



**CITY OF SOLANA BEACH  
EMPLOYEE BENEFIT PACKAGE  
BATTALION CHIEFS  
FY 19/20**

<u>Administrative Battalion Chief Benefits</u>	<u>Shift Battalion Chief Benefits</u>
<p><b><u>Group Health Insurance</u></b> The City provides \$1,358.00 per month in a Cafeteria Health Plan, which allows employees to purchase a medical insurance plan through the California Public Employees Retirement System (CalPERS). Dental and Vision insurance plans are also available. Remaining balances are currently available as cash-back to employees.</p>	<p><b><u>Group Health Insurance</u></b> Same</p>
<p><b><u>Flexible Spending Accounts</u></b> The City participates with WageWorks, which provides employees the option of setting aside pre-tax dollars for reimbursement of eligible health care or dependent care expenses.</p>	<p><b><u>Flexible Spending Accounts</u></b> Same</p>
<p><b><u>Retirement</u></b> The City provides retirement benefits through CalPERS using a 2.7% at 57 retirement formula mandated under the Public Employees' Pension Reform Act of 2013 (PEPRA). The retirement benefit is based on the employees' highest three years of salary. Employees shall pay 50% of the normal cost contribution. Classic Members as defined by CalPERS shall pay the entire 9% employee share as well as contribute 3% towards the employer's share of this benefit for a total of 12%.</p>	<p><b><u>Retirement</u></b> Same</p>
<p><b><u>Life Insurance</u></b> The City provides all full-time permanent employees with life insurance equivalent to their annual base salary, at no cost to the employee.</p>	<p><b><u>Life Insurance</u></b> Same</p>
<p><b><u>Holidays</u></b> The City observes 12 full day Holidays each year. In addition, the City provides three (3) "floating" Holidays, which are credited in January and July.</p>	<p><b><u>Holidays</u></b> The City provides 122 hours of Holiday-in-Lieu pay to the full-time permanent SBFA employees; payable in equal installments each two-week pay period.</p>

<p><b><u>Vacation Leave</u></b>  Vacation accrual for full-time permanent <b>40-hours</b> per week employees is based on years of continuous service. Employees, who complete up to 36 months, accrue 3.08/hppp; 37 to 120 months, accrue 4.62/hppp; and 121 or more, accrue 6.15/hppp.</p>	<p><b><u>Vacation Leave</u></b>  Vacation accrual for full-time permanent <b>56-hours</b> per week employees is based on years of continuous service. Employees, who complete up to 36 months, accrue 4.308/hppp; 37 to 120 months, accrue 6.461/hppp; and 121 or more, accrue 8.616/hppp.</p>
<p><b><u>Sick Leave</u></b>  Full-time fire employees who regularly work <b>40-hours</b> per week shall accrue sick leave at the rate of 3.69 hours per biweekly pay period. There shall be no limit to the amount of sick leave that an employee may accumulate. Each year, employees may convert up to 40 hours of sick leave to vacation leave on their employment anniversary, depending on sick leave balance and usage.</p>	<p><b><u>Sick Leave</u></b>  Full-time fire employees who regularly work a schedule that averages <b>56 hours</b> per week shall accrue sick leave at the rate of 7.385 hours per biweekly pay period. There shall be no limit to the amount of sick leave that an employee may accumulate. Each year, employees may convert up to 40 hours of sick leave to vacation leave on their employment anniversary, depending on sick leave balance and usage.</p>
<p><b><u>Cell Phone Allowance</u></b>  The Administrative Battalion Chief will be issued a phone by the department.</p>	<p><b><u>Cell Phone Allowance</u></b>  N/A</p>
<p><b><u>Vehicle Allowance</u></b>  The Administrative Battalion Chief will have the use of a department vehicle with take-home privileges.</p>	<p><b><u>Vehicle Allowance</u></b>  N/A</p>
<p><b><u>Tuition Reimbursement</u></b>  City employees may receive up to \$2,000 per fiscal year in tuition reimbursement for college-level courses for additional training. Courses must be approved in advance.</p>	<p><b><u>Tuition Reimbursement</u></b>  Same</p>