after date the action becomes effective. If appointed above Step 1, the merit review will be twelve months from effective date.

**SALARY INCREASES:**

- 6.0% base wage increase effective the first full pay period in July 2022
- 2.5% base wage increase effective the first full pay period in July 2023
- 5.0% base wage increase effective the first full pay period in July 2024

**COMP TIME/OVERTIME:** Employees will be eligible for overtime for all hours worked over forty in a workweek; provided however, that employees on approved flex time schedules (including 9/80, 4/10 or other scheduled shifts) will not be eligible for overtime unless they work in excess of forty (40) hours in a designated workweek. Overtime may be paid as compensatory time off (CTO) or in pay, at the rate of 1 ½ hours per each hour of overtime worked. Employees are eligible to accrue a maximum of 100 hours of CTO. Employees with at least one (1) year of service may cash out up to 25% of existing CTO balances in the months of May and November.

**LONGEVITY PAY:** Full time FEA members will be eligible for additional increases based on their consecutive years of service at the City of Fairfield. The longevity increases shall be as follows:

- 10 years – 0.50%
- 15 years – 0.75%

**BILINGUAL PAY:** \$100 per month

**TUITION REIMBURSEMENT:** Up to \$6,000 annually

**PERSONAL LEAVE:** 50 hours annually. Shall be capped at an amount not to exceed two (2) times the annual accrual rate. Employees are eligible to use as it is accrued. 100% of personal leave accrued is available for cash out. Upon separation from the City, employee is paid for any unused balance.

**VACATION:** Eligible to use after 6 months of employment. The following vacation accrual rates are based on a 40 hour work week.

| <u>Years of Service</u>          | <u>Annual Accrual Rate</u> |
|----------------------------------|----------------------------|
| 1 through 3 years                | 10 days                    |
| Beginning of 4 through 10 years  | 15 days                    |
| Beginning of 11 through 15 years | 21 days                    |
| Beginning of 16 through 20 years | 22 days                    |
| Beginning of 21 and over years   | 23 days                    |

Vacation leave may be accrued to a maximum of 2.0 times the employee's current annual accrual rate. The accrual rate is reported on biweekly payroll. Employees may cash out up to 32 hours of their vacation balance each calendar year, provided a minimum balance of 80 hours of vacation is maintained. Upon separation from the City, employees are paid for any unused vacation.

**HOLIDAYS:** Eligible date of hire. Those scheduled for forty (40) hour work week receive the following holidays:

|                        |                                  |                          |                |
|------------------------|----------------------------------|--------------------------|----------------|
| New Year's Day         | Juneteenth                       | Veteran's Day            | Christmas      |
| Martin Luther King Day | Independence Day                 | Thanksgiving             | Christmas Eve  |
| President's Day        | Labor Day                        | Thanksgiving – Day after | New Year's Eve |
| Memorial Day           | Indigenous People's/Columbus Day |                          |                |

**BENEFIT SUMMARY SHEET (CONTINUED)**

**FAIRFIELD EMPLOYEES' ASSOCIATION (FEA) July 1, 2022 – June 30, 2025**

**PAID HOLIDAYS /VACATION IN-LIEU OF HOLIDAY:** Employees who receive in-lieu holidays shall receive the same total number of in-lieu holidays as listed above. At the employee's option, up to three of those holidays shall be paid, and the remainder will be added to vacation accrual.

**SICK LEAVE:** Annual accrual of 12 days. Employees are eligible to use sick leave as it is accrued. There is no limit on the amount of accumulated sick leave.

**HEALTH CARE, LIFE INSURANCE AND OTHER BENEFITS**

**HEALTH/DENTAL/VISION PLANS:** Eligible first day of first month after date of hire. The City provides generous contributions towards medical, dental and vision plans. Please see current rate sheets in Employee Benefits Guide for more information.

**HEALTH INSURANCE OPT-OUT:** With proof of other coverage, employee may decline health/dental coverage and receive a maximum of \$518 per month (taxable). **If dental or vision is not waived, the \$518 will be reduced by the cost of these benefits.**

**SHORT TERM DISABILITY:** Eligible first of the month after 3 months of employment. The employee currently pays \$6.00 per month.

**LONG TERM DISABILITY INSURANCE:** Eligible first day of first month after date of hire. Effective 180 days after date of injury or illness.

**BASIC/ADDITIONAL LIFE INSURANCE:** Eligible first day of first month after date of hire. City provides \$50,000 group term life insurance. Employees are eligible to purchase supplemental life insurance coverage equal to six (6) times their annual salary or \$500,000, whichever is greater. Health questionnaires are required for the purchase of supplemental life insurance.

**OTHER BENEFITS:**

City paid Employee Assistance Plan (EAP)      Optional health care and dependent care FSAs      Bereavement Leave

**RETIREMENT/DEFERRED COMPENSATION**

**CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CALPERS):** Employee retirement contributions will be on a pre-tax basis pursuant to IRS Section 414(h) (2). Employee pays survivor's benefit (currently \$24 per year). **City does not participate in Social Security; 1.45% of gross salary is a mandatory payroll deduction for Medicare coverage.**

**CLASSIC CALPERS MEMBER**

TIER 1 • 2.7% at 55 retirement formula      • Single highest year coverage      • Employee contribution rate is 10.5%  
*Classic members hired with the City of Fairfield on or prior to August 25, 2012*

TIER 2 • 2.5% at 55 retirement formula      • 3 year average      • Employee contribution rate is 10.5%  
*Classic members hired with the City of Fairfield on or after August 26, 2012*

**NEW CALPERS MEMBER**

*Brought into CalPERS for the first time on or after January 1, 2013 with no prior membership in any California public retirement system.*

• 2% @ 62 retirement formula      • 3 year average for final compensation      • Employee contribution shall be half the normal cost of the retirement plan as defined by CalPERS (currently 6.5%)

***This document is intended to be general and not inclusive of all benefits. Any conflict that may arise will be based on the MOU and City policy, not this benefit summary sheet. For further information on any of the above benefits, please see the current MOU or Employee Benefits Guide.***

**BENEFIT SUMMARY SHEET (CONTINUED)**

**FAIRFIELD EMPLOYEES' ASSOCIATION (FEA) July 1, 2022 – June 30, 2025**

**EMPLOYEE DEFERRED COMPENSATION ACCOUNTS:**

**457:** Eligible date of hire. The city contribution is \$75/month plus 1.0% of salary per employee. Employee contribution is optional.

**RETIREE HEALTH SAVINGS (RHS):** The City contributes \$50 per month to the MissionSquare VantageCare Medical Expense Program. Sick leave hours accumulated beyond the thresholds indicated below will be converted to this program on an annual basis.

|                            |           |
|----------------------------|-----------|
| Up to 11 years of service: | 960 hours |
| 11-15 years of service:    | 800 hours |
| 15 years and over:         | 640 hours |

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