



**CITY OF LA MESA  
SUMMARY OF FRINGE BENEFITS  
FIRE SAFETY EMPLOYEES  
January 2020**

**Retirement:** All regular City employees are members of the California Public Employees' Retirement System (CalPERS). Fire Safety employees are enrolled in one of the following retirement formulas based on date of hire. Additional benefits are provided in accordance with the City's CalPERS contract.

	Hire Date	Retirement Formula	Employee Contribution as of 7/1/13	Employee Cost Sharing	Final Compensation Formula
Tier 1	On or before January 20, 2011	3% @ 50	9%	3.0%	1 Year
Tier 2	Hired on December 9, 2011 through December 31, 2012	3% @ 55	9%	3.0%	1 Year
Tier 3	Hired on or after January 1, 2013*	2.7% @ 57	12.25%	0%	3 Years

*\* CalPERS Classic Members hired on or after January 1, 2013 will be enrolled in the Tier 2 retirement formula.*

**Vacation:** After six months of continuous employment, vacation is available to employees as accumulated. Employees earn paid vacation as follows:

Months of Service	Vacation Hours Authorized Per Year	Accrual Rate Per Pay Period
0 – 60 Months	112	4.308
61 – 120 Months	168	6.462
Over 120 Months	224	8.615

Beginning January 1, 2000, once an employee reaches the maximum accumulation of holiday/vacation hours (two (2) times the annual accumulation of vacation leave plus 138 hours) the employee will not accumulate additional vacation and holiday time until the holiday/vacation time is reduced below the maximum allowable. The following illustrates the maximum amount of holiday/vacation time that an employee may have on the books:

Holiday/Vacation Leave	Maximum Amount (Hrs)
0 – 60 Months of Service	362.00
61 – 120 Months of Service	474.00
Over 120 Months of Service	586.00

**Sick Leave:** Employees will earn 5.538 hours sick leave accrual per pay period.

**Sick Leave Conversion:** An employee may convert unused sick leave during the first pay period in November of each year provided said employee has not used more sick leave than is allowed by the following formula in the previous 12 calendar months:

Hours Used	Max. Convertible Hours
24 or less	56
24.1 to 36	48
36.1 through 60	36
60.1 or more	Not Eligible

An employee cannot reduce his/her accumulated sick leave balance below the amount he/she would have earned during a two (2) year period.

**Unused Sick Leave Reimbursement:** Employees are eligible to convert unused sick leave to additional years of service as provided through the PERS sick leave conversion program.

**Holidays:** Employees will accrue holiday leave at the rate of 5.307 hours per pay period (138 hours per year), which is added to the accrued holiday/vacation leave.

**Use of Paid Leave Upon Resignation:** An employee who resigns shall not use paid leave to extend his/her resignation date. The last day worked shall be considered the date of resignation, and compensable accrued paid leave shall be paid off in lump sum. Employees who retire may use paid leave to extend their retirement dates with prior approval of the City Manager. Leave (except catastrophic and compensatory leave) must be earned prior to the pay period in which it is used.

**Out-Of-Class Pay:** Where an employee is temporarily assigned to a higher job classification for the convenience of the city for a period equal to 8 hours, the employee shall be paid at least five (5) percent above his/her regular base rate on an hour to hour basis.

**Educational Incentive Pay:** As a participant in the Educational Incentive Program, employees are expected to use their educational experiences as a means of contributing to the City. Employees may be eligible for 1½, 2½ or 5 percent special compensation upon completion of the requirements set forth in the MOU.

**Cafeteria Plan:** The City offers a Cafeteria-style plan in which each employee receives a fixed amount of FlexNet credits to purchase health coverage. Health coverage is available through CalPERS. Dental is available through MetLife. A Vision Plan is available through EyeMed. Employees may also contribute pre-tax earnings into the City's Section 125 Flex Spending plan. Employees may make contributions for both health and dependent care reimbursement. Effective the second pay period of December 2018, the City shall make contributions to the cafeteria benefit plan according to the following formulas:

NO CITY HEALTH INSURANCE COVERAGE	\$115.00
EMPLOYEE ONLY	\$644.72
EMPLOYEE + 1 DEPENDENT	\$1,129.32
EMPLOYEE + 2 OR MORE DEPENDENTS	\$1,474.58

**Life Insurance:** The City pays for the cost of life insurance in an amount equal to the employee's annual compensation. Employees may purchase voluntary life insurance up to 5x annual compensation (maximum of \$500,000) at a monthly cost of \$0.95 cents per \$10,000 of coverage. The City also purchases \$5,000 in life insurance for a Spouse and \$2,500 for each eligible Dependent Child. Spouse voluntary life insurance may be purchased in units of \$5,000 but cannot exceed 50% of the employee benefit. Child life insurance may be purchased in units of \$2,000 up to \$10,000.

**Accident Indemnity/Critical Illness:** The City provides voluntary benefits through The Standard. The personal Accident plan features benefits for emergency treatment, follow-up treatment, initial hospitalization, hospital confinement, physical therapy, accidental death, and other wellness benefits. The Critical Illness plan features benefits for heart attack, stroke, invasive cancer, major organ failure, and health maintenance screening wellness benefits.

**Employee Assistance Program (EAP):** Provides confidential professional assistance to employees and family members who are experiencing personal problems (six sessions per EAP issue). There is no cost for EAP counseling. If further treatment is recommended, there may be costs to the employee.

**Deferred Compensation:** City employees have the opportunity to build their retirement savings and reduce taxable income by participating in the City’s Section 457 deferred compensation program, or the 457 Roth deferred compensation program. The City’s plan is administered by the ICMA Retirement Corporation. Participation is handled through payroll deduction. The City does not make any contributions to this plan.

**Tuition Reimbursement:** The City shall reimburse, up to a maximum of \$2,000 per fiscal year for tuition and textbook costs for an approved college course related to the employee’s job responsibilities. In order to qualify for reimbursement, the employee must receive a “C” grade or better. In addition, the \$2,000 may be used for non-college classes that are job-related and enhance job skill. These funds may be used for the cost of certificates for California Fire Marshal State Certifications (i.e., Chief Officer, Fire Officer, Prevention Officer, Fire Investigator).

**First Responder Pay:** The City will pay an amount equivalent to 2.5% of monthly E-step Firefighter/Paramedic to each suppression employee certified at the EMT-D/C level in accordance with County Emergency Medical protocols. First Responder Pay is not available to employees receiving the Paramedic Specialty Compensation.

**Social Security/Medicare:** All City employees **EXCEPT** safety personnel are required to contribute to Social Security. Safety employees hired on or after April 1, 1986 are required to participate in Medicare.

**Bilingual Pay:** Employees who are regularly required to use their bilingual or sign language skills in the performance of their duties may receive an additional \$50 per month.

**Uniform Allowance:** The City will provide each employee an annual uniform allowance of \$800, payable the first pay period in October of each year, for the purchase and maintenance of uniforms. These uniforms shall include the purchase and wearing of coveralls in accordance with written department policies. The uniform allowance for new employees hired after October 1 shall be prorated for the period from date of hire to September 30, and shall be paid to the employee as soon as possible and practical after date of hire.

**Jury Duty:** Court leave is paid leave granted by the city to enable an employee to fulfill his/her duty as a citizen to serve as a juror, or as a prospective juror, or to serve as a witness in a court action to which the employee is not a party, before a Federal, Superior, or Municipal Court located within San Diego County. Upon receipt of a notice to serve as a juror, the employee will notify his/her Division Chief of the notice and scheduled time of service. When in the opinion of the Fire Chief, such duty will adversely affect the operations of the Department, the employee will request deferral or exemption from jury duty. The City will submit a letter confirming the need for such deferral or exemption if required by the court.

**Computer Loan Program:** Employees may obtain an interest-free loan, up to \$2,500, to purchase computers, related equipment, and software. This program is intended to increase computer literacy, which is beneficial to employees, the City, and the citizens we serve. Unless terminated by the City, this program will continue indefinitely.

**No Smoking Policy:** Employees may not smoke or use tobacco products while in City buildings or City vehicles. Employees hired as Firefighters after June 20, 1991, shall not smoke or use tobacco products and shall be required to maintain this status throughout their employment as a member of the Fire Department.

*For additional detailed information regarding salaries and benefits, you may request a copy of the MOU document from a representative of the bargaining unit that represents you.*