



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"> • <u>On Shift</u>: Regular pay • <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. 														
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%;">\$75 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>\$125 per month</td> <td>Chief Officer Certificate</td> <td>\$125 per month</td> </tr> <tr> <td>Master's Degree</td> <td>\$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>Note: 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When eligible to move to Schedule B, longevity is no longer applicable.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>Note: 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>Note: 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="width: 30%; text-align: left;"><u>DATE</u></th> <th style="width: 70%; text-align: left;"><u>INCREASE</u></th> </tr> </thead> <tbody> <tr> <td>07/01/2018</td> <td>5.0% base salary adjustment</td> </tr> <tr> <td>07/06/2019</td> <td>2.0% base salary adjustment</td> </tr> <tr> <td>07/04/2020</td> <td>2.0% base salary adjustment</td> </tr> </tbody> </table>			<u>DATE</u>	<u>INCREASE</u>	07/01/2018	5.0% base salary adjustment	07/06/2019	2.0% base salary adjustment	07/04/2020	2.0% base salary adjustment				
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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 (\$2,700 max for 2019) • 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 and 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)																																					
	CLASSIC	PEPRA																																				
	CLASSIC PERS Member Formula: 3% @ 50	PEPRA PERS Member Formula: 2.7% @ 57																																				
	Contributions: Employee: 9% (Employee Paid)	Contributions: Employee: 11.50% (Employee Paid)																																				
	One Year Final Compensation Survivor Benefit: 4 th Option Credit for Unused Sick Leave: Yes	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).																																					
Leaves																																						
Bereavement Leave	<u>24-Hour Shift Employee:</u> Up to 48 hours <u>8-Hour Shift Employee:</u> Up to 24 hours Note: Can be used for designated relatives only.																																					
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.																																					
Sick Leave	<u>56-Hour Per Week Employee</u> = 144 hours per year <u>40-Hour Per Week Employee</u> = 96 hours per year Note: Sick Leave may be accrued without limit and will be converted to service credit at retirement.																																					
Vacation	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="background-color: #d4edda;">56-Hours Per Week Employees</th> <th colspan="2" style="background-color: #d4edda;">40-Hours Per Week Employees</th> </tr> <tr> <th style="text-align: left;">Years of Service</th> <th style="text-align: left;">Hours Per Year</th> <th style="text-align: left;">Years of Service</th> <th style="text-align: left;">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-Hours Per Week Employees		40-Hours Per Week 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	Initial: 12 months Promotional: 12 months																																					