



BENEFIT SUMMARY SHEET
FAIRFIELD FIRE MANAGERS' 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, merit review will be twelve months from hire date.

SALARY INCREASES: 4% 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
 6.5% base wage increase effective the first full pay period in July 2024

COMP TIME/OVERTIME: Comp time accrues at straight time and may be used as time off or cashed out. Comp time is 100% cashable upon employee request. Any unused accrued comp time will be paid on separation from City employment. **Battalion Chiefs** shall receive one and one half times the hourly rate of pay for working extra shifts or CTO at the premium rate. BCs will also receive one and one half times the hour rate of pay or CTO at the premium rate for responding to call outs.

PERSONAL LEAVE: Annual amount available is 144.86 hours (accrues at 5.57 hrs/pay period) for Deputy Chiefs and Fire Marshal in lieu of premium overtime. Eligible to use as accrued at discretion of the Fire Chief. Battalion Chiefs on suppression shift will have a maximum of 55.9 hours of personal leave. Battalion Chiefs on administrative shift will have a maximum of 40 hours of personal leave. All personal leave accrued shall be 100% cashable. Upon separation from the City, employee is paid for any unused personal leave. The Fire Department will calculate and adjust hours to reflect shift differences.

EDUCATION INCENTIVE: Battalion Chiefs, Deputy Fire Chiefs, and Fire Marshals who successfully complete all required courses for the Fire Officer Certificate or Fire Inspector 1 certification shall receive an educational incentive of 5% base pay. Battalion Chiefs, Deputy Fire Chiefs, and Fire Marshals who successfully complete all the required courses for the Chief Fire Officer Certificate or Fire Inspector 2 certification shall receive an educational incentive of 5% base pay. Maximum educational incentive shall be 10%.

CAR ALLOWANCE: Chief Officers shall receive a \$200 per month automobile allowance, or at the Chief's discretion a take home vehicle.

UNIFORM, BOOT, AND BEDDING ALLOWANCE: Each member of the bargaining unit will receive an annual uniform allowance of \$1,250 per year, to be paid on a bi-weekly basis. The uniform allowance shall be reported to PERS as special compensation for Classic members. The City will pay each Battalion Chief and Deputy Chief \$150 per year, on a bi-weekly basis, for the cost of cleaning and replacement of bedding.

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

<u>Years of Service</u>	<u>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 through 20 years	23 days
Beginning of 21 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. 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	Independence Day	Christmas Eve
Martin Luther King Day	Labor Day	Christmas Day
Presidents' Day	Indigenous People's Day/Columbus Day	New Year's Eve
Memorial Day	Veterans' Day	
Juneteenth Day	Thanksgiving Day and Day After	

PAID HOLIDAYS: To be eligible for holiday compensation (including in-lieu holiday credit), new hires must be in a paid status on the regularly scheduled workday immediately preceding the observed holiday. Classifications of employees who are required to work on holidays accrue holidays as cash, which shall be paid annually in the first regular paycheck in November. The accrual rate is 48 hours per year (1.846 hours/pay period.) Fire Marshall will receive the paid holiday accrual pro-rated at 50%. Battalion Chiefs required to work on holidays will be compensated with an additional 6.4% of actual salary plus educational incentive. Fire Marshall, Deputy Chief and any other classification assigned to an administrative schedule will receive an additional 6.4% of actual salary plus educational incentive in lieu of receiving paid holidays or a vacation in lieu bank. Employees who do not work the holiday will be required to use vacation or personal leave.

Employees who are subject to a 2080-hour schedule will receive up to 16 hours of time off to be used in lieu of the Indigenous People's Day/Columbus Day and Juneteenth holidays. The maximum accrual in this bank will be 16 hours per calendar year. Employees who are subject to a 2912-hour schedule will receive a maximum of 24 hours of time off to be used in lieu of the two holidays. Not subject to annual payout or payout at time of separation.

BENEFIT SUMMARY SHEET (CONT'D)
FAIRFIELD FIRE MANAGERS' ASSOCIATION (FFMA): July 1, 2022 – June 30, 2025

SICK LEAVE: Eligible on date of hire. Annual accrual is 12 days (3.70 hrs/pay period). Eligible to use as it is accrued.

HEALTH CARE, LIFE INSURANCE AND OTHER BENEFITS

HEALTH/DENTAL/VISION PROGRAMS: Eligible the 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. Employees electing medical only do not receive any payments.

HEALTH INSURANCE OPT-OUT: With proof of other coverage, employee may waive 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 (STD): Eligible first of the month after 3 months of employment. The employee pays current \$6.00/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 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 up to a maximum of \$150,000. Employees can purchase coverage equal to six times their annual salary for basic life insurance and supplemental life insurance combined. Response to a health questionnaire may be required for the purchase of supplemental life insurance.

OTHER BENEFITS:

Tuition Reimbursement up to \$4,000 annually	Optional financial consulting services
Bereavement Leave	
Optional health care and dependent care FSAs	City paid Employee Assistance Plan (EAP)

RETIREMENT/DEFERRED COMPENSATION

CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM (PERS): 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

- 3% @ 50 retirement formula for Classic members hired with the City of Fairfield on or prior to August 25, 2012
- 3% @ 55 retirement formula for Classic members hired with the City of Fairfield on or after August 26, 2012

EMPLOYEE CONTRIBUTION
RATE IS 11.25%

NEW CALPERS MEMBER

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 the normal cost of the retirement plan as defined by CalPERS (currently 11.5%)

EMPLOYEES' DEFERRED SAVINGS ACCOUNTS:

401(a): Members hired on or after July 1, 2022, must enroll in the 401(a) plan within 30 days from date of hire. The mandatory employee contribution is 4.1% with a City contribution of 4.0%. Enrollment in the 401(a) is irrevocable.

457: Eligible date of hire. The City's contribution will be 3.20%; employee contribution is optional.

The following is applicable only for those hired into FFMA prior to July 1, 2022: For employees who declined the one-time irrevocable option to enroll in the 401(a), the City's contribution to the 457 will be 7.2%, but only if the employee contributes at least 4.10% to the 457. Amounts may not exceed IRS contribution limits.

RETIREE MEDICAL EXPENSE PROGRAM: Eligible date of hire. The City contributes \$50 per month to the MissionSquare VantageCare Retiree Health Savings Plan.