

NCFA - Napa City Firefighters Association

Effective 7/1/16 through 6/30/17

General Salary Information:

Salary range is a 6 step range. Appointment within the range is DOQ. Salary advancement within the range occur at 6 months for Step A1 and A2, and annually there after (to top of range).

Salary increases 7/2/16 = 2.75%
(effective the pay period beginning on the following dates)

Specialty Pays: (All Specialty Pays are PERS reportable except for Uniform allowance for 3rd tier employees & tuition reimbursement)

- Bilingual Pay** 2% of monthly base pay
- Apparatus Specialty Pay** 3% of monthly base pay
- Shift Fire Investigator** 2% of monthly base pay (*Up to 2 per shift*)
- Hazardous Material** 4% of monthly base pay
- 40- Hour Assignment** 7% of monthly base pay
- Captain/Paramedic** 10% of Firefighter Step E monthly base pay; when assigned.

Educational Incentive --

- 30 semester units** \$75 per month or
- AA Degree** \$139 per month or
- BA Degree** \$172 per month

- State Fire Officer Certification** \$100 per month
- State Fire Chief Officer certification** Additional \$50 per month for Fire Captains
- Fire Prevention Officer I** \$50 per month
- Fire Prevention Officer II** additional \$50 per month
- Fire Investigator I** \$50 per month
- Fire Investigator II** additional \$50 per month

- Uniform Allowance** \$ 663.90 annual allowance for 56 hour employees.
\$ 795.50 annual allowance for 40 hour employees.
New hires are given their initial uniform.

Tuition Reimbursement \$1,000 per Year

Health and Welfare:

			Employee Monthly Contribution	
Coverage Type	Monthly Amount of City Contribution for Health in Lieu *	Monthly Amount of City Contribution for Kaiser (Based on the MOU formula.)	Kaiser HMO Premium Amount	Western Health Advantage Premium Amount
Single	\$562.00	\$675.00	\$0.00	\$0.00
2-party	\$562.00	\$1,350.00	\$0.00	\$0.00
Family	\$726.04	\$1,795.00	\$0.00	\$0.00

*Employees may waive coverage and opt for health in-lieu. For new employees and those who began receiving health-in-lieu on or after 7/1/13, the City contribution is \$500 monthly. Proof of coverage is required.

		Employee's Monthly Contribution	
Coverage Type	Monthly Amount of City Contribution	Delta Care HMO	Delta Dental PPO
Single	\$52.85	\$0.00	\$5.82
2-party	\$89.86	\$0.00	\$9.30
Family	\$137.43	\$0.00	\$9.99

Life Insurance \$50,000 of coverage paid for by City.

AD&D \$50,000 of coverage paid for by City.

Accruals and Leaves:

Vacation Accrual

Maximum accrual is 248 or 360 hours.

Years of Service	40 hr Shift Hours/ Year	56 hr Shift Hours/ Year
0-4	85.71	120
5-9	137.14	192
10-12	154.28	216
13-16	171.43	240
17-19	188.57	264
20+	205.71	288

Sick Leave Accrual

134.4 hours per year for 56 hour employees.

Compensatory Time Off cap

Maximum number of hours that can be earned in CY is 144 regardless of used hours.

Holidays

Employees receive 14 paid holidays per year. Holidays paid is 8 hours per day and is PERS reportable.

Retirement and Deferrals:

PERS

PERS Plan	Final Compensation Calculation	Pre-Tax Required Employee Contribution	Pre-Tax Cost Share	Plan available to new hires?
3.0% @ 50	Single-highest year	9%	5.5%	No
3.0% @ 55	Three year average	9%	4.0%	Yes with prior PEPR ¹ qualified employment
2.7% @ 55	Three year average	11.25%	3.0%	Yes

1. PEPR is Public Employees' Pension Reform Act 2013 which applies to all public employers and public pension plans which includes CalPERS, CalSTRS, 37 Act Counties and California Independent Public Retirement Plans. The only exclusion is the University of California.

PERS Survivor Benefit

Members pay \$1.55 per pay period for the 1959 Survivor Benefit

Sick Leave to PERS Service Credit

All members eligible.

Employee PERS Contribution

Employee's required contribution (see PERS table above) deducted from employees' salary. (Pre-tax)

PERS Cost Share

In addition to the required employee contribution towards PERS (see table above), employees pay an additional percentage (see table above) towards the employer's share of PERS.

Retiree Health Reimbursement Account (HRA)

Each pay period, the City contributes 1.75% of an employee's base pay into each employee's HRA.

Deferred Compensation

Members are eligible to enroll in 457 plan.