



## Firefighters' Association (FFA) 2024 Summary of Benefits

| Medical   |
|---|
| Effective January 1, 2024, the City agrees to provide the following monthly contributions: <ul style="list-style-type: none"><li>Employee Only                      \$625 (base) + \$200 = \$825</li><li>Employee + 1                        \$1,300 + \$260 = \$1,560</li><li>Employee + Family                \$1,500 + \$360 = \$1,860</li></ul> Opt-out Provision: Employees may opt-out of the City's health program and receive \$300.00 per month. |
| Dental  |
| The City agrees to provide up to \$75.00 per month for employee and dependent dental coverage through Delta Dental Services.  |
| Vision  |
| The City agrees to provide up to \$20.00 per month for employee and dependent vision care coverage through Ameritas Eye Care.   |
| Life Insurance  |
| The City agrees to provide each FFA employee with a \$50,000 Life Insurance policy at no cost to the employee.  |
| Long Term Disability  |
| The City agrees to contribute 100% of the full cost of a Long-Term Disability (LTD) policy for every employee represented by the FFA association.   |
| Holidays  |
| The City shall grant ten (10) federally recognized holidays to all FFA employees with compensation based on a regular 12-hour period regardless of number of hours scheduled to work on that day.   |
| Floating Holidays   |
| FFA employees shall be granted 2 floating holiday shifts per year. A floating holiday shall be defined as a 24-hour period.   |
| Vacation  |
| FFA employees shall accrue vacation time at regular intervals beginning at eight (8) SHIFTS during the first two (2) years of service. Refer to the accrual table in FFA MOU for more information.  |
| Sick Leave  |
| FFA employee shall accrue paid sick leave at the rate of 5.54 hours per pay period.   |
| Bereavement Leave   |
| FFA employees shall receive four (4) shifts of bereavement leave.   |



| Uniforms  |  |
|---|--|
| The City shall provide new FFA employees with 1 Class “A” uniform upon completion of their probationary period. Additionally, the City shall provide yearly allowances of \$700 and \$225 for uniform replacement and uniform maintenance respectively.                       |  |
| Physical Fitness Program  |  |
| FFA employees shall receive a \$300, \$400, or \$500 annual cash bonus upon voluntarily passing physical fitness standards established by the South Pasadena Firefighters’ Association.   |  |
| Paramedic Incentive Pay   |  |
| Captains and Engineers who maintain their paramedic certification shall receive a specialty incentive pay equal to 5% of their base salary.   |  |
| Positional Incentive Pay  |  |
| The City shall increase the pay of each FFA employee assigned to work on additional positional duties by 5% of their base pay and for the duration of the assignment. Refer to FFA MOU for a list of additional assignments.  |  |
| Bilingual Pay   |  |
| FFA employees who can communicate conversationally in Spanish or Chinese on a regular or reoccurring basis shall receive an additional \$125 in compensation per month. Employees will be required to pass a bilingual proficiency test prior to receiving such compensation. |  |
| CalPERS Retirement  |  |
| <p><b><u>Classic Member – Fire Safety</u></b></p> <ul style="list-style-type: none"> <li>▪ 2% at 50 computed on the highest single year’s salary (per Section 20042 of the Government Code)</li> <li>▪ 9% employee contribution</li> </ul>                                    | <p><b><u>New PEPR – Fire Safety</u></b></p> <ul style="list-style-type: none"> <li>▪ 2.7% at 57 computed on the highest average annual salary (pensionable compensation earned) during a consecutive period of 36 months</li> <li>▪ 14.5% member contribution</li> </ul> |
| <p><b><u>Classic Member – Non-Safety</u></b></p> <ul style="list-style-type: none"> <li>▪ 2% at 55 computed on the highest single year’s salary (per Section 20042 of the Government Code)</li> <li>▪ 7% member contribution</li> </ul>                                       | <p><b><u>New PEPR – Non-Safety</u></b></p> <ul style="list-style-type: none"> <li>▪ 2% at 62 computed on the highest average annual salary (pensionable compensation earned) during a consecutive period of 36 months</li> <li>▪ 8.25% member contribution</li> </ul>    |
| Retired Employee Medical Coverage   |  |
| The City’s contribution to an individual retiree’s health benefit plan shall be in the amount of \$625.00 monthly, subject to CalPERS mandated reductions in coordination with Medicare coverage.   |  |
| Deferred Comp   |  |
| The City shall contribute 1% of an employee’s base salary to their deferred compensation plan.  |  |

\*\*\*This summary is NOT an exhaustive description of the benefits outline above. Refer to your Association’s MOU for a complete description. \*\*\*