

CITY OF CATHEDRAL CITY

Summary Statement of Benefits

Cathedral City Fire Management Association

CCFMA

Effective January 1, 2020 – December 31, 2022

Revised 12.29.21



MERIT INCREASE

5% merit increase may occur every 12 months until step 5 has been reached; thereafter, every 2 years for a total of 3 2-1/2 % increases.

LONGEVITY INCREASE

Tier 1		Hired after 1/7/15
7.5%	15 years	Not Eligible
5%	20 years	
2.5%	25 years	

BILINGUAL PAY

Designated employees shall receive a lump sum payment in the amount of \$100.00 per pay period. Initial certification and annual recertification are required.

CERTIFICATION AND EDUCATION INCENTIVES

Fire Captain	• 5%	Paramedic stipend after serving five (5) consecutive shifts (primary paramedic)
	• \$100	Paramedic monthly differential (not regularly assigned to such duties)
	• 5%	Associate Degree or equivalent + 2 classes towards the Chief Officer Certificate
	• 5%	BA or BS or Chief Officer Certificate (Hired prior to 11/25/12). Members hired after 11/25/12 and those not already holding a Chief Officer certificate must meet State Fire Marshall educational and experience requirements for Chief Officer as most recently published by the State Fire Marshall at the time of submission. <i>In no case shall these incentives exceed a total of ten percent (10%) of base salary</i>
Battalion Chiefs	• 5%	Master's Degree
	• 5%	Fire Chief Designation as identified by the Fire Marshall's Office

UNIFORM/EQUIPMENT ALLOWANCE

MANAGEMENT INCENTIVE PAY

1.55 hrs. per pay-period for Fire Battalion Chief - not to exceed 40 hours per year

CALL OUT PAY

Fire Battalion Chiefs only, the City shall pay for any call out during any weekend or after hours call out if the employee had been released from work on a normal business day.

VACATION ACCRUAL

All employees who work twenty-four (24) hour shifts shall accrue vacation credits according to the following schedule:

	Hrs./Pay Period	Hrs./Year
Less than 2 years	5.54	144
2 – 6 years	6.92	180
6 – 10 years	8.31	216
10 – 15 years	9.69	252
15 years or more	12.46	324

For deduction purposes, one shift off equals 24 hours

SICK LEAVE

	Hrs./Pay Period
All regular full-time employees working 40-hour work week	3.69
Battalion Chiefs, Fire Captains and Division Chiefs working twenty-four (24) hour shifts	7.38

PAID HOLIDAYS

Employees regularly scheduled to work on a holiday shall be paid at 2.5 times the employee's regular rate of pay.

HOLIDAY BANK

When a holiday falls on an employee's regularly scheduled day off, the employee will accrue 12 hours in their Holiday Bank. Employees will have the option of using these hours throughout the year or cashing out each fiscal year.

FLOAT DAYS

In addition, employees shall be credited with one (1) Floating Holiday of twelve (12) hours per year with the option of using them throughout the year or cashing out each fiscal year.

GROUP LIFE / AD&D

The City provides employee group term life insurance coverage at twice the annual base salary rate as well as Accidental Death and Dismemberment. Employees may purchase additional life insurance at the employee's expense.

LONG TERM DISABILITY INSURANCE

The City provides a salary continuation insurance plan for each full-time employee. Long Term Disability pays 60% of the employee's weekly salary after 180 days. Disability pay is coordinated with accrued sick leave and vacation to make up the employee's full salary whenever possible during the disability period.

DEFERRED COMPENSATION

The City offers a joint contribution 457b Deferred Compensation plan through two companies [ICMA Retirement Corporation](#) & [Pentegra](#) - City match is up to \$55 per pay period.

The ICMA-RC administered 401(a) Plan Advantage: Individual fixed percentage ranging from 1- 20%. 100% of the bargaining unit must participate for the 401a to be initiated. Once an employee makes their decision it cannot be changed.

EDUCATIONAL INCENTIVE

Employees may be reimbursed for educational assistance in an amount not to exceed \$4,000 in any one fiscal year with a lifetime total accumulation not to exceed \$12,000. Reimbursement shall be based upon the City reimbursing 80% of the reasonably incurred cost of education, including tuition, fees and books.

PARAMEDIC RECERTIFICATION

Upon presentation to the Fire Chief or designee of a paramedic certification, the City shall pay to the employee a flat amount of \$2,300.00 as full reimbursement for paramedic certification.

WELLNESS REIMBURSEMENT

Employees may participate in an approved wellness program intended to reduce job-related stress and improve general physical mental health. They may receive reimbursement for 75% of the cost of the program up to a maximum of \$300 per Calendar Year (January – December).

EMPLOYEE ASSISTANCE PROGRAM (MHN)

The EAP provides services for everyday life situations. Employees are entitled to 8 face-to-face session or telephonic or web video consultations for problem solving support per incident, per policy year. Information is available in the [Employee Benefits Guide](#).

WORK WEEK / PAYDAY

Work Period. The work period for Fire Battalion Chiefs and Fire Captains working a 24-hour shift, under the Fair Labor Standards Act's 7K exemption, is based on a cycle providing for consecutive work periods of twenty-four (24) days each.

Work Schedule: The work schedule for Fire Battalion Chiefs and Fire Captains working a 24-hour shift is a "48/96" schedule under which fire Captains will work forty-eight (48) consecutive hours, followed by ninety-six (96) consecutive hours off from work.

Work Week: For employees not subject to the 24-day work cycle described above, the work week begins as 12:01 am Sunday and ends at Midnight the following Saturday (seven [7] consecutive days)

City of Cathedral City 2022 Bi-Weekly Payroll and Holiday Schedule

JANUARY							FEBRUARY							MARCH						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
					31H	1			1A	2	3	4	5A			1A	2	3	4	5A
2	3	4A	5	6	7	8A	6	7	8	9	10T	11	12H	6	7	8	9	10T	11	12
9	10	11	12	13T	14	15	13	14	15A	16	17	18	19A	13	14	15A	16	17	18	19A
16	17H	18A	19	20	21	22A	20	21H	22	23	24T	25	26	20	21	22	23	24T	25	26
23	24	25	26	27T	28	29	27	28						27	28	29A	30	31		
30	31																			
APRIL							MAY							JUNE						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2A	1	2	3	4	5T	6	7				1	2T	3	4
3	4	5	6	7T	8	9	8	9	10A	11	12	13	14A	5	6	7A	8	9	10	11A
10	11	12A	13	14	15	16A	15	16	17	18	19T	20	21	12	13	14	15	16T	17	18
17	18	19	20	21T	22	23	22	23	24A	25	26	27	28A	19	20H	21A	22	23	24	25A
24	25	26A	27	28	29	30A	29	30H	31					26	27	28	29	30		
JULY							AUGUST							SEPTEMBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2		1	2A	3	4	5	6A					1	2	3A
3	4H	5A	6	7	8	9A	7	8	9	10	11T	12	13	4	5H	6	7	8T	9	10
10	11	12	13	14T	15	16	14	15	16A	17	18	19	20A	11	12	13A	14	15	16	17A
17	18	19A	20	21	22	23A	21	22	23	24	25T	26	27	18	19	20	21	22T	23	24
24	25	26	27	28T	29	30	28	29	30A	31				25	26	27A	28	29	30	
OCTOBER							NOVEMBER							DECEMBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1A			1	2	3T	4	5					1T	2	3
2	3	4	5	6T	7	8	6	7	8A	9	10	11H	12A	4	5	6A	7	8	9	10A
9	10	11A	12	13	14	15A	13	14	15	16	17T	18	19	11	12	13	14	15T	16	17
16	17	18	19	20T	21	22	20	21	22A	23	24H	25H	26A	18	19	20A	21	22	23	24A
23	24	25A	26	27	28	29A	27	28	29	30				25	26H	27	28	29T	30	31
30	31																			
12H = Additional Holiday FD H = City Approved Holiday							A = Pay Period Ends □ = 24 Day Cycle ends							T = Transmission Day A = Pay Day A = Pay Day (FD OT)						

GROUP INSURANCE PLAN - HEALTH

Employees and their qualified dependents become eligible on the first day of the month following month of hire. To view a description of the health plans, please review the [Employee Benefit Guide](#).

The City offers a cafeteria-like plan. Employees may choose a health plan with a lower rate than that of the cap amount, and utilize the difference toward the purchase of dental, vision and/or short-term disability through the City. **Any balance due shall be deducted from the employee's paycheck on a bi-weekly basis.** Any amount remaining stays with the City.

For CCFMA employees hired on or after August 1, 2020, the City will make a \$100 per month contribution to an employee Health Reimbursement Arrangement (HRA) and associated fixed dollar cost of administration. The contribution is for active employees only and shall cease when the employee leaves City employment

2022 MEDICAL RATES					
REGION 3 RATES LISTED – LOS ANGELES/RIVERSIDE/SAN BERNARDINO COUNTIES					
. IF YOU RESIDE IN A DIFFERENT COUNTY SUCH AS SAN DIEGO/ORANGE/IMPERIAL, PLEASE CONTACT HR FOR THE APPROPRIATE RATES.					
REGION 3 CAPS/ALLOWANCES ARE USED FOR ALL REGIONS.					
Health Benefits	Plan	EE Only	EE+1	EE+2+	Selection
MONTHLY ALLOWANCE		\$976.28	\$1,952.57	\$2,538.34	
Anthem HMO Select	HMO	\$676.48	\$1,352.96	\$1,758.85	
Anthem HMO Traditional	HMO	\$935.57	\$1,871.14	\$2,432.48	
Blue Shield Access +	HMO	\$779.87	\$1,559.74	\$2,027.66	
Blue Shield Trio	HMO	\$668.13	\$1,336.26	\$1,737.14	
Health Net Salud y Mas	HMO	\$463.87	\$927.74	\$1,206.06	
Health Net SmartCare	HMO	\$764.96	\$1,529.92	\$1,988.90	
Kaiser Permanente	HMO	\$719.78	\$1,439.56	\$1,871.43	
PERS Platinum	PPO	\$863.37	\$1,726.74	\$2,244.76	
PERS Gold	PPO	\$575.56	\$1,151.12	\$1,496.46	
PORAC (Safety Only)	PPO	\$775.00	\$1,475.00	\$1,894.00	
United Healthcare Alliance	HMO	\$771.85	\$1,543.70	\$2,006.81	
United Healthcare Harmony	HMO	\$714.28	\$1,428.56	\$1,857.13	
MetLife VSP Vision	PPO	\$8.45	\$18.86	\$18.86	
MetLife Dental	HMO	\$17.42	\$32.53	\$51.59	
MetLife Dental	PPO	\$40.32	\$77.26	\$129.02	

CALPERS RETIREMENT PROGRAM

The California Public Employees' Retirement System (CalPERS) offers a defined benefit retirement plan. It provides benefits based on members' years of service, age, and final compensation. In addition, benefits are provided for disability, death, and payments to survivors or beneficiaries of eligible members. Once a member, you can register to get immediate access to CalPERS at: <http://www.calpers.ca.gov/mycalpers>

Member	Enroll Date	Formula	Member Rate
(FINAL DETERMINATION MADE BY CalPERS)			
Fire "Classic"	03/10/1985	3%@55 1 yr. final comp	12% cost-share with 7% EPMC reported to CalPERS pre-tax
Fire Second Level	11/25/2012	2%@55 3 yr. final comp	12% cost-share with 7% EPMC reported to CalPERS pre-tax
Fire PEPRA NEW	01/01/2013	2%@57 3 yr. final comp	10% pre-tax member contribution

CALPERS COMPENSATION LIMITS

Section 401(a)(17) of the Internal Revenue Code provides earning limits on annual compensation that can be taken into account under qualified retirement plans for CalPERS Classic Members. Government Code section 7522.10 of the PEPRA provides the authority for the earnings limit for all PEPRA New Members. *Membership classification is defined by CalPERS.*

Compensation limits do not limit the salary an employer can pay, but rather limits the amount of compensation taken into account under the defined benefit plan.

2022 CALPERS COMPENSATION LIMITS	
CalPERS CLASSIC MEMBERS	CalPERS PEPRA NEW MEMBERS
Hired between July 1, 1996 – 12/31/2012	Hired after 01/01/2013
\$305,000	\$161,969

GROUP HEALTH PLAN UPON RETIREMENT

LEVEL 1 HIRED PRIOR TO NOVEMBER 24, 2012	LEVEL 2 HIRED BETWEEN NOV 25, 2012 AND JULY 31, 2020	HIRED ON OR AFTER AUGUST 1, 2020														
The City will pay the PEMHCA minimum contribution as set forth by CalPERS. Additionally, Level 1 Retirees shall have a vested right to retirement health benefits consisting of a supplemental City-paid contribution.	<p>The City pays a portion based on the total completed years of service with CalPERS; Minimum 5 years with the City.</p> <p>STATE VESTING SCHEDULE:</p> <table><tr><td>5-10 Yrs.</td><td>PEMHCA Minimum</td></tr><tr><td>10 Yrs.</td><td>50%</td></tr><tr><td>11 Yrs.</td><td>55%</td></tr><tr><td>↓</td><td>add 5% for each completed year</td></tr><tr><td>>20</td><td>100%</td></tr></table>	5-10 Yrs.	PEMHCA Minimum	10 Yrs.	50%	11 Yrs.	55%	↓	add 5% for each completed year	>20	100%	<p>The City will pay only the PEMHCA minimum towards retiree health benefits. The retiree will have access to HRA funds upon separation from employment.</p> <table><tr><td colspan="2">PEMHCA Minimum</td></tr><tr><td>2022</td><td>\$149</td></tr></table>	PEMHCA Minimum		2022	\$149
5-10 Yrs.	PEMHCA Minimum															
10 Yrs.	50%															
11 Yrs.	55%															
↓	add 5% for each completed year															
>20	100%															
PEMHCA Minimum																
2022	\$149															

This is intended only to summarize key benefits, and is in no way meant to supersede, change or alter in any manner the employment rights and/or benefits of employees in the Unit. For additional information, please refer to the CCFMA Memorandum of Understanding. Copies of the Benefit Plan Booklet can be obtained on-line at www.cathedralcity.gov.