

City of Garden Grove
Fire (Non-Management) Safety Employee Benefits
January 2009

Holidays

Twelve (12) paid holidays annually (144 hours)

January 1st (New Year's Day)
Third Monday of February (Presidents' Day)
Last Monday of May (Memorial Day)
July 4th (Independence Day)
First Monday in September (Labor Day)
Fourth Thursday in November (Thanksgiving Day)
Day after Thanksgiving Day
Day before Christmas Day
December 25th (Christmas Day)
Day before New Year's Day
Two Floating Holidays

Fire suppression employees may cash out all holidays during the year per the approved policy.

Annual Leave

24 Hour Schedule

204 hours during first year - 17 hours per month
264 hours after one (1) year - 22 hours per month
300 hours after nine (9) years - 25 hours per month
336 hours after fourteen (14) years - 28 hours per month
375 hours after nineteen (19) years - 31.25 hours per month
414 hours after twenty-four (24) years - 34.5 hours per month

40 Hour Schedule

147 hours during first year - 12.25 hours per month
189 hours after one (1) year - 15.75 hours per month
213 hours after nine (9) years - 17.75 hours per month
240 hours after fourteen (14) years - 20 hours per month
267 hours after nineteen (19) years - 22.25 hours per month
297 hours after twenty-four (24) years - 24.75 hours per month

Annual Leave Buy-Back - Fire employees may cash out accrued annual leave any time during the year.

Annual Leave Payoff - Upon termination or retirement, employee receives 100% of the cash value of annual leave.

Cafeteria Plan Contribution

The City provides each eligible employee a fringe benefit allocation to purchase benefits for themselves and their dependents. After employee selects health coverage, employee can use any remaining dollars for dental, vision, flexible reimbursement plans (health care or dependent care accounts), deferred compensation plan, or cash. If employee selects a flexible reimbursement plan, the allocation may be reimbursed throughout the year. If employee selects the deferred compensation plan or cash, the allocation will be disbursed in mid-December each year. The below chart indicates the allocation amounts based on employee's selection of health insurance coverage (employee only, employee and one dependent, employee and full family, or if employee chooses to waive coverage).

	<u>Monthly City Contribution</u>
Employee Only	\$417.00
Employee & One Dependent	\$772.00
Employee & Full Family	\$977.00
Waiver of Coverage	\$140.00

Medical Insurance - You have option of the following plans:

Blue Shield HMO	PERS Care/Blue Cross
Blue Shield Net Value	PERS Choice/Blue Cross
Kaiser	PERS Select/Blue Cross
	PORAC/Blue Cross

Dental Insurance - You have option of the following plans:

Delta Care - HMO
Delta Preferred - Fee for Service

Flexible Reimbursement Plans (Health Care or Dependent Care) - Employee may deduct monies on a pre-tax basis into a medical reimbursement account (\$5,000 annual maximum) and/or a child care account (\$5,000 annual maximum) in accordance with IRS regulations.

Deferred Compensation Plan - Employee may deposit up to \$16,500 per year. There is no City contribution except for any remaining fringe benefit allocation monies.

Long Term Disability Insurance (City paid plan)

After being off work 30 consecutive days, employee receives up to 80% of salary (see plan document for exact benefit levels, qualifications, and eligibility). Plan includes a \$15,000 death benefit.

Vision Service Plan

Employee may elect to participate at his/her expense in an eye care plan. Plan provides for vision services at reduced rates.

Life Insurance

City carries a plan for all employees that covers employee for one (1) times annual base salary rounded up to the nearest \$1,000. Additional life insurance of up to five times annual salary (\$500,000 maximum) is available for a fee to the employee. Coverage on employee's dependent(s) is also available.

Insurance Premiums

All employee deductions for medical, dental, and IRS allowed benefits not deducted from your fringe benefit allocation are done on a pre-tax basis.

Retirement

Fire employees are covered by the "3% at 50" option of the Public Employees' Retirement System (PERS). Employee pays their own 9% on a pre-tax basis. The City also contributes a percentage of salary into a general account. This means that a fire employee with 25 years of service can retire at age 50 with a pension equal to 75% of their pay during their last year. An employee with 30+ years of service can retire with a pension up to a maximum of 90% of their pay during their last year. The plan also includes the benefit options of the single highest year, 1959 Survivor Benefit (Indexed Level), and \$5,000 death benefit.

Education Incentive Program

Fire Fighters and Fire Engineers may receive 2.5% above base salary for completing 60 approved semester college units including 25 units in Fire Science (exclusive of those earned in the basic fire academy). Employee must requalify with three semester units every two years. Employee may receive the same 2.5% above base salary for completion of AA/AS or BA/BS degree directly related to fire service, without requalification requirement.

Fire Captains may receive 2.5% above base salary when enrolled and accepted in a 4-year university in a field directly related to the professional fire service and: (1) Possess 70 transferable units including 25 units in Fire Science (exclusive of those earned in the basic fire academy), or (2) Possess an AA degree and have 25 units in Fire Science (exclusive of those earned in the basic

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fire academy). Employee must requalify with three semester units every two years. Upon completion of BA/BS degree and required units, employee will not be required to requalify every two years.

Bilingual Pay

Employee may receive \$70 per pay period if designated by department head and certified by the Personnel Office to use bilingual verbal abilities for languages such as Spanish, Korean, Vietnamese, or other designated languages.

Bereavement Leave

Employees receive up to four (12 hour) days leave and may be extended an additional two (12 hour) days if needed to travel out of state.

On-The-Job Injury Leave

City will pay up to one year of full salary if employee has a job-related injury that causes him/her to be totally disabled from performing regular duties.

Jury Duty

City will pay for up to five (5) work shifts per calendar year.

Overtime

Overtime is paid at time and one-half base pay rate.

Post Retirement Medical Premium Fund

The Fire Fighters' Union has established a post retirement medical trust fund in which Fire Safety employees may participate. Qualifications and payments are determined by the Union. Fire Safety employees pay their own costs for this plan.

Note: This is a summary only of fringe benefits available to Fire Safety employees. Complete descriptions and eligibility criteria may be obtained from Human Resources.

01/09