



Fire Employees Firefighter's Union Local #3847 Benefits Summary

Term of Agreement	July 1, 2022 through June 30, 2025
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Compensation

Call Back Pay	<p>Minimum 3 hours at time and one-half</p> <p><i>(Employees who unilaterally choose to return to duty as responders shall not be entitled to the 3 hour minimum call back provision, but will be paid for all time worked).</i></p>												
Court/Deposition Appearance	<p><u>On Shift</u>: Regular pay</p> <p><u>Off Shift</u>: Paid at overtime rate (minimum 4 hours); if cancelled with less than 16 hours' notice, paid 2 hours at overtime rate.</p>												
Education Incentive	<p>Employees may receive one degree plus one certificate amount.</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">Associate's Degree or 60 units</td> <td style="width: 33%;">\$275 per month</td> <td style="width: 33%;">Company Officer Certificate</td> <td style="width: 33%;">\$75 per month</td> </tr> <tr> <td>Bachelor's Degree</td> <td>\$325 per month</td> <td>Chief Officer Certificate</td> <td>\$125 per month</td> </tr> <tr> <td>Master's Degree</td> <td>\$350 per month</td> <td></td> <td></td> </tr> </table>	Associate's Degree or 60 units	\$275 per month	Company Officer Certificate	\$75 per month	Bachelor's Degree	\$325 per month	Chief Officer Certificate	\$125 per month	Master's Degree	\$350 per month		
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Paramedic Certificate	<p>\$500 per month Note: Employees who are receiving paramedic pay are not eligible for EMT pay.</p>												
EMT Certified Pay	<p>\$100 per month</p> <p>Note: Employees hired on or after February 1, 2014 are not eligible for EMT certified pay. Employees who are receiving paramedic pay are not eligible for EMT pay.</p>												
Out of Class	<p>5% of base pay</p>												
Premium Pay	<p>Overtime premium pay at one-half the base rate (plus incentives) will be paid for all hours in paid status in excess of 182 hours in the work period (24-day cycle).</p> <p>Employees out on industrial leave and receiving salary continuance under Labor Code 4850 will not be eligible to receive premium or overtime pay.</p>												
Salary Increases	<p>First full pay period in July 2022: All classifications will receive a 4.0% base salary increase.</p> <p>First full pay period in July 2023: All classifications will receive a 3.0% base salary increase.</p> <p>First full pay period in July 2024: All classifications will receive a 2.0% base salary increase.</p>												

Health and Welfare

Health	\$1,200 per month – City contribution (Remaining premium, if any, paid by employee.)
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Dental	<p>Basic (\$1,000 maximum) – City paid</p> <p>Dental Buy-Up (\$1,500 maximum) – Employee pays the difference in cost above the basic plan:</p> <p>Employee-Only: \$8.35/month Employee + Spouse: \$14.62/month</p> <p>Employee + Children: \$19.20/month Family: \$27.58/month</p>
Vision	City paid
Flexible Spending	<p>The City will make available a Flexible Spending Plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for:</p> <ul style="list-style-type: none"> • Health Care Expenses (\$2,850 max for 2022) • Dependent Care Expenses (\$5,000 max)
Life and AD&D	\$50,000 (City paid)
Medicare	1.45% tax paid by employer and 1.45% tax paid by employee
Short Term Disability (SDI)	1.0% tax to maximum taxable wage limit (City paid)

Reimbursements

Tuition Reimbursement	\$750 per fiscal year
Uniform	\$950 per year paid in equal payments each pay period

Deferred Compensation and Retirement

Deferred Compensation	<p>Up to \$100 per month City match</p> <p>PEPRA members receive \$200 per month, non-matching</p>				
Retirement System	<p>California Public Employee Retirement System (CalPERS)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%; text-align: center;">CLASSIC</th> <th style="width: 50%; text-align: center;">PEPRA</th> </tr> </thead> <tbody> <tr> <td> <p>CLASSIC PERS Member Formula: 3% @ 50</p> <p>Contributions: Employee: 9% (Employee Paid)</p> <p>One Year Final Compensation Survivor Benefit: 4th Option Credit for Unused Sick Leave: Yes</p> </td> <td> <p>PEPRA PERS Member Formula: 2.7% @ 57</p> <p>Contributions: Employee: 11.50% (Employee Paid)</p> <p>Average of Three Highest Years of Service Comp. Survivor Benefit: 4th Option Credit for Unused Sick Leave: Yes</p> </td> </tr> </tbody> </table> <p>Retiree Health Benefits: Eligible retirees will receive up to \$1,200 towards post-retirement CalPERS health benefits.</p>	CLASSIC	PEPRA	<p>CLASSIC PERS Member Formula: 3% @ 50</p> <p>Contributions: Employee: 9% (Employee Paid)</p> <p>One Year Final Compensation Survivor Benefit: 4th Option Credit for Unused Sick Leave: Yes</p>	<p>PEPRA PERS Member Formula: 2.7% @ 57</p> <p>Contributions: Employee: 11.50% (Employee Paid)</p> <p>Average of Three Highest Years of Service Comp. Survivor Benefit: 4th Option Credit for Unused Sick Leave: Yes</p>
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Social Security	City Employees do not contribute to Social Security (FICA).				

Leaves																																					
Bereavement Leave	<p><u>56-Hour Workweek Employee</u>: Up to 48 hours of leave <u>40-Hour Workweek Employee</u>: Up to 24 hours of leave</p> <p>Note: Can be used only for covered relatives.</p>																																				
Holidays	<p>96 hours credited at the beginning of each calendar year. Hours not used by the last pay period in November each year shall be cashed out.</p>																																				
Sick Leave	<p><u>56-Hour Workweek Employee</u> = 144 hours per year <u>40-Hour Workweek Employee</u> = 96 hours per year</p> <p>Note: Sick Leave may be accrued without limit and will be converted to service credit at retirement.</p>																																				
Vacation	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="background-color: #e0e0e0;">56-Hour Workweek Employees</th> <th colspan="2" style="background-color: #e0e0e0;">40-Hour Workweek Employees</th> </tr> <tr> <th style="text-align: left; border-bottom: 1px solid black;">Years of Service</th> <th style="text-align: left; border-bottom: 1px solid black;">Hours Per Year</th> <th style="text-align: left; border-bottom: 1px solid black;">Years of Service</th> <th style="text-align: left; border-bottom: 1px solid black;">Hours Per Year</th> </tr> </thead> <tbody> <tr> <td>0-1</td> <td>178</td> <td>0-1</td> <td>98</td> </tr> <tr> <td>1-2</td> <td>213</td> <td>1-2</td> <td>122</td> </tr> <tr> <td>2-3</td> <td>224</td> <td>2-3</td> <td>130</td> </tr> <tr> <td>3-4</td> <td>235</td> <td>3-4</td> <td>138</td> </tr> <tr> <td>5</td> <td>258</td> <td>5</td> <td>154</td> </tr> <tr> <td>10</td> <td>291</td> <td>10</td> <td>178</td> </tr> <tr> <td>15</td> <td>315</td> <td>15</td> <td>186</td> </tr> </tbody> </table>	56-Hour Workweek Employees		40-Hour Workweek Employees		Years of Service	Hours Per Year	Years of Service	Hours Per Year	0-1	178	0-1	98	1-2	213	1-2	122	2-3	224	2-3	130	3-4	235	3-4	138	5	258	5	154	10	291	10	178	15	315	15	186
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Probationary Period	<p>Initial: 12 months Promotional: 12 months</p>																																				