

BENEFITS FOR EMPLOYEE MEMBERS OF THE ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION (LAGUNA BEACH)

[Current MOU Governs July 1, 2013 until June 30, 2017]

~~SALARY AND COMPENSATION ~~

Pay Plan: The basic pay ranges are composed of (eight) 8 steps, with each step varying by approximately five percent (5%).

Salary Adjustments: Effective 3/3/14 – 1%; 12/22/14 – 1.75%; 12/21/15 – 1.75%

Acting Pay: When a Firefighter is acting as an Engineer or an Engineer is acting as a Captain, the “Acting pay” shall be ten percent (10%) of the employee’s current base pay. “Acting pay” for a Firefighter acting as a Captain shall be fifteen (15%) of the employee’s current base pay. When a Captain is acting as a Battalion Chief, the “Acting pay”, shall be ten percent (10%) of the employee’s current base pay. In each case the pay is for actual hours worked, starting with the first hour worked.

Exceptional Performance Pay: An employee may be recommended for an early step advancement or performance bonus pay if merited. Bonus pay is a lump sum amount of up to five percent (5%) of gross annual salary.

Educational Incentive Pay: Sworn fire department employees may be eligible to receive an educational incentive bonus of two and one-half percent (2.5%) for an associate’s degree, or five percent (5%) for a bachelor’s degree.

Performance pay and educational incentive, when added together, shall not exceed seven and one-half percent (7.5%).

Overtime/Compensatory Time: Overtime for call-backs or holdovers shall be paid at time and one-half. The minimum number of hours for which call-back pay will be given is two (2). Compensatory time off shall not be provided.

Paramedic Pay: The premium for Firefighter Paramedics, Firefighter Paramedic Engineer, or Firefighter Paramedic Captains shall be equal to ten percent (10%) of the top salary step of the Firefighter Engineer Classification. When the first recertification is submitted the premium will increase from ten percent (10%) to twelve and one-half percent (12.5%). Upon submission of the second recertification the premium will increase from twelve and one-half percent to fifteen percent (12.5% to 15%).

A bonus of two hundred dollars (\$200) is paid every two (2) years upon submission of proof of the certification; this assumes the employee has maintained his/her paramedic status.

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CA Fire Certification Pay: A one-time bonus of two hundred dollars (\$200) shall be paid to a Firefighter who receives California State Fire Officer certification.

~~LEAVE TIME~~

Vacation: Each full-time regular and probationary employee on a fifty-six (56) hour work week shall accrue vacation leave with pay as follows:

- 0 to 5 years of service – 4.62 hours bi-weekly
- 6 to 9 years of service – 7.39 hours bi-weekly
- 10 + years of service – 9.24 hours bi-weekly.

There are two vacation banks. Vacation accrued prior to June 24, 2013 may be paid at the straight time hourly equivalent salary rate in lieu of time off at the employee's rate of pay as of June 23, 2013. Vacation accrued on or after June 24, 2013 is subject to a 400 hour cap. Any vacation accrual above 400 hours will be paid each December at the straight time hourly equivalent salary rate in lieu of time off. Aside from the December pay-out, vacation time may be paid at the above-noted rates in lieu of time off with the Department Head and City Manager's approval.

Sick: Every full-time, regular and probationary employee shall accrue sick leave at the rate of 4.31 hours per pay period. Unused sick leave may be accumulated without limit.

Use of accrued sick leave is permitted in accordance with Federal and State laws to care for an ill parent, spouse or child.

Payment for Unused Sick Leave: There are three sick leave banks with varying values as follows:

1. Sick leave earned before June 13, 1988 ("Old" sick leave) – 50% rate of pay as of June 23, 2013;
2. Sick leave earned June 13, 1988 through June 23, 2013 – 100% rate of pay as of June 23, 2013;
3. Sick leave earned on or after June 24, 2013 – 50% rate of pay.

Sick leave earned in the second bank must be used before the other two sick leave banks.

Holidays: Employees receive ten (10) paid holidays per year.

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Shift personnel will be granted one hundred thirty two (132) hours of holiday time per fiscal year. The employee shall receive one hundred eight (108) hours of the one hundred thirty-two (132) hours as payment.

Holidays falling on a Saturday will be observed on the preceding Friday. Holidays falling on a Sunday will be observed the following Monday.

Bereavement: Fire personnel working shift work will be paid thirty-six (36) hours per incident (forty-eight (48) hours maximum per year) for the death or terminal illness of an immediate family member of the employee, the employee’s spouse or domestic partner.

~~MISCELLANEOUS BENEFITS~~

Retirement:

Sworn fire employees hired before October 17, 2011 are under the California Public Employees Retirement System (“CalPERS”) three percent at fifty (3% at 50) defined benefit plan. The following optional benefits are in effect: One (1) Year Final Compensation, Service Credit for Unused Sick Leave and the 1959 Survivors Benefit Level IV.

City contribution towards employer-paid member contribution rate:

Effective Date	Amount
03.03.14	0.5%
12.22.14	0.0%

Sworn fire employees hired on or after October 17, 2011 are under the CalPERS three percent at fifty-five (3% at 55) defined benefit plan. They are also provided with the One (1) Year Final Compensation, Service Credit for Unused Sick Leave and the 1959 Survivors Benefit Level IV. The City pays zero percent (0%) of the employer-paid member contribution rate.

In accordance with The California Pension Reform Act of 2013 (PEPRA), the following retirement benefits are available to sworn fire members hired on or after January 1, 2013 as follows:

Existing, or “Classic” Members – Sworn fire members hired on or after January 1, 2013, who are determined to be existing or “classic” members of CalPERS shall be under the CalPERS three percent at fifty-five (3% at 55) defined benefit plan. The following optional benefits are in effect: One (1) Year Final Compensation, Service Credit for Unused Sick Leave and the

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1959 Survivors Benefit Level IV. The City pays zero percent (0%) of the employer-paid member contribution rate.

Sworn fire employees covered by either the 3% @ 50 or 3% @ 55 defined benefit plan:

Employees covered by these formulas are required to contribute to the employer contribution as cost sharing as follows:

Effective Date	Amount
12.22.14	1.25%
12.21.15	1.75%

“New” Members - Sworn fire members hired on or after January 1, 2013 who are “new” CalPERS members or who have been out of the CalPERS system for six (6) months or longer shall be covered by the CalPERS 2.7% at 57 defined benefit plan. The following optional benefits are in effect: Three (3) Years Final Compensation, Service Credit for Unused Sick Leave and the 1959 Survivors Benefit Level IV. “New” members are required to contribute at least fifty percent (50%) of the total normal cost of their retirement benefit. Currently this rate is eleven and one-half percent (11.5%) of pensionable income.

Please reference the CalPERS website, www.calpers.ca.gov, for an explanation of benefits.

Health: City pays one hundred percent (100%) for employee only coverage. City pays eighty percent (80%) for dependent coverage with the employee responsible for the remaining twenty percent (20%). The City’s maximum contribution for premium sharing is limited to the amount contributed by the City for the HMO family rate. Medical and Dental coverage is provided for domestic partners.

Medical and Dental coverage is offered for eligible retired employees who elect this option. The employee is responsible for the entire premium.

RHS: The City, on the employee’s behalf, will contribute one hundred dollars (\$100) per month to a Retirement Health Savings Plan (RHS) managed by the International City Management Association (ICMA). Effective November 28, 2011, all accrued sick leave will be deposited into the employee’s RHS account upon separation from City service at the values identified above under “Payment of Unused Sick Leave” (certain restrictions apply).

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Additionally, subject to certain terms and conditions, employees may cash in accrued sick leave into their RHS accounts twice a year.

Disability: A fifty thousand dollar (\$50,000) group term Life and Accidental Death and Dismemberment policy is provided.

Long Term Disability insurance coverage consists of sixty percent (60%) of the first five thousand dollars (\$5,000) of monthly salary after the employee's sick leave is exhausted and a sixty (60) calendar day elimination period has been satisfied.

A PERS Disability Benefits Program is available to provide employees a percentage of their base salary when they are disabled from employment and waiting for CalPERS to approve their disability retirement application.

Employee Assistance Program: The City contracts with an Employee Assistance Program which provides confidential counseling and referrals to employees and their families, free of charge.

Education Reimbursement Program: The City administers an educational reimbursement program for eligible employees. Reimbursement is limited to one thousand dollars (\$1,000) per fiscal year and eligible expenses. The program is subject to budgetary constraints.