

# CITY OF CATHEDRAL CITY

## Summary Statement of Benefits

Cathedral City Professional Firefighters Association

CCPFA

Effective January 1, 2020 – December 31, 2022

Revised 6.2.21



### 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.

### EDUCATIONAL AND DEGREE INCENTIVES

- 5% FFII Certificate or Fire Officer Certificate from the State of California (stipend for each certificate)
- 5% Associate Degree, equivalent AS/AA degree or bachelor's degree in Fire Service and/or Public Administration and at least two (2) courses required for a Company Officer certification.

### PARAMEDIC ASSIGNMENT DIFFERENTIAL

- 5% Engineer who is fully qualified and licensed as a paramedic when actually assigned to work as paramedic.

### PARAMEDIC RECERTIFICATION

Upon presentation to the Fire Chief or designee of a paramedic certification, the City shall pay to the employee an amount of \$2300.00 as full reimbursement.

### UNIFORM/EQUIPMENT ALLOWANCE

Newly hired Firefighters will be provided the initial issue of uniforms by the department and the employee will not be eligible to be paid uniform allowance (\$140 per month) until 12 months after hire date.

### VACATION ACCRUAL

All employees shall accrue vacation credits according to the following schedule. For deduction purposes, one shift off equals 24 hours

	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 years or more	9.69	252

### SICK LEAVE

All regular full-time employees shall be credited with 7.38 hours per pay period. For the purpose of this section, one day of sick leave equals twenty-four (24) hours.

### 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 one (1) time annual 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 \$55.00 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 job related education in an amount not to exceed \$500 in any one fiscal year. Reimbursement shall be based upon the City reimbursing to the employee 50% of reasonably incurred cost of education, including tuition, fees, and books. For any employee pursuing an AA or BA degree in fire science, reimbursement shall be at the rate of 80% up to a maximum of \$800 in any one fiscal year.

### 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 Benefit Guide](#).

**WORK WEEK / PAYDAY**

For payroll purposes, the work week begins at 12:01 a.m. Sunday and ends at midnight the following Saturday (7 consecutive days). Pay days are every other Tuesday. There are 26 pay periods per year.

Work Period. The work period for firefighters, 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 firefighters shall be a "48/96" schedule under which firefighters will work forty-eight (48) consecutive hours, followed by ninety-six (96) consecutive hours off from work.

## 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			1δ	2	3	4	5Δ			1δ	2	3	4	5Δ
2	3	4δ	5	6	7	8Δ	6	7	8	9	10T	11	12H	6	7	8	9	10T	11	12
9	10	11	12	13T	14	15	13	14	15δ	16	17	18	19Δ	13	14	15δ	16	17	18	19Δ
16	17H	18δ	19	20	21	22Δ	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	29δ	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	2Δ	1	2	3	4	5T	6	7				1	2T	3	4
3	4	5	6	7T	8	9	8	9	10δ	11	12	13	14Δ	5	6	7δ	8	9	10	11Δ
10	11	12δ	13	14	15	16Δ	15	16	17	18	19T	20	21	12	13	14	15	16T	17	18
17	18	19	20	21T	22	23	22	23	24δ	25	26	27	28Δ	19	20H	21δ	22	23	24	25Δ
24	25	26δ	27	28	29	30Δ	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			2δ	3	4	5	6Δ					1	2	3Δ
3	4H	5δ	6	7	8	9Δ	7	8	9	10	11T	12	13	4	5H	6	7	8T	9	10
10	11	12	13	14T	15	16	14	15	16δ	17	18	19	20Δ	11	12	13δ	14	15	16	17Δ
17	18	19δ	20	21	22	23Δ	21	22	23	24	25T	26	27	18	19	20	21	22T	23	24
24	25	26	27	28T	29	30	28	29	30δ	31				25	26	27δ	28	29	30	
31																				
OCTOBER							NOVEMBER							DECEMBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1Δ			1	2	3T	4	5					1T	2	3
2	3	4	5	6T	7	8	6	7	8δ	9	10	11H	12Δ	4	5	6δ	7	8	9	10Δ
9	10	11δ	12	13	14	15Δ	13	14	15	16	17T	18	19	11	12	13	14	15T	16	17
16	17	18	19	20T	21	22	20	21	22δ	23	24H	25H	26Δ	20	21	22δ	23	24	25	26Δ
23	24	25δ	26	27	28	29Δ	27	28	29	30				27	28	29δ	30	31		
30	31													25	26H	27	28	29T	30	31

12H = Additional Holiday FD

H = City Approved Holiday

Δ = Pay Period Ends

□ = 24 Day Cycle ends

T = Transmission Day

δ = Pay Day

δ = 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. Non-represented 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 PFA employees hired on or after August 1, 2019,** 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
<b>MONTHLY ALLOWANCE</b>		<b>\$976.28</b>	<b>\$1,952.57</b>	<b>\$2,538.34</b>	
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
<b>(FINAL DETERMINATION MADE BY CalPERS)</b>			
Fire – Tier 1	03/10/1985	3%@55 1 yr. final comp	9% pre-tax member contribution
Fire - Classic	11/25/2012	2%@55 3 yr. final comp	7% pre-tax member contribution
Fire PEPRA NEW	01/01/2013	2%@57 3 yr. final comp	10% pre-tax member contribution

CalPERS has created a publication that contains valuable information for members who are requesting to purchase active duty military service credit prior to CalPERS membership, and/or military leave of absence service. The [Publication 15](#) is titled, *A Guide to Your CalPERS Military Service Credit Options*; available online through the CalPERS website.

### GROUP HEALTH PLAN UPON RETIREMENT

LEVEL 1 HIRED PRIOR TO NOVEMBER 24, 2012	LEVEL 2 HIRED BETWEEN NOV 25, 2012 – 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.	The City pays a portion based on the total completed years of service with CalPERS; Minimum 5 years with the City. Additionally, Level 1 Retirees shall have a vested right to retirement health benefits consisting of a supplemental City-paid contribution.	The City will pay only the PEMHCA minimum towards retiree health benefits. The retiree will have access to HRA funds upon separation from employment.																
<b>STATE VESTING SCHEDULE:</b>																		
<table border="1"> <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>&gt;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%	<table border="1"> <tr> <td colspan="2"><b>PEMHCA Minimum</b></td> </tr> <tr> <td>2021</td> <td>\$143</td> </tr> <tr> <td>2022</td> <td>\$149</td> </tr> </table>	<b>PEMHCA Minimum</b>		2021	\$143	2022	\$149
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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 CCPFA Memorandum of Understanding. Copies of the Benefit Plan Booklet can be obtained on-line at [www.cathedralcity.gov](http://www.cathedralcity.gov).