



BENEFIT SUMMARY SHEET  
**FAIRFIELD GENERAL**  
**MANAGEMENT ASSOCIATION (FGMA)**

Effective July 1, 2022 – June 30, 2025

<b>GENERAL INFORMATION</b>
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**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:**

- 5% base wage increase effective the first full pay period in July 2022
- 3% base wage increase effective the first full pay period in July 2023
- 5.5% base wage increase effective the first full pay period in July 2024

**TUITION REIMBURSEMENT:** Up to \$4,000 annually

**PERSONAL LEAVE:** 144.86 hours annually (5.57 hours per pay period). Employees are eligible to use as it is accrued, subject to the Department Head's discretion. 100% of personal leave accrued is available for cash out. Upon separation from the City, employee is paid for any unused balance. All accruals and limits apply on a calendar year basis.

**UNIFORM / BOOTS / TOOL ALLOWANCE:** Dispatcher Supervisors and the Police Support Supervisor of Code Enforcement receive an annual uniform allowance of \$800. Fire Prevention Supervisor receives an annual uniform allowance of \$650. The City shall provide an annual boot reimbursement of an amount not to exceed \$175 per calendar year for employees who are required by their department to wear boots. The Vehicle Maintenance Supervisor will receive \$400 on the first pay date in June for an annual tool allowance.

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

<u>Years of Service</u>	<u>Annual Accrual Rate</u>
Date of hire through 3 years	10 days
Beginning of 4 through 10 years	15 days
Beginning of 11 through 15 years	20 days
Beginning of 16 and over	25 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 100 hours of their vacation balance each calendar year, provided a minimum balance of 80 hours between vacation, comp time, and vacation in lieu is maintained. If deferring into 457 plan, the 100-hour maximum is not applicable, but must keep 80 hours of combined accruals. Upon separation from the City, employees are paid for any unused vacation.

**HOLIDAYS:** Eligible date of hire. Those scheduled for forty (40) hour workweek 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	Columbus Day		

**PAID HOLIDAYS /VACATION IN-LIEU OF HOLIDAY:** 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 required to work on holidays accrue holidays as cash payment. The accrual rate is 48 hours per year. (1.847 hours per pay period.) Those required to report to work on holidays, accrue vacation in-lieu of holiday at an accrual rate of 64 hours per year (2.46 hours per pay period).

**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. At employee's option, City pays cash for 25% of unused sick leave accrued the twelve months from end of each November. See MOU for payoff upon death benefits.

**BENEFIT SUMMARY SHEET (CONTINUED)**

**Fairfield General Management Association (FGMA): July 1, 2022 through June 30, 2025**

**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 premium on an after-tax basis. The City administers the self-funded STD plan. The STD benefit schedule shall match the State Disability Insurance (SDI) benefit schedule. Benefits commence after a seven-day waiting period, or immediately if hospitalized.

**LONG TERM DISABILITY INSURANCE:** Eligible first day of first month after date of hire. Effective 180 days after date of injury or illness causing disability. Maximum compensation is equal to 60% of salary.

**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 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 questionnaires are required for the purchase of supplemental life insurance.

**OTHER BENEFITS:**

City paid Employee Assistance Plan (EAP)

Bereavement Leave

Optional health care and dependent care FSAs

Optional financial consulting services

**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 10.75%  
*Classic members hired with the City of Fairfield on or prior to August 25, 2012*

TIER 2 • 2.5% at 55 retirement formula • Three-year average • Employee contribution rate is 10.75%  
*Classic members hired with the City of Fairfield on or after August 26, 2012*

*\* City Paid EPMC is 2.5%. Employer paid member contributions (EPMC) are reported to PERS as salary for PERS retirement purposes only.*

**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% at 62 retirement formula • 3 year average for final compensation • Employee contribution is half of the total normal cost of the retirement plan as determined 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 General Management Association (FGMA): July 1, 2022 through June 30, 2025**

**EMPLOYEE DEFERRED COMPENSATION ACCOUNTS:**

**401(a):** Eligible date of hire and enrollment must occur within 30 days from eligibility date; **enrollment is required and irrevocable.** City contribution is 10.40%; mandatory employee contribution is 4.10%.

**457:** Eligible date of hire. No city contribution; employee contribution is optional.

**RETIREE MEDICAL EXPENSE PROGRAM:** The City contributes \$50 per month to the MissionSquare VantageCare Retiree Health Savings Plan. Sick leave hours accumulated beyond the minimum threshold of 500 hours will be converted to this program on an annual basis.

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