



CITY OF SOLANA BEACH EMPLOYEE BENEFIT PACKAGE

Solana Beach Fire Association FY 11/12

Group Health Insurance

The City provides \$715.00 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 available as cash-back to employees.

Flexible Spending Accounts

The City participates with WageWorks, which provides employees the option of setting aside pre-tax dollars for reimbursement of eligible health care or dependant care expenses.

Retirement

The City provides retirement benefits through CalPERS using a 2% at 50 retirement formula. The retirement benefit is based on the employees' highest three years of salary. The employee's retirement contribution is 9% of salary of which the employee pays the entire 9%, and the employer's contribution (FY 10/11) is approximately 33% of salary

Life Insurance

The City provides all full-time permanent employees with life insurance equivalent to their annual base salary, at no cost to the employee.

Holidays

The City provides 122 hours of Holiday-in-Lieu pay to the full-time permanent SBFA employees; which is paid in two equal installments in January and July (61 hours each payment).

Vacation Leave

Vacation accrual for full-time permanent SBFA 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. Employees may accrue up to 2x their annual amount.

Sick Leave

Fire employees who regularly work a schedule that averages 56 hours 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.

Tuition Reimbursement

City employees may receive up to \$2,000 annually in tuition reimbursement for college-level courses for additional training. Courses must be approved in advance.

Paramedic Incentive Pay

SBFA members classified as Firefighter/Paramedic receive \$500 per year for Paramedic Incentive Pay to maintain their certification.

Retiree Health Savings Plan

SBFA members participate in the ICMA Retiree Health Savings Plan with a 1% mandatory salary contribution.