



Fire Employees Firefighter's Union Local #3847 Benefits Summary

Term of Agreement	January 1, 2018 through December 31, 2020														
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 three (3) hour minimum call back provision, but will be paid for all time worked).</i></p>														
Court/Deposition Appearance	<ul style="list-style-type: none"> On Shift: Regular pay Off Shift: Paid at overtime rate (minimum 4 hours); if cancelled; with less than 16 hours' notice paid 2 hours at overtime rate. 														
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: 16.5%; text-align: center;">\$75 per month</td> <td style="width: 33%;">Company Officer Certificate</td> <td style="width: 16.5%; text-align: center;">\$75 per month</td> </tr> <tr> <td>Bachelor's Degree</td> <td style="text-align: center;">\$125 per month</td> <td>Chief Officer Certificate</td> <td style="text-align: center;">\$125 per month</td> </tr> <tr> <td>Master's Degree</td> <td style="text-align: center;">\$150 per month</td> <td></td> <td></td> </tr> </table>			Associate's Degree or 60 units	\$75 per month	Company Officer Certificate	\$75 per month	Bachelor's Degree	\$125 per month	Chief Officer Certificate	\$125 per month	Master's Degree	\$150 per month		
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EMT Certified Pay	<p>\$100 per month</p> <p><u>Note:</u> Employees hired on or after February 1, 2014 are not eligible for certified pay. Employees who are receiving paramedic pay are not eligible for EMT pay.</p>														
Longevity	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%; text-align: left;">Schedule A</th> <th style="width: 50%; text-align: left;">Schedule B</th> </tr> </thead> <tbody> <tr> <td> <p>Employees will receive longevity as follows:</p> <p>2.5% @ 7 years 5.0% @ 10 years 7.5% @ 15 years</p> </td> <td> <p>New hires are assigned to Schedule B.</p> <p>When eligible to move to Schedule B, longevity is no longer applicable.</p> </td> </tr> </tbody> </table> <p><u>Note:</u> Employees hired on or after February 1, 2014, are not eligible for longevity pay.</p>			Schedule A	Schedule B	<p>Employees will receive longevity as follows:</p> <p>2.5% @ 7 years 5.0% @ 10 years 7.5% @ 15 years</p>	<p>New hires are assigned to Schedule B.</p> <p>When eligible to move to Schedule B, longevity is no longer applicable.</p>								
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Out of Class	5% of base pay.														
Paramedic Certificate	<p>\$500 per month</p> <p><u>Note:</u> Employees who are receiving paramedic pay are not eligible for EMT 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 one hundred, eighty two (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	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;">DATE</th> <th style="text-align: left; border-bottom: 1px solid black;">INCREASE</th> </tr> </thead> <tbody> <tr> <td>07/01/2018</td> <td>5%</td> </tr> <tr> <td>07/06/2019</td> <td>2%</td> </tr> <tr> <td>07/04/2020</td> <td>2%</td> </tr> </tbody> </table>			DATE	INCREASE	07/01/2018	5%	07/06/2019	2%	07/04/2020	2%				
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Health and Welfare

Health	\$1,200 per month – City contribution (Remaining premium, if any, paid by employee.)
Dental	City Paid
Vision	City Paid
Flexible Spending	The City will make available a Flexible Spending Plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for: <ul style="list-style-type: none"> • Health Care Expenses (\$2,650 max for 2018) • Dependent Care Expenses (\$5,000 max)
Life and AD&D Insurance	\$20,000 (City paid)
Medicare	1.45% tax paid by employer and 1.45% tax paid by employee.
Additional Life & LTD Coverage	\$24 per month will be paid to each employee to cover the cost of additional Life and Long Term Disability (LTD) insurance.
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	\$100 per month City match PEPRA Members receive \$200 per month, non-matching
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Retirement System	California Public Employee Retirement System (CalPERS)	
	Hired BEFORE 1/1/2013:	Hired 1/1/2013 or AFTER:
	CLASSIC PERS Member Formula: 3% @ 50 Contributions: Employee: 9% (Employee Paid) One Year Final Compensation Survivor Benefit: 4 th Option Credit for Unused Sick Leave: Yes	PEPRA PERS Member Formula: 2.7% @ 57 Contributions: Employee: 11.50% (Employee Paid) Average of Three Highest Years of Service Comp. Survivor Benefit: 4 th Option Credit for Unused Sick Leave: Yes
Retiree Health Benefits: Effective 7/1/2018, City will contribute \$1,200 towards cost of health insurance. Eligible retirees shall receive 100% of City contribution towards their post-retirement health benefits.		

Social Security	City Employees do not contribute to Social Security (FICA).
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Leaves

Bereavement Leave	24 Hour Shift Employee: Up to 48 hours 8 Hour Shift Employee: Up to 24 hours <u>Note:</u> Can be used for designated relatives only.
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Holidays	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.
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Sick Leave	56 Hour Per Week Employee = 144 hours per year 40 Hour Per Week Employee = 96 hours per year <u>Note:</u> Sick Leave may be accrued without limit and will be converted to service credit at retirement.
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Vacation	56 Hours Per Week Employees		40 Hours Per Week Employees	
	<u>Years of Service</u>	<u>Hours Per Year</u>	<u>Years of Service</u>	<u>Hours Per Year</u>
	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

Probationary Period	Initial: 12 months Promotional: 12 months
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