



<p><b>Medical &amp; Dental After Retirement:</b></p>	<p><b>For employees and retirees hired on or before 6/30/2019:</b> City pays up to \$750 per month towards the retiree’s medical insurance through CalPERS. Retiree pays own dental premiums after retirement.</p> <p><b>For employees hired on or after 7/1/2019:</b> The City’s maximum monthly medical contribution for each eligible retiree shall be equal to the minimum employer contribution required for active employees pursuant to the Public Employees Medical and Hospital Care Act (PEMHCA). In addition to the PEMHCA minimum, employees will receive the following contributions to their Retiree Health Savings (RHS) account:</p> <ul style="list-style-type: none"> <li>• From zero (0) to five (5) years of service: Twenty-five (\$25) per month.</li> <li>• After completion of five (5) years of continuous service with the City:, One hundred dollars (\$100.00) per month.</li> <li>• After completion of ten (10) years of continuous service with the City: One hundred and fifty dollars (\$150.00) per month.</li> <li>• After completion of twenty (20) years of continuous service with the City: , Two hundred dollars (\$200.00) per month to be deposited into their RHS account.</li> </ul> <p>Employees who terminate City service for reasons other than retirement or layoff prior to completing ten (10) years of continuous service with the City will forfeit any City contribution.</p> <p>Employees will fall under the medical retirement tier based on original date of hire as a regular employee.</p>
<p><b>Medical, Dental &amp; Vision Insurance:</b></p>	<p>Health plans offered through CalPERS. Dental plan is Delta Dental. Vision plan is Vision Service Plan.</p> <p>The employer contributed cafeteria plan amounts for employees to apply toward health benefits (medical, dental and vision) shall be as listed below. At a minimum, the employee must purchase dental, vision and life insurance at the employee only level.</p> <ul style="list-style-type: none"> <li>• Employee Only: City will pay up to actual premium amount of medical, dental, and vision, not to exceed \$865 per month.</li> <li>• Employee Plus One: City will pay up to actual premium amount of medical, dental, and vision, not to exceed \$1,255 per month.</li> <li>• Employee Plus Two or More: City will pay up to actual premium amount of medical, dental, and vision, not to exceed \$1,625 per month.</li> <li>• In no event shall the City contribution exceed 100% of the selected plan premium cost including dental and vision.</li> </ul>

<b>Medical, Dental and Vision Insurance Share the Savings (Opt Out):</b>	<p>Current employees are grandfathered into their existing opt-out selection for the term of this contract, which shall expire coterminous with the contract on May 31, 2022. Thereafter, effective June 1, 2022, employees who choose to opt out of any of the City's medical plans and show proof of enrollment in another group medical plan shall receive four hundred and seventy-five dollars (\$475) per month plus City paid dental/vision up to the family rate depending on coverage selected. In addition, if a grandfathered employee makes any change to their medical, dental or vision selections during the term of the contract, they will then be subject to the contribution rates identified in MOU section 12.3 and the \$475 opt-out rate, along with city-paid dental and vision up to the family rate.</p> <p>Employees hired into the Firefighter classification on or after 7/1/19: Employees who choose to opt-out of any of the City's medical plans (opt out) and show proof of health care coverage shall receive four hundred and seventy five dollars (\$475). Opt out dollars may be diverted to a deferred compensation plan or supplemental salary according to the procedures governing cafeteria plans as established by law. In addition, the City will pay 100% of the premiums for dental and vision up to the Employee Only rate. Employees can purchase up to the Employee Plus Two or More rate with the opt out funds.</p>
<b>Medicare Tax:</b>	1.45%
<b>Non-PERSable Signing Bonus:</b>	Effective the first payroll period after ratification by the Fire Association and approval by the City Council, all Fire Association members will receive a one-time, non-PERSable signing bonus in the amount of one percent (1%) of base rate of pay.
<b>OES Deployments</b>	Employees assigned to Office of Emergency Services' deployments (i.e., Strike Team Leader, Line EMT. Overhead or other recognized positions) shall receive a five percent (5%) differential for any reimbursable incident. The differential shall apply from the time of deployment to the employee's return from the deployment.
<b>Out-Of-Class Pay:</b>	\$50 per shift or \$2.08 per hour for portion of shift acting above Firefighter; \$75 per shift or \$3.13 per hour for portion of shift for Firefighter acting as Fire Captain.
<b>Out of County Return</b>	For the term of this MOU only (2019 - 2022) a pilot program will be available to employees who participate in a strike team or other out of county assignment for a minimum of fourteen (14) days, and upon return to the City during their regularly schedule shift, shall be placed on City-paid rest and recovery up to a maximum of twelve (12) hours and shall not be required to utilize their accrued paid leave for the rest and recovery time. Employees may participate in the pilot program once annually
<b>Overtime:</b>	Paid 1-1/2 overtime rate for emergency call back or station staffing.

<p><b>Retirement:</b></p>	<p>For employees hired on or after January 1, 2013, who have never been a CalPERS member, have not been a CalPERS member in the past 180 days, and who are not eligible for reciprocity with another California public retirement system as defined by the Public Employees' Pension Reform Act (PEPRA), the retirement formula shall be 2.7%@57. Employees shall have a member contribution rate of fifty percent (50%) of the total normal cost rate on a pre-tax basis. The current mandated and optional benefits of this retirement tier are located in Appendix B of the Memorandum of Understanding.</p> <p>For employees hired on or after December 15, 2012, and before January 1, 2013 or Classic members as defined by CalPERS, the second-tier retirement formula shall be 3%@55. Employees shall pay the entire 9% of their employee CalPERS contribution on a pre-tax basis. The current mandated and optional benefits of this retirement tier are located in Appendix B of the Memorandum of Understanding.</p> <p>For employees hired before December 15, 2012, the retirement formula shall be 3%@50. Employees shall pay the entire 9% of their employee CalPERS contribution on a pre-tax basis. The current mandated and optional benefits of this retirement tier are located in Appendix B of the Memorandum of Understanding.</p> <p>New employees covered by a public retirement system with reciprocity (i.e., 37 Act), will be placed in the 3% @ 55 plan, in accordance with PEPRA.</p> <p>Effective July 1, 2020, all employees shall pay point five percent (.5%) of PERSable compensation towards the employer share of CalPERS retirement pursuant to PERS Code Section 20516.</p> <p>Effective July 1, 2021, all employees shall pay an additional point five percent (.5%), for a total of one percent (1%), of PERSable compensation towards the employer share of CalPERS retirement pursuant to PERS Code Section 20516.</p>
<p><b>Safety Equipment:</b></p>	<p>Department issued.</p>

<p><b>Salary Increases:</b></p>	<p>Effective the first payroll period after ratification by the Fire Association and approval by the City Council, the salary range for each classification will consist of five (5) steps (A through E) with approximately 5% between each step.</p> <p>Effective the first pay period after ratification and approval by the City Council, the classifications of Firefighter, Fire Engineer and Fire Captain shall receive a general salary increase of three percent (3.0%) retroactive to June 1, 2019.</p> <p>Effective the first pay period after ratification and approval by the City Council, the following classifications shall receive an equity adjustment retroactive to June 1, 2019, as follows:</p> <table data-bbox="521 716 773 785"> <tr> <td>Firefighter</td> <td>1.5%</td> </tr> <tr> <td>Fire Engineer</td> <td>1.0%</td> </tr> </table> <p>Effective the pay period inclusive of July 1, 2020, the classifications of Firefighter, Fire Engineer and Fire Captain shall receive a general salary increase of three percent (3%).</p> <p>Effective the pay period inclusive of July 1, 2020, the following classifications shall receive an equity adjustment as follows:</p> <table data-bbox="521 1045 786 1150"> <tr> <td>Firefighter</td> <td>1.0%</td> </tr> <tr> <td>Fire Engineer</td> <td>0.75%</td> </tr> <tr> <td>Fire Captain</td> <td>0.50%</td> </tr> </table> <p>Effective the pay period inclusive of July 1, 2021, the classifications of Firefighter, Fire Engineer and Fire Captain shall receive a general salary increase of three percent (3%).</p> <p>Equity adjustment shall precede general salary increases</p>	Firefighter	1.5%	Fire Engineer	1.0%	Firefighter	1.0%	Fire Engineer	0.75%	Fire Captain	0.50%
Firefighter	1.5%										
Fire Engineer	1.0%										
Firefighter	1.0%										
Fire Engineer	0.75%										
Fire Captain	0.50%										
<p><b>Sick Leave:</b></p>	<p>1/2 shift per month. Unlimited accumulation. 50% payoff of hours at retirement, death, or layoff and 50% reported to CalPERS as additional service credit – OR – 100% of unused sick leave to be reported to CalPERS as additional service credit.</p>										
<p><b>Stand By Pay:</b></p>	<p>\$2.00 per hour.</p>										
<p><b>Uniform Allowance:</b></p>	<p>\$850 per year. Employees shall receive their uniform allowance in the last pay period of the calendar year after earning it.</p>										
<p><b>Vacation:</b></p>	<p>1-5 years = 6 shifts; 6-10 years = 9 shifts; 11+ years = 12 shifts. No carryover. 1 - 24 hour shift = 2 - 8 hour days of vacation.</p> <p>Shift employees may sell back seventy-two (72) hours annually and those on a forty- (40) hour workweek may sell back forty-eight (48) hours annually.</p>										

Employees in this group should refer to the City Personnel Rules for further information on Employer/Employee relations, personnel practices, and terms and conditions of employment.