



**BENEFIT SUMMARY SHEET**  
**FAIRFIELD PROFESSIONAL**  
**FIREFIGHTERS ASSOCIATION (FPFA)**  
**Effective July 1, 2022 – June 30, 2025**

**GENERAL INFORMATION**

**PROBATION:** Probationary period is twelve (12) months. Promotional probationary period is six (6) months.

**MERIT REVIEW:** Employees are eligible for a merit review increase twelve (12) months after date of hire as recommended by the supervisor’s evaluation.

**SALARY INCREASES:**  
 3.75% base wage increase effective the first full pay period in July 2022  
 3.75% base wage increase effective the first full pay period in July 2023  
 6.0% base wage increase effective the first full pay period in July 2024

**COMP TIME/OVERTIME:** Overtime will be compensated at the rate of 1.5 times the regular rate of pay. It may be earned as compensatory time off at the employee’s request. Comp time maximum accrual is 171 hours (based on 40 hour week). A supervisor must approve all overtime in advance.

**COMP-TIME CASHOUT:** At the employee’s option, the City shall pay all or a portion of the accumulated compensatory time within 30 days of the request date.

**PERSONAL LEAVE:** The annual accrual rate for **Fire Captains** on an admin shift is 40 hours; suppression shift will be 55.9 hours. **Firefighters and Fire Engineers** on an admin shift will accrue 24 hours annually; on a suppression shift will accrue 33.592 hours annually.

**PERSONAL LEAVE CASHOUT:** Employees may cash out up to 40 hours per calendar year of accrued personal leave hours.

**BILINGUAL PAY:** \$75 per month

**OUT OF GRADE PAY:** In instances where the Chief or designee determines that an out of grade assignment is appropriate, the employee filling the slot will receive a minimum of 5%. If a Fire Captain or Fire Engineer eligibility list exists, only employees on the list shall be eligible for out of grade pay.

**SHIFT DIFFERENTIAL:** City pays \$100.00 shift differential pay per month for those employees assigned to a regular 40-hour workweek, excluding employees attending training and/or on light duty assignment. Assignments consisting of 11 or more working days shall constitute one month.

**EMT INCENTIVE:** City pays 2.5% of base salary to eligible employees with EMT-B certification.

**PARAMEDIC PAY:** Paramedic pay is 10% of top step for Firefighter/Paramedics, 7.5% of actual step for Fire Engineers and 5% of actual step for Fire Captains. Paramedics receiving paramedic pay will also receive 2.5% EMT pay.

**PRECEPTOR PAY:** Paramedics shall receive \$20 per shift per student for precepting an EMT-P trainee for his/her 40 call internship or while precepting an EMT-P trainee who will split his/her training time between Fairfield Fire Department and another advanced life support (ALS) provider. Paramedic preceptors shall receive \$100 for precepting each EMT-P for his/her Solano County accreditation.

**EDUCATION INCENTIVE:** Employees are eligible for incentive pays of 2.5% - 5%, with appropriate verification of certificates and education. Total maximum incentive pay is 10%. See MOU for specific amounts and required courses.

**UNIFORM / BOOT / BEDDING ALLOWANCE:** Annual allowances include: \$1,250 (Uniform), \$350 (Boot) and \$250 (Bedding). The allowances are paid on a bi-weekly basis. New employees shall receive initial issues of uniforms and bedding per the MOU.

**VACATION:** Newly hired employees will not be eligible to use vacation until successful completion of the Fire Academy. After completion of the Fire Academy employees will only be allowed to take vacation upon approval from the Battalion Chief. **The following vacation accrual rates are based on a 56-hour workweek.**

<u>Years of Service</u>	<u>Annual Accrual Rate</u>
Completion of 1 through 3 years	112 hours
Beginning of 4 through 10 years	168 hours
Beginning of 11 through 15 years	224 hours
Beginning of 16 through 20 years	257.6 hours
Beginning of 21 and over	280 hours

Vacation leave may be accrued to a maximum of 2.0 times the employee's current annual accrual rate. Employees with at least 12 months of service may elect to cash-out 25% of the balance of unused vacation at the regular hourly rate. Upon separation from the City, employees are paid for any unused vacation.

**HOLIDAYS:** Employees assigned to a 40-hour work week shall have the choice of (1) taking the holidays listed below and receiving 8 hours of pay for each holiday or (2) working holidays and receiving holiday pay.

- |                        |                                      |                |
|------------------------|--------------------------------------|----------------|
| New Year's Day         | Independence Day                     | Christmas Eve  |
| Martin Luther King Day | Labor Day                            | Christmas Day  |
| Presidents Day         | Indigenous Peoples’ Day/Columbus Day | New Year’s Eve |
| Memorial Day           | Veterans’ Day                        |                |
| Juneteenth Day         | Thanksgiving and Day After           |                |

**BENEFIT SUMMARY SHEET (CONTINUED)**

**FAIRFIELD PROFESSIONAL FIREFIGHTERS' ASSOCIATION (FPFA): July 1, 2022 – June 30, 2025**

Employees who are subject to a 56-hour workweek working in positions that require reporting to work on holidays are eligible to receive holiday pay at the rate of an additional 6.4% of actual salary. To be eligible for holiday compensation (including in-lieu holiday credit), a new hire must be in paid status on the regularly scheduled workday immediately preceding the observed holiday.

Employees who are subject to a 56-hour workweek shall receive 24 hours floating holiday time off to be used in lieu of the Juneteenth and Indigenous Peoples' Day/Columbus Day holidays (12 hours per holiday). The maximum balance in the floating holiday bank shall be 24 hours per calendar year and will not be subject to payout on an annual basis or at the time of an employee's separation.

**SICK LEAVE:** Annual accrual of 96 hours for those on a 40-hour workweek; 134.4 hours for those on a 56-hour workweek.

**SICK LEAVE CASHOUT:** City pays cash at employee's option for 25% of unused sick leave accrued the twelve months from end of each November.

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

**HEALTH/DENTAL PROGRAMS:** Eligible first day of first month after date of hire. The City provides generous contributions towards medical, dental, and vision plans. Please see the 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 three (3) months of employment. Employees currently pay \$6.00 per month premium. The City administers the self-funded STD plan. The STD benefit schedule shall match the State Disability Insurance (SDI) benefit schedule.

**LONG TERM DISABILITY:** Effective 180 days after the date of injury or illness causing the disability. Maximum benefit equal to 60% of salary, subject to the benefit maximum.

**BASIC/ADDITIONAL LIFE INSURANCE:** Eligible first day of first month after date of hire. City pays in full an amount equal to 1.5 times the annual salary rounded to the next \$1,000 for a Life and Accidental Death/Dismemberment insurance policy up to a maximum of \$150,000. For supplemental life insurance, employees are able to purchase coverage equal to six times their annual salary up to \$500,000. Health questionnaire may be required for the purchase of supplemental life insurance.

**OTHER BENEFITS:**

Tuition Reimbursement up to \$4,000 annually  
Optional health care and dependent care FSAs

City paid Employee Assistance Plan (EAP)  
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 MEMEBERS**

TIER 1 • 3% at 50 retirement formula • Single highest year coverage • Employee contribution rate is 11.25%  
*Classic members hired with the City of Fairfield on or prior to August 25, 2012*

TIER 2 • 3% at 55 retirement formula • Three-year average • Employee contribution rate is 11.25%.  
*Classic members hired with the City of Fairfield on or after August 26, 2012*

**NEW CALPERS MEMBERS**

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

• 2.7% at 57 retirement formula • 3 year average of final compensation • Employee contribution shall be half normal cost of the retirement plan as defined by CalPERS (currently 11.5%)

**DEFERRED COMPENSATION ACCOUNTS:**

**457 DEFERRED COMPENSATION PLAN:** Eligible date of hire. Enrollment is optional and shall not include any City contribution.

**401(a) PLAN:** Eligible date of hire and enrollment must occur within 30 days from eligibility date. **Enrollment is mandatory and irrevocable.** City contribution is \$160 per month into the 401(a) plan. The employee contribution would be the minimum amount required by the 401(a) plan document (currently 1.5%).

**ROTH 457 PLAN:** Eligible date of hire. Enrollment is optional and shall not include any City contribution.

**RETIREE MEDICAL EXPENSE PROGRAM:** Eligible date of hire. The City contributes \$75 per month to the Mission Square VantageCare Retiree Medical Expense Program. Sick leave hours accumulated beyond the minimum threshold of 650 hours will be converted to this program on an annual basis.

***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.***