



DPFA BENEFIT SUMMARY

If you have any questions on this benefit sheet or any other benefits, please contact the Human Resources Dept. at (707) 678-7000.

CONTRACT TERM	7/1/2020 – 6/30/2024
SALARY INCREASE	07/20 1% COLA + 4% EQUITY 07/21 1% COLA + 4% EQUITY 07/22 1% COLA + 4% EQUITY 07/23 1% COLA + 4% EQUITY
CALPERS RETIREMENT	Tier One - 3% @ 50 - "Classic" members hired before August 12, 2012. Tier Two - 3% @ 55 - "Classic" members hired on/before August 12, 2012. Tier Three - 2.7% @ 57 - "New" members hired on/after January 1, 2013. See the specific Memorandum of Understanding (MOU) for tier eligibility and contribution amounts.
SOCIAL SECURITY	The City does <u>not</u> participate in social security. Required Medicare portion (1.45% cost to employee; 1.45% cost to employer). Non-regular employees, who do not participate in PERS, will be enrolled in the PARS ARS 457 Plan (Employee contributes 6.2% of wages and Employer contributes 1.3% of wage).
MONTHLY BENEFIT ALLOWANCE AND SECTION 125 CAFETERIA PLAN	Employees receive a Monthly Benefit Allowance (MBA) from the City as outlined in the specific MOU, in addition to base salary, for the purchase of employee benefits. The MBA will be added to employee's earnings as taxable income and may be used to purchase employee benefits offered by the City. The MBA will not be added to base salary for purposes of calculating PERS contributions or other salary-based incentives. Employees may choose to pay for benefits with pre-tax dollars via election through the Flexible Benefits, IRS Section 125 plan. EE Only: \$920/mo EE+1: \$1,130/mo EE+2: 70% of Kaiser (Region 1) Employee +2 or more (family) rate If no medical is chosen: \$600 of the MBA as taxable income. Permanent part-time employees working 20 hrs/wk or more receive a prorated portion of the employee only rate based on hrs worked up to 40 hrs.
MEDICAL INSURANCE THROUGH CALPERS	Choice of: CalPERS Health Plans for Region 1 Plan rates and availability depend on city of residence; most City employees live in Bay Area or Sacramento Area. Dependent children are eligible for coverage until age 26.

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DENTAL INSURANCE	City pays Employee Only rate. Choice of two dental plans: Delta PPO & DeltaCare DHMO . Dependent children are eligible for coverage in both plans until age 26.		
VISION INSURANCE	City pays Employee only rate. The plan provides coverage for exams and lenses every 12 months and frames every 24 months. Standard lenses are covered at 100 percent after a \$20.00 copayment if you use a network provider.		
LIFE INSURANCE	<p>City Paid: \$15,000 term life and AD&D. Effective: first of month following hire date. Cost is \$0.14 per \$1,000 on the life and \$0.03 per \$1,000 on the AD&D.</p> <p>Employee Paid: Employees can elect \$10,000 increments not to exceed \$500,000 or 5 times their annual salary, whichever is less, for themselves. May also elect \$5,000 increments not to exceed \$250,000 or 50% of the employee's elected benefit for their spouse. Coverage is also available for dependent children. Rates are age banded and based on the employee's or spouse's age per \$1,000 increments. New Hire Guaranteed issue \$100,000.</p>		
LONG TERM DISABILITY	<p>City Paid: Provides income protection of 2/3 salary after 60 days for injury or illness.</p> <p>Cost is (\$0.470 per \$100 of covered payroll per month) for all permanent employees regularly scheduled to work twenty (30) hours per week or more.</p>		
VOLUNTARY SUPPLEMENTAL INSURANCE	Products available through AFLAC: Accident Indemnity Advantage, Short-Term Disability Policy, Hospital Advantage Plan, Personal Cancer Care, Hospital Intensive Care Protection, Life Protector.		
FLEXIBLE SPENDING ACCOUNT (FSA)	Employees may elect to allocate each year, on a pre-tax basis, a specified amount from each pay check to be held and reimbursed to them on a tax free basis upon submitting receipts for either unreimbursed Medical and/or Dependent Care expenses. Administered by AFLAC/Maestro Health.		
DEFERRED COMPENSATION	Voluntary contribution - no City match.		
VACATION	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"><u>Upon Completion of 5 YOS</u> 180 hrs/yr (24/hr shift schedule) 120 hrs/yr (40/hr per week)</td> <td style="width: 50%; vertical-align: top;"><u>Upon Completion of 10 YOS</u> 240 hrs/yr (24/hr shift schedule) 152 hrs/yr (40/hr per week)</td> </tr> </table> <p>Maximum accrual is 2 times employee current annual accrual. Employee receives payment for all unused vacation time earned but not taken upon separation.</p>	<u>Upon Completion of 5 YOS</u> 180 hrs/yr (24/hr shift schedule) 120 hrs/yr (40/hr per week)	<u>Upon Completion of 10 YOS</u> 240 hrs/yr (24/hr shift schedule) 152 hrs/yr (40/hr per week)
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SICK LEAVE	Unlimited accrual at 12 hours per month for 24hr shift; 8 hours per month for 40hr/week
SICK LEAVE CASH OUT INCENTIVE	Sick leave accruals can be cashed out at the following rates and completion of: 1-5 years of service: 20% 6-10 years of service: 30% 11+ years of service: 2% per year thereafter to a max of 50% Retiring employees may convert accrued sick leave to cash, PERS service credit or into their VEBA account (if applicable), based on the above chart.
HOLIDAYS	10 holidays/year plus two floater days.
BILINGUAL INCENTIVE	\$100/month with certified Spanish language skills.
EDUCATION REIMBURSEMENT	After 1 year of service, eligible to participate in Education Reimbursement Program. \$800 per year for courses in keeping with field of employment.
BEREAVEMENT LEAVE	In the event of a death in the immediate family, each full-time or benefited part-time employee shall be eligible for up to 2 working days of paid bereavement leave.
MILEAGE REIMBURSEMENT	Employees driving their personal vehicles to conduct City business may receive mileage reimbursement in accordance with IRS rates.
EMPLOYEE ASSISTANCE PROGRAM (EAP)	Employees and/or family members may receive up to six (6) sessions per person, per incident at no cost. Administered by ACI. City pays \$2.13 per employee a month.
ADMIN LEAVE PAY (for FLSA exempt employees)	NA
OVERTIME	FLSA covered employees earn 1-1/2 of the employee's regular rate of pay as defined by FLSA. Eligible employees receive either pay or earn Comp Time up to a max of 144 hrs. Overtime is paid after 136 hrs in a 18 day period.
SHIFT DIFFERENTIAL	NA
UNIFORM ALLOWANCE	\$1150/year; paid biweekly
CALL BACK PAY	Min of 4 hrs at overtime rate.
TRAINING PAY	5% for Paramedic Coordinator
CANINE (K-9) PAY	NA
COURT APPEARANCE	NA
STAND BY PAY	\$2.08 per hour
ACTING/OUT OF CLASS PAY	<ul style="list-style-type: none"> •5% for Engineer, Firefighter and Paramedic when acting as a Captain. •5% additional pay for Firefighter and Firefighter/ Paramedic when acting as Engineer. •5% for qualified individuals assigned & worked as Acting Duty Chief. •Hazmat Pay when assigned-\$166 per pay period. •5% for Paramedic assigned as Paramedic Coordinator.
PHYSICAL FITNESS PROGRAM	\$250/month if pass the program.
LONGEVITY	May be placed at G Step after 12 months at F Step (5%)

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MEDICAL AFTER RETIREMENT	N/A
EDUCATION INCENTIVE	<ul style="list-style-type: none">• Fire Technology or Fire Science Certificate shall be entitled to receive \$60/month.• AA/AS degree in Fire Science or equivalent shall be entitled to receive \$120/month.• BA/BS degree shall be entitled to receive \$180/month.• "Fire Officer" certificate shall be entitled to receive \$120/month.• "Chief Fire Officer, Fire Mechanic, Fire Instructor, Fire Inspector, Fire Investigator, or Apparatus Driver/Operator" certificate shall be entitled to receive \$120/month. If more than one certificate is achieved under this section, employee shall only receive the max of \$120/month. Max educational incentive shall be \$420.

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