



CITY OF YUBA CITY
BENEFITS SUMMARY

FIREFIGHTERS' LOCAL 3793

MOU: July 1, 2019 to December 31, 2023

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT															
Acting Pay	For employees in acting assignments in the classifications of Fire Apparatus Operator and Fire Captain, shall be compensated by earning one-half (.5) hour of pay at their regular rate for each four (4) hour period of assignment.															
Bilingual Pay	The City will pay \$100 per month bilingual pay incentive for employees who demonstrate proficiency in a foreign language, based on the City's needs.															
Call Back	Non-emergency: 2 hour minimum paid at an overtime rate of one and one half (1 1/2) normal hourly rate.															
Cash-in-Lieu (Reduce)	<p>Employees who reduce the level of health care coverage to which they are entitled: i.e. from full family coverage to employee plus one, or employee only coverage, or from employee plus one to employee only coverage. The Cash-in-lieu benefit is based upon the lowest cost health plan available to the majority of City employees.</p> <table border="1"> <thead> <tr> <th>Plan Type:</th> <th>Bonus</th> </tr> </thead> <tbody> <tr> <td>EE +1 to EE</td> <td>\$136.25/month</td> </tr> <tr> <td>Family (EE+2) to EE+1</td> <td>\$185.20/month</td> </tr> <tr> <td>Family (EE+2) to EE</td> <td>\$321.45/month</td> </tr> </tbody> </table>	Plan Type:	Bonus	EE +1 to EE	\$136.25/month	Family (EE+2) to EE+1	\$185.20/month	Family (EE+2) to EE	\$321.45/month							
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Cash-in-Lieu (Forego)	<p>The Cash-in-Lieu of medical insurance bonus for employees electing to forego health insurance coverage will be based on the below percentage of the current lowest cost health plan available to the majority of the employees.</p> <table border="1"> <thead> <tr> <th>Plan Type:</th> <th>Bonus Percentage</th> <th>Bonus</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>25%</td> <td>\$123.75/month</td> </tr> <tr> <td>Employee +1</td> <td>25%</td> <td>\$260.00/month</td> </tr> <tr> <td>Employee +2/Family</td> <td>30%</td> <td>\$445.20/month</td> </tr> </tbody> </table>	Plan Type:	Bonus Percentage	Bonus	Employee	25%	\$123.75/month	Employee +1	25%	\$260.00/month	Employee +2/Family	30%	\$445.20/month			
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Compensatory Time	120 hour maximum accumulation.															
DMV Physical	Amount of same physical with the City's contracted medical provider.															
Employee Assistance Program	Employee and family members - each eligible person receives a maximum of 3 visits per 6 month period, for a total of 6 sessions per year. This includes legal services unrelated to City employment issues through Managed Health Network (MHN).															
Wellness Program	Employee and family members - each eligible person receives access to the MHN Wellness Program through Managed Health Network (MHN).															
Health, Dental, Vision Insurance	<p>Medical, Dental, and Vision premiums are paid both by the City and the employee monthly. The following chart details City and employee per pay period contributions for the P5 plan:</p> <table border="1"> <thead> <tr> <th>Plan Type:</th> <th>City Contribution:</th> <th>Employee Contribution:</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>\$182.77</td> <td>\$45.69</td> </tr> <tr> <td>Employee +1</td> <td>\$384.00</td> <td>\$96.00</td> </tr> <tr> <td>Employee +2/Family</td> <td>\$547.94</td> <td>\$136.98</td> </tr> <tr> <td>Dental/Vision</td> <td>\$54.97</td> <td>\$6.11</td> </tr> </tbody> </table>	Plan Type:	City Contribution:	Employee Contribution:	Employee	\$182.77	\$45.69	Employee +1	\$384.00	\$96.00	Employee +2/Family	\$547.94	\$136.98	Dental/Vision	\$54.97	\$6.11
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Holidays	Fire Safety Inspector I/II: 2 floating holidays.															
Life Insurance	Benefit is \$5,000 employee & \$2,000 dependents paid by the City. Employee can elect dependent coverage at employee's cost.															
PERS Contribution	<p>Tier 1 & 2 (Hired through Jun. 30, 2012): 9%</p> <p>Tier 3 (Effective Jul. 1, 2012): 9%</p> <p>Tier 4 (Effective Jan. 1, 2013): 14.5%</p>															

PERS Employer Contribution Rate (2021/2022)		Tier 1: 27.31%			
		Tier 2: 26.08%			
		Tier 3: 24.06%			
		Tier 4: 14.6%			
PERS Plan		Tier 1 & 2: 3% @ 50			
		Tier 3: 3% @ 55			
		Tier 4: 2.7% @ 57			
PERS EPMC (Employer Paid Member Contribution)		Effective January 24, 2015 the employee will be responsible for paying 100% of their PERS contributions.			
Professional Development Funds		City reimburses \$5,000 towards parking fees, class presentation preparation materials, and other educationally related materials, fees or supplies. Non-job related courses are paid at 50%. (Subject to approval.)			
Required Certifications		All costs associated with obtaining and maintaining certifications required by the State of California, the City of Yuba City or any governmental agencies will be paid by the City.			
Retirement Health Savings		RHS agreements are available from Human Resources.			
Sick Leave		3.7 hours per pay period - unlimited accrual. 5.6 hours per pay period for 56 hour			
Uniform Allowance		None - Uniforms are provided.			
Vacation Accrual Rate	Tiers:	40 hour workweek:	Max Accrual	56 hour workweek:	Max Accrual
	0 to 5 years:	4.6 hours	264 hours	6.5 hours	370 hours
	5+ to 10 years:	6.1 hours	327 hours	8.6 hours	458 hours
	10+ to 15 years:	7.3 hours	377 hours	10.2 hours	528 hours
	15 or more years:	7.9 hours	425 hours	11.1 hours	596 hours