



CITY OF RIALTO BENEFITS SUMMARY

RIALTO FIRE MANAGEMENT ASSOCIATION (RFMA) EFFECTIVE JULY 1, 2020

The following is a general outline of employee compensation and benefits for employees associated with the Rialto Fire Management Association. For a complete explanation of benefits, benefit eligibility and restrictions please refer to the Rialto Fire Management Association (RFMA) Memorandum of Understanding (MOU).

COMPENSATION

Salary:

Established by City Council via the City of Rialto Classification and Compensation Plan.

Salary Range:

Salary ranges consist of seven (7) steps.

Salary Adjustments:

Salary adjustments established by City Council via agreement with Association Terms and Employment Conditions:

- Cost of Living Adjustment: July 1, 2019; the City will increase represented employees' base salary by 2.4% effective the first pay period following City Council approval, which will be reflected in the Classification Compensation Salary Table.
- Cost of Living Adjustment: July 1, 2020; the City will increase represented employees' base salary by 2.4% effective the first pay period including July 1, 2020. Adjustment changes will be reflected in the Classification and Compensation Table.

Salary Progression:

Based on the City Policy and Procedures, employees shall be paid in accordance with the Classification and Compensation Plan. Step advancement may take place after six (6) months if hired at step 1 or 2. Otherwise, advancement is typically following twelve (12) months of satisfactory service. Upon promotion, an initial step advancement may occur after six (6) months or placement amongst steps 1 or 2 of the salary table.

Bilingual Pay:

Employees certified by the City as bilingual or a sign linguist and required to utilize their abilities as part of their regular duties shall be compensated at the rate of fifty dollars (\$50.00) per pay period.

Education and Certification Incentive Pay:

- A. Strike Team Leader. Any employee certified by the County of San Bernardino as a Strike Team Leader shall be compensated 3.5 percent of the employee's base salary monthly. EMS equivalent to Strike Team Leader See Appendix "A" of RFMA MOU– Step One shall be compensated 3.5% of the employee's base salary monthly.

- B. Chief Officer Certification. Any employee certified as a Chief Officer by the California State Fire Marshall shall be compensated 6.0% of the employee’s base salary monthly. EMS equivalent to Chief Officer Certification See Appendix “A” of RFMA MOU – Step Two shall be compensated 6.0% of the employee’s base salary monthly.
- C. Executive Fire Officer. Any employee obtaining California Executive Fire Officer courses 4A-4E and ICS 400 shall be compensated 8.5% of employee’s base salary monthly with the exception of those serving as an EMS Coordinator – effective June 26, 2020.
- D. Paramedic. Any employee who has a current paramedic license shall be compensated an additional five percent 5% of the employee’s base monthly salary. In situations where a regular firefighter/paramedic is not available, any employee receiving paramedic pay may be required to perform paramedic functions until a full-time firefighter/paramedic replacement can be arranged. This incentive requires employees to have paramedic accreditation in the ICEMA region.
- E. Paramedic Pediatric Trainer. The Emergency Medical Services Coordinator, who has current paramedic pediatric trainer certification shall be compensated four and one-half percent (4.5%) of the employee’s base monthly salary.
- F. Fire Investigator. Any employee holding the position of Battalion Chief or Division Chief who is certified as a Fire Investigator shall be compensated an additional two and one-half percent (2.5%) of the employee’s base monthly salary. The criteria to be certified as a Fire Investigator included obtaining the following certifications; California State Fire Marshal Investigation 1A and 1B; and PC 832 Arrest, Search and Seizure.
- G. Hazardous Materials Pay and Annual Physicals. Any employee certified by the state as a Hazardous Materials Specialist or Technician, or a Hazardous Materials Incident Commander and subject to serve as an Incident Commander at Hazardous Materials Incident shall be compensated 4.5% of the employee’s base salary monthly (Hazard Premium). Hazardous Materials Specialists shall continue to receive annual medical surveillance physicals.

The City shall continue the Educational Incentive benefit, which is based on the following criteria:

Those hired prior to January 1, 2014: All employees hired or promoted prior to January 1, 2014 shall continue to receive their 5% educational benefit and shall not be eligible for educational benefits.

2.5% Educational Incentive Benefit:

Training Points	15	30	45	Firemanship	Firemanship
Education Points	15	30	45	Associate’s	Bachelor’s
Year Experience	8	6	4	4	2

5% Educational Incentive Benefit:

Training Points	30	45	Firemanship	Firemanship	Firemanship
Education Points	30	45	Associate's	Bachelor's	Master's
Years' Experience	12	9	9	6	4

7.5% Educational Incentive Benefit

14 Years' Experience
San Bernardino County Strike Team Leader Certification
CA State Fire Marshal Certification as a Company Officer
Associate of Arts of Science
Rank of Battalion Chief or higher for a minimum of two years

OR

12 Years' Experience
San Bernardino County Strike Team Leader Certification CA State Fire Marshal
Certification as a Chief Officer Bachelor of Arts or Science Degree
Rank of Battalion Chief or higher for a minimum of one year

10% Educational Incentive Benefit:

17 Years' Experience
San Bernardino County Strike Team Leader Certification
CA State Fire Marshal Certification as a Company Officer
Associate of Arts or Science Degree
Rank of Battalion Chief or higher for a minimum of three years

OR

15 Years' Experience
San Bernardino County Strike Team Leader Certification
CA State Fire Marshal Certification as a Company Officer
Bachelor of Arts or Science Degree
Rank of Battalion Chief or higher for a minimum of two years

Those hired on or after January 1, 2014: Employees hired on or after January 1, 2014, with a Bachelor' degree shall be compensated 5% of employee's base salary monthly. The Division Chief position is not eligible for this incentive pay.

Employees hired on or after January 1, 2014 with a Master's degree shall be compensated 7.5% of employee's base salary monthly.

The above increases are not cumulative.

Longevity Pay:

- A. Employees with five (5) to nine (9) years of public fire service and/or City service will receive longevity pay equal to three (3%) of their base salary. Employees with ten (10) or more years of public service and/or City service will receive longevity pay equal to six (6%) of their base salary.

- B. Effective upon City council approval, the following will clarify that Longevity Pay for “City Service is subject to actual City service after a minimum of five years of working with the City. “City Service” Longevity Pay shall be reported as pensionable compensation.
- C. For those employees hired on before June 30, 2018 and have cumulative CalPERS “public fire experience” shall continue to receive longevity pay as stated in section A. of this Article. However, such fire service experience pay shall not be subject to pensionable compensation pursuant to Title 2, Section 571 of the California Code of Regulations. Employees are responsible for notifying the City of all CalPERS fire service time. Notification of all CalPERS service shall be submitted to Human Resources/Risk Management Department or the Fire Chief within 90 days of being hired and within 90 days of meeting the longevity requirements. The effective date of payment shall be the first full pay period following submittal of proof of the Human Resources Department or Fire Chief.

To the extent applicable and permitted by law, this pay shall be reportable to CalPERS as special compensation special compensation or pensionable compensation pursuant to Title 2, Sections 571 and 571.1 of the California Code of Regulations.

BENEFITS

Cafeteria Plan Allotment:

Employees have the choice of applying Cafeteria Plan dollars to purchase health, vision, and dental benefits provided through City plans. The City’s contribution to the Cafeteria Plan for each employee of the Bargaining Unit will be one thousand, four hundred dollars per month to go towards the employee’s contributions for health vision, and dental insurance premiums. (January 1 – December 31, 2020 = \$1,400.00 per month).

Medical Insurance:

Plan Year 2020 (LA, San Bernardino, Ventura Region Rates)	Employee Only		Employee +1		Employee + Family	
	Monthly	Semi-Monthly	Monthly	Semi-Monthly	Monthly	Semi-Monthly
Anthem HMO Select	\$619.93	\$309.97	\$1,239.86	\$619.93	\$1,611.82	\$805.91
Anthem HMO Traditional	\$902.63	\$451.32	\$1,805.26	\$902.63	\$2,346.84	\$1,173.42
Blue Shield Access+	\$813.17	\$406.59	\$1,626.34	\$813.17	\$2,114.24	\$1,057.12
Blue Shield Trio	\$624.93	\$312.47	\$1,249.86	\$624.93	\$1,624.82	\$812.41
Health Net Salud Y Mas HMO	\$392.31	\$196.16	\$784.62	\$392.31	\$1,020.01	\$510.01
Health Net SmartCare HMO	\$648.42	\$324.21	\$1,296.84	\$648.42	\$1,685.89	\$842.95
Kaiser Permanente HMO	\$664.39	\$332.20	\$1,328.78	\$664.39	\$1,727.41	\$863.71
PERS Choice PPO	\$710.29	\$355.15	\$1,420.58	\$710.29	\$1,846.75	\$923.38
PERS Select PPO	\$435.74	\$217.87	\$871.48	\$435.74	\$1,132.92	\$566.46
PERS Care PPO	\$931.12	\$465.56	\$1,862.24	\$931.12	\$2,420.91	\$1,210.46
United Healthcare HMO	\$668.31	\$334.16	\$1,336.62	\$668.31	\$1,737.61	\$868.81

Cafeteria Plan – Opt Out Provision:

Current employees may opt to a maximum of \$1,250.00 per month which is not utilized to purchase any of the benefits through the City. An employee must provide the City with written notice/waiver of paid health insurance payments for which the employee is eligible. Then the employee shall receive any unused amount of the City’s contribution to the Cafeteria Plan as taxable cash or have said amount placed into a deferred compensation plan.

Effective November 15, 2018; any newly hired employees shall be limited to a one hundred dollar (\$100.00) twice per month (24 times per year) opt out allowance for not using City medical insurance.

Employees declining medical insurance coverage through City sponsored plans must file proof of alternative medical insurance coverage with the Human Resources/Risk Management Department.

Retiree Medical Insurance: Retirees are not eligible for the Cafeteria Plan. Retirees, however, shall retain all current PERS health benefits. The City shall provide retiring employees the same PERS health insurance options provided to active employees. The City shall not reimburse Medicare premiums for employees or retirees. Retirees and dependents must meet the definition of “annuitants” as defined by PERS.

The City shall contribute to the retired employee’s plan according to the following schedule:

Covered Unit:	Contribution:
Employee Only	\$279.25 / Month
Employee +1	\$558.49 / Month
Employee +2 or More	\$726.04 / Month

Dental Insurance: Employees may utilize their Cafeteria Plan provision to cover the costs associated with Dental Insurance.

Delta Dental Plan	Employee Only		Employee +1		Employee + Family	
Health Insurance Plan Name	<u>Monthly</u>	<u>Semi-Monthly</u>	<u>Monthly</u>	<u>Semi-Monthly</u>	<u>Monthly</u>	<u>Semi-Monthly</u>
Liberty Dental – DHMO	\$15.04	\$7.52	\$27.08	\$13.54	\$39.11	\$19.56
Delta Dental - (DPPO)	\$46.54	\$23.27	\$90.75	\$45.38	\$137.28	\$68.64

Vision Insurance: Employees may utilize their Cafeteria Plan provision to cover the costs associated with Vision Care Insurance.

EyeMed Vision Plan	Employee Only		Employee +1		Employee + Family	
	<u>Monthly</u>	<u>Semi-Monthly</u>	<u>Monthly</u>	<u>Semi-Monthly</u>	<u>Monthly</u>	<u>Semi-Monthly</u>
Plan Options	\$9.44	\$4.72	\$17.60	\$8.80	\$26.00	\$13.00

Life Insurance: The City will pay the cost of employee and dependent life insurance coverage at the following base levels:

Covered Unit	Coverage Amount:
Employee	\$150,000
Spouse	\$10,000
Registered Domestic Partner	\$10,000
Children	\$5,000

Flexible Spending Account (FSA): Employee paid through pre-tax payroll deductions, subject to IRS annual limits.

Deferred Compensation: All Bargaining Unit employees receive seven hundred fifty dollars (\$750.00) per month in deferred compensation.

Employees will have access to the 401A, Money Purchase Pension Plan and Trust, subject to City Council modification of the plan as authorized by federal and state laws.

Employee Assistance Program (EAP): Offers limited free and confidential counseling and referral services to employees related to work, personal, and life issues.

LEAVES

Holidays:

The City recognizes the following holidays per calendar year:

- New Year’s Day – January 1st
- Martin Luther King Jr., Birthday – 3rd Monday in January
- President’s Day – 3rd Monday in February
- Cesar Chavez Day – March 31st
- Memorial Day – last Monday in May
- Independence Day – July 4th
- Labor Day – 1st Monday in September
- Veteran’s Day – November 11th
- Thanksgiving Day – 4th Thursday in November
- Friday after Thanksgiving – 4th Friday in November (effective August 11, 2020)
- Christmas Eve – December 24th
- Christmas Day – December 25th

Vacation Leave:

Years of Service	Annual Accrual
0 – 1 Year	80 hours maximum per year upon completion of 365 Days / 2080 Hours
1 – 4 Years	6.00 Hours / pay period for 40-Hour per week employees and 8.40 for shift employees
5 – 10 Years	7.50 Hours / pay period for 40 Hour per week employees and 10.50 for shift employees
11 – 16 Years	9.50 Hours / pay period for 40 Hour per week employees and 13.30 for shift employees
17 + Years	10.50 Hours / pay period for 40 Hour per week employees and 14.70 for shift employees

Employees shall be eligible to cash out up to one hundred eighty (180) hours of vacation per fiscal year. The cash-out of leave will be at the employee’s base salary rate at the time of cash out.

Sick Leave: Employees with the bargaining unit will accrue at the rate of 10 hours per month for 40-hour per week personnel and fourteen (14) hours per month for 56-hour per week personnel. This amounts to one hundred twenty (120) hours per year for 40-hour employees and one hundred sixty-eight (168) hours per year for 56-hour per week personnel.

Employees with ten (10) consecutive years of service and with a minimum of three hundred fifty (350) hours for accumulated unused sick leave on the books, shall be eligible to cash out up to one hundred twenty-seven (127) hours per year. The cash out of leave will be at the employee’s base salary rate at the time of cash out.

Personal Leave: Employees may use accrued and available sick leave entitlement to attend an illness of a child, parent, spouse, or registered domestic partner. In one calendar year, employees may use an amount of sick leave not less than that which normally accrues to them during six months for such purposes.

Administrative Leave: Employee’s will be credited with one hundred twenty (120) hours of administrative leave on July 1 of each fiscal year. Hours must be used by June 30th of the following year. Administrative leave hours will be pro-rated and credited based on an employee’s entrance (onboarding) into the unit.

Bereavement Leave: Any eligible employee who is absent from work by reason of a death in the immediate family may be allowed a leave of absence with pay. A maximum of three (3) shifts may be taken for leave for 56-hour per week personnel and a maximum of forty (40) hours may be taken for 40-hour per week personnel. Such leave shall not exceed a total of three (3) cumulative shifts in any fiscal year for 56-hour per week personnel or forty (40) hours in any fiscal year for 40-hour per week personnel. The leave must be requested in writing with the approval of the Fire Chief and the Director of Administrative and Community Services, or their designee.

Jury Duty: An employee may be absent for up to ten (10) hours per day for jury duty.

Military Leave: In accordance with the Military Leave and Veterans Code, Section 395, any public employee who is a member of the reserve corps of the U.S. or National Guard, or the Naval Militia shall be entitled to temporary leave of absences as provided by federal law while engaged in active military duty (including training, encampment, naval cruises, special exercises, or like activity) providing that the period of ordered duty does not exceed 180 calendar days.

RETIREMENT

California Public Employees' Retirement System (CalPERS):

Tier 1 ("Classic" Members): 3.0% at 50 formula with widow's one-half continuance.

Tier 2 ("New" Members/PEPRA): 2.7% at 57 formula.

As required by law, new members, as defined above, shall be required to pay fifty percent (50%) of the expected normal cost rate for their benefits. (This amount is thirteen percent (13%) of reportable compensation as of January 1, 2013). Consistent with the agreement between the City and PERS setting forth the Employee Cost sharing terms set forth herein, bargaining unit members who are not new members will pay twelve percent (12%) of their salary towards the employer's share of PERS contribution effective the pay period that includes July 1, 2013. The City will continue to pay the Employer Paid Member Contribution which is currently nine percent (9%) pursuant to Government Code Section 20691.

Members agree to contribute the additional 3% cost sharing amount above the previously agreed upon 9%, (for a total of 12%) as pretax salary reduction until such time as contract amendment with CalPERS can be processed.

All contributions made by employees described in the previous section above shall be in accordance with IRS Code Section 414(h)(2) (or any subsequent amendments to said IRS code section), whereby employee contributions described above shall be tax deferred (not subject to taxation until time of constructive receipt).

Level 4 Survivor Benefit. The employee shall continue to pay his/her share of the monthly cost for this benefit for fire safety employees.

ADDITIONAL BENEFITS

Uniform Allowance: A uniform allowance of one thousand six hundred dollars (\$1,600) per year shall be paid semi-annually in arrears (half (\$800) the first pay period in January and half (\$800) the fire pay period in July) with no receipts necessary.

New employees who promote from the Local 3688 bargaining unit will receive two initial uniforms upon promotion. This will apply only to Captains promoting to the rank of Battalion Chief.

New employees hired on or after July 1, 2015 shall be paid one-half of the uniform allowance (\$800) at the first paycheck after the hire date, and then semi-annually thereafter, as provided in this article.

The City shall continue to furnish the required safety equipment to all employees who are required by State law to have safety equipment.

NOTES
