

## **Corona Firefighters Association IAFF Local #3757**

### **CITY PAID BENEFITS**

*For a complete explanation of benefits, benefit eligibility and restrictions; please refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual. Any information contained herein that may conflict with the provisions of the MOU, the MOU shall prevail.*

**RETIREMENT:** Employees are covered by the California Public Employees' Retirement System (CalPERS). The City does not participate in Social Security and the City pays the employees mandatory contribution to the Medicare Program.

The City offers two retirement formulas based on the employee's current CalPERS membership status. The 3% @ 50 highest single year of service retirement formula will be applied to employees hired prior to January 1, 2013 and those current CalPERS members with no significant break in PERS-qualified employment. The 2.7% @ 57 three year average retirement formula will be applied to those employees with a significant break in PERS-qualified employment those who have not formerly been a member of CalPERS or another retirement program with which CalPERS has a reciprocal relationship.

All employees hired on or after January 1, 2013, will be subject to CalPERS membership review for applicability of PEPRA.

**ANNUAL LEAVE & HOLIDAYS:** After one year of employment 196 (40 Hour Work Week) or 316 (56 Hour Work Week) hours of paid leave are earned, with additional hours earned, based on length of service, up to 276 (40 Hour Work Week) or 436 (56 Hour Work Week) hours per year. There are twelve (12) paid holidays per calendar year.

**ANNUAL LEAVE BUYBACK:** Eligible employees may "buy back" a maximum of 216 hours (56 Hour Work Week) or 120 hour (40 Hour Work Week) of annual leave once each year.

**MEDICAL INSURANCE:** The City currently offers Kaiser and Blue Shield HMO plans as well as several Anthem Blue Cross PPO plans through CalPERS. For employees hired on or after January 1, 2013, the City provides a monthly medical insurance allowance in the amount of \$1,160.87 to be used for the purchase of medical coverage for the employee and their eligible dependents. This allowance increases to \$1,674.22 upon an employee's 5th year of employment as a full-time sworn firefighter (including employment in the same capacity with another agency).

The excess remaining after the purchase of medical coverage, if any, may be used to purchase additional benefits such as dental and/or vision coverage or may be taken as a taxable cash payment.

Option to waive medical insurance equivalent to your current coverage (i.e. single \$296.00, employee + one \$596.00, family \$770.00).

**DENTAL INSURANCE:** The City currently offers HMO and PPO dental insurance through Delta Dental and Delta Care. Dental insurance premiums are paid by the employee.

**VISION INSURANCE:** The City currently offers vision insurance through Eye Med. Vision insurance premiums are paid by the employee.

**FLEXIBLE SPENDING PLAN:** Each employee may contribute to either a medical reimbursement account or dependent care account to pay for unreimbursed medical expenses and/or dependent care expenses with pre-tax dollars. The flexible benefit plan is offered at the time of hire and at each open enrollment period.

**DISABILITY INSURANCE:** Short-term and long term disability insurance is provided free to each employee.

**EMPLOYEE ASSISTANCE AND COUNSELING PROGRAM:** This is a comprehensive program designed to help employees and their family members find direction in solving personal and/or emotional problems.

**DIRECT DEPOSIT:** A free checking account and checks are available with Bank of America, Corona.

**DEFERRED COMPENSATION (457) PLAN:** To supplement retirement, employees can make voluntary salary deferrals to a Nationwide or ICMA plan. Employee contribution limits are defined by law

**RETIREMENT HEALTH SAVINGS PLAN (RHS):** To assist employees when they retire, the City offers a Retirement Health Savings plan through ICMA VantageCare or Nationwide PEHP. These plans allow retirees to get tax-free withdrawals from their account when used for reimbursement of qualified health care expenses. Employees hired on or after January 1, 2000 shall receive a Retirement Health Savings Account contribution of \$1250.00 per quarter.

**LONGEVITY PAY:** Effective the first full pay period of July, 2013, in recognition of length of service to the City, the base salary of eligible employees who have been employed by the City for the length of time indicated below will be increased by the corresponding percentage indicated:

After five years of regular service\* 2%  
After ten years of regular service\* 3%  
After fifteen years of regular service\* 4%  
After twenty years of regular service\* 5%

\*As of the pay period of the employee's anniversary date as a full-time benefited employee. To be eligible for such salary increase, all members must have received a minimum of a "satisfactory" on their most recent performance evaluation.

**TUITION REIMBURSEMENT:** Reimbursement available for job-related courses.

**BI-LINGUAL PAY:** Upon certification and departmental needs, 4 % increase of base pay is awarded for the use of Spanish language on the job.

**CERTIFICATION PAY:** A one-time payment of \$400 is available for Fire Captains who provide proof of attainment of a California State Fire Marshall Fire Officer Certification.

**PARAMEDIC PAY:** In order to qualify for assignment as a Paramedic, an employee must meet all applicable federal, state and local licensure and certification requirements. Primary Paramedics shall

receive an additional 12.5% of base salary while so assigned. Secondary Paramedics shall receive an additional 5% of base salary for maintaining their paramedic license. The CFA member serving as a Paramedic CQI Coordinator shall receive an additional 5% of their base salary.

Effective January 1, 2014, the City shall provide all necessary continuing education, certifications, and state and local licensure fees for Primary and Secondary Paramedics.

**OTHER SPECIAL COMPENSATION:** In addition to the above mentioned special compensation, the City offers the following: Acting Pay, 40-Hour Assignment Pay, Haz-Mat Assignment Pay, and Stand-by Pay.

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