



CITY OF PETALUMA
Employee Benefits Local 1415
International Association of Firefighters
Unit 7



RETIREMENT: California Public Employee's Retirement System (CalPERS), Safety employees: 3% @ 50. Employee contribution of 9% deducted from employee's base pay on a pre-tax basis.

The City does not participate in Social Security. 1.45% mandatory payroll deduction for Medicare.

HEALTH PLANS: The City provides health insurance through CalPERS. Employees have the choice of Kaiser, Blue Shield, PERS Choice or PERS Care. City contributes up to 95% of the Kaiser rate for employees and dependents. Current City contribution rate is as follows: \$545.94 for employee only, \$1,086.48 for employee plus 1 dependent, or \$1,410.80 for employee plus 2 or more dependents.

DENTAL PLAN: City provides and contributes the monthly premium for the Delta Premier Plan for employee and dependants. Coverage is up to \$1500 per year for each family member. 100% diagnostic and preventive, 80% basic benefits and other major work such as crowns, jackets, etc. Orthodontic benefits for dependent children at 50% up to a lifetime maximum of \$1000 per child.

VISION CARE: City provides and contributes the monthly premium for vision care for employee and dependants through Medical Eye Services. Coverage includes eye exams, standard frames, and standard lenses every 12 months.

LIFE INSURANCE: City provides and contributes the monthly premium for term life insurance in the amount of \$50,000.

LONG TERM DISABILITY: Long term disability benefit plan through California Association of Professional Firefighters (CAPF). Plan has 30-day waiting period, benefit equals 100% of wages for catastrophic disabilities for 18 months, then 70% of wages for industrial causes, 75% of wages for non-industrial causes, maximum benefit up to \$6,500 per month tax free.

EDUCATION REIMBURSEMENT: Up to \$1,000 per fiscal year for tuition and books.

FLEX SPENDING ACCOUNT: Tax deferred payments for dependent care and health care.

VACATION: 120 hours for the first four years of service; additional hours are earned with additional years of service.

HOLIDAYS: 13 paid holidays per year.

HOLIDAY PAY: Employees regularly required to work holidays shall be compensated up to 13 holidays per year.

SICK LEAVE: Sick leave is accrued at the rate of 12 hours per month.

EMPLOYEE ASSISTANCE PROGRAM: City provides and contributes the monthly premium for paid professional counseling service. Coverage includes 6 face to face visits and unlimited telephonic visits per family member per incident.

DEFERRED COMPENSATION: Employees may defer up to a maximum of \$16,500 annually on a tax-deferred basis. Choice of 3 plans providers Hartford 457, CalPERS 457, or ICMA.

BILINGUAL PAY: Employees certified as bilingual proficient are eligible to receive \$200 per month for a high level of proficiency, or \$100 per month for an acceptable level of proficiency in Spanish.

CALL BACK PAY: 2 hours minimum at overtime rate.

EDUCATION INCENTIVE OR CERTIFICATE PAY:

Fire Officer Cert = \$100 Chief Officer Cert = \$200 Prevention Officer Cert I = \$100
Prevention Officer Cert II = \$200 A.S. or A.A. degree = \$100 B.A. or B.S. degree = \$200.

The maximum amount of education incentive and certificate pay is not to exceed \$200 per month.

HOURS OF WORK: 56 hours per week.

OUT OF CLASS PAY: 7.5% above base hourly rate.

RETIREE BENEFIT: If you are a CalPERS Annuitant, you will receive up to \$100 per month, employees with 20+ years of service receive \$140.00 per month.

SICK LEAVE PAYOUT UPON RETIREMENT: Employees with 5 or more years of service with City shall receive 50% of unused sick leave pay out up to 720 hours. For disability retirement, 50% of unused sick leave pay out up to 1,000 hours.

UNIFORM MAINTENANCE PAY:

Newly Hired Employees, \$500 initial lump sum, thereafter 1.5% of top step of Firefighter's annual salary.

*This document is intended as an informational guide only. For specific information please contact: Anna Santos, Human Resources, at (707) 778-4551.