

**Central Marin Fire Authority
Summary of Employee Benefits - 2020**

Benefit Categories	Central Marin Fire Authority Included In Town of Corte Madera's MOU	Central Marin Fire Authority Fire (IAFF)	Central Marin Fire Authority Battalion Chiefs	Central Marin Fire Authority Management
M.O.U. Effective Date	07/01/18 - 06/30/21	07/01/18 - 06/30/20	07/01/18 - 06/30/20	07/01/18 - 06/30/20
Compensation	07/01/18 - 3%	07/01/18 - 2%	07/01/18 - 2%	07/01/18 - 2%
Increases scheduled during the Term of the Resolution	07/01/19 - 3% 07/01/20 - 2%	07/01/19 - 2%	07/01/19 - 2%	07/01/19 - 2%
HEALTH AND WELFARE				
Health Insurance Premium EE Only= Employee Only EE + 1 =Employee and 1 dependent EE + F=Employee and 2 or more dependents	Tier 1 - Employees hired before July 1, 2017, will receive the contribution as noted below. Employee enrolled in a plan with a higher premium pays the difference via Flex 125 Plan <u>2020 Contribution (Kaiser Bay Area)</u> EE Only - \$768.49/mo EE+1 - \$1,536.98/mo EE+F - \$1,998.07/mo Tier 2 - Employees hired after July 1, 2017, will receive the contribution of 80% of the Kaiser Bay Area Rate. Employees will pay the difference in premium via Flex 125 Plan <u>2020 Contribution (Kaiser Bay Area-80%)</u> EE Only - \$614.79/mo EE+1 - \$1,229.58/mo EE+F - \$1,598.46/mo	Tier 1 - Employees hired before July 1, 2017, will receive the contribution as noted below. Employee enrolled in a plan with a higher premium pays the difference via Flex 125 Plan <u>2020 Contribution (Kaiser Bay Area)</u> EE Only - \$768.49/mo EE+1 - \$1,536.98/mo EE+F - \$1,998.07/mo Tier 2 - Employees hired after July 1, 2017, will receive the contribution of 80% of the Kaiser Bay Area Rate. Employees will pay the difference in premium via Flex 125 Plan <u>2020 Contribution (Kaiser Bay Area-80%)</u> EE Only - \$614.79/mo EE+1 - \$1,229.58/mo EE+F - \$1,598.46/mo	Tier 1 - Employees hired before July 1, 2017, will receive the contribution as noted below. Employee enrolled in a plan with a higher premium pays the difference via Flex 125 Plan <u>2020 Contribution (Kaiser Bay Area)</u> EE Only - \$768.49/mo EE+1 - \$1,536.98/mo EE+F - \$1,998.07/mo Tier 2 - Employees hired after July 1, 2017, will receive the contribution of 80% of the Kaiser Bay Area Rate. Employees will pay the difference in premium via Flex 125 Plan <u>2020 Contribution (Kaiser Bay Area-80%)</u> EE Only - \$614.79/mo EE+1 - \$1,229.58/mo EE+F - \$1,598.46/mo	Tier 1 - Employees hired before July 1, 2017, will receive the contribution as noted below. Employee enrolled in a plan with a higher premium pays the difference via Flex 125 Plan <u>2020 Contribution (Kaiser Bay Area)</u> EE Only - \$768.49/mo EE+1 - \$1,536.98/mo EE+F - \$1,998.07/mo Tier 2 - Employees hired after July 1, 2017, will receive the contribution of 80% of the Kaiser Bay Area Rate. Employees will pay the difference in premium via Flex 125 Plan <u>2020 Contribution (Kaiser Bay Area-80%)</u> EE Only - \$614.79/mo EE+1 - \$1,229.58/mo EE+F - \$1,598.46/mo
Dental Insurance Premium EE Only= Employee Only EE + C=Employee and Children E + S=Employee and Spouse E + F=Employee and Family	<u>2020 Contribution</u> EE Only - \$56.77/mo EE + C - \$98.91/mo EE + S - \$121.88/mo EE + F - \$173.16/mo	<u>2020 Contribution</u> EE Only - \$56.77/mo EE + C - \$98.91/mo EE + S - \$121.88/mo EE + F - \$173.16/mo	<u>2020 Contribution</u> EE Only - \$56.77/mo EE + C - \$98.91/mo EE + S - \$121.88/mo EE + F - \$173.16/mo	<u>2020 Contribution</u> EE Only - \$56.77/mo EE + C - \$98.91/mo EE + S - \$121.88/mo EE + F - \$173.16/mo
Opt Out of Insurance	None	None	None	None
Vision Insurance Premium EE Only= Employee Only EE + 1 =Employee and 1 dependent EE + F=Employee and 2 or more dependents	<u>2020 Contribution</u> EE Only - \$11.38/mo EE+1 - \$16.51/mo EE+F - \$29.60/mo	<u>2020 Contribution</u> Employer ContributionE Only - \$8.39/mo Dependents at Employee Expense	<u>2020 Contribution</u> Employer ContributionE Only - \$8.39/mo Dependents at Employee Expense	<u>2020 Contribution</u> Employer ContributionE Only - \$8.39/mo Dependents at Employee Expense

Central Marin Fire Authority Benefit Matrix

Benefit Categories	Central Marin Fire Authority Miscellaneous	Central Marin Fire Authority Fire (IAFF)	Central Marin Fire Authority Battalion Chiefs	Central Marin Fire Authority Management
Life, Accidental Death and Dismemberment Insurances	<u>2020 Contribution</u> Coverage \$50,000 - coverage Employee Only - \$12.65/mo Dependents -\$2.87/mo AD & D -\$1.50/mo	<u>2020 Contribution</u> Coverage \$50,000 - coverage Employee Only - \$10.00/mo AD & D -\$1.95/mo	<u>2020 Contribution</u> Coverage \$50,000 - coverage Employee Only - \$10.00/mo AD & D -\$1.95/mo	<u>2020 Contribution</u> Coverage \$50,000 - coverage Coverage \$50,000 - coverage Employee Only - \$10.00/mo AD & D -\$1.95/mo
Long Term Disability Insurance	<u>2020 Contribution</u> Base Salary 66.66% coverage \$11,000 Monthly Cap Maximum Contribution \$107.25/mo Monthly Salary x .0065 = Premium	<u>2020 Contribution</u> Employee Paid	<u>2020 Contribution</u> Employee Paid	<u>2020 Contribution</u> Employee Paid
Short Term Disability	None	None	None	None
Employee Assistance Program (OPTUM Health)	<u>2020 Contribution</u> Employer Paid	<u>2020 Contribution</u> Employer Paid	<u>2020 Contribution</u> Employer Paid	<u>2020 Contribution</u> Employer Paid
CalPERS Retirement Plan and Employer and Employee Contributions	FY 19/20 Tier 1 - Classic Members hired before 01/01/13 Retirement Formula: 2.5% @ 55 Employer Share: 12.142% Employee Share: Full 8% Basis: Single Highest Year Tier 2 -PEPRA Members hired after 12/31/12 Retirement Formula: 2% @ 62 Employer Share: 7.072% Employee Share: 7.25% Basis: 36 Month Average	FY 19/20 Tier 1 - Classic Members hired before 01/01/13 Retirement Formula: 3.0% @ 50 Employer Share: 21.748% Employee Share: Full 9% Basis: Single Highest Year Tier 2 -PEPRA Members hired after 12/31/12 Retirement Formula: 2.7% @ 57 Employer Share: 13.786% Employee Share: 12.75% Basis: 36 Month Average	FY 19/20 Tier 1 - Classic Members hired before 01/01/13 Retirement Formula: 3.0% @ 50 Employer Share: 21.748% Employee Share: Full 9% Basis: Single Highest Year Tier 2 -PEPRA Members hired after 12/31/12 Retirement Formula: 2.7% @ 57 Employer Share: 13.786% Employee Share: 12.75% Basis: 36 Month Average	FY 19/20 Tier 1 - Classic Members (Safety) hired before 01/01/13 Retirement Formula: 3.0% @ 50 Employer Share: 21.748% Employee Share: Full 9% Basis: Single Highest Year Tier 2 -PEPRA Members (Safety) hired after 12/31/12 Retirement Formula: 2.7% @ 57 Employer Share: 13.786% Employee Share: 12.75% Basis: 36 Month Average FY 19/20 Tier 1 - Classic Members (Miscellaneous) hired before 01/01/13 Retirement Formula: 2.5% @ 55 Employer Share: 12.142% Employee Share: Full 8% Basis: Single Highest Year Tier 2 -PEPRA Members (Miscellaneous) hired after 12/31/12 Retirement Formula: 2% @ 62 Employer Share: 7.072% Employee Share: 7.25% Basis: 36 Month Average
Cost Sharing - Employee Contribution to Employer Share of PERS	Classic members pay 5.5% of the Employer Contribution Total Employee Contribution-13.50%	Classic members pay 6.00% of the Employer Contribution Total Employee Contribution-15.00%	Classic members pay 6.00% of the Employer Contribution Total Employee Contribution-15.00%	Classic members pay 6.00% of the Employer Contribution Total Employee Contribution-15.00%

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Benefit Categories	Central Marin Fire Authority Miscellaneous	Central Marin Fire Authority Fire (IAFF)	Central Marin Fire Authority Battalion Chiefs	Central Marin Fire Authority Management
457 Deferred Compensation	Employee Paid - Tax Deferred Deduction	Employee Paid - Tax Deferred Deduction	Employee Paid - Tax Deferred Deduction	Mandatory - 1% Employee 1% Employer
Roth Deferred Compensation	Employee Paid - After Tax Deduction	Employee Paid - After Tax Deduction	Employee Paid - After Tax Deduction	Employee Paid - After Tax Deduction
Social Security	Medicare Only	Medicare Only	Medicare Only	Medicare Only
Retiree Medical (MEC=PERS Minimum Employer Contribution) EE Only= Employee Only EE + 1 =Employee and 1 dependent	<p>Tier 1 - Hired before 07/01/11 Town contributes maximum of Kaiser Bay Area Rate by Dependency Status minus MEC 2020 Contribution EE Only -\$768.25/mo Minus MEC \$136 EE+1 - \$1,546.50/mo Minus MEC \$136</p> <p>Medicare EE Only - \$323.74/mo Minus MEC \$136 EE+1 - \$647.48/mo Minus MEC \$136</p> <p>Tier 2 - Hired after 03/31/15 Employer Contributes MEC Plus to Retirement Health Savings Account (RHSA) 0-3 Years of Service - None 04-10 Years of Service - \$1,200/yr 11+ Years of Service - \$1,500/yr</p>	<p>Tier 1 - Hired before 03/31/15 Town contributes maximum of Kaiser Bay Area Rate by Dependency Status Including MEC 2020 Contribution EE Only -\$768.25/mo EE+1 - \$1,546.50/mo Medicare EE Only - \$323.74/mo EE+1 - \$647.48/mo</p> <p>Tier 2 - Hired after 03/31/15 Employer Contributes MEC Plus to Retirement Health Savings Account (RHSA) 0-Probation Employee Contribution - 3% of Top Step Engineer Base Salary Completion of Probation Employer Contribution 4% of Top Step of Engineer Base Salary Employee Contribution 3% of Top Step of Engineer Base Salary</p>	<p>Tier 1 - Hired before 08/01/11 Town contributes maximum of Kaiser Bay Area Rate by Dependency Status minus MEC 2020 Contribution EE Only -\$768.25/mo Minus MEC \$136 EE+1 - \$1,546.50/mo Minus MEC \$136</p> <p>Medicare EE Only - \$323.74/mo Minus MEC \$136 EE+1 - \$647.48/mo Minus MEC \$136</p> <p>Tier 2 - Hired after 08/01/11 Employer Contributes MEC Plus to Retirement Health Savings Account (RHSA) 0-3 Years of Service - None 04-10 Years of Service - \$1,200/yr 11+ Years of Service - \$1,500/yr</p>	<p>Tier 1 - Hired before 08/01/11 Town contributes maximum of Kaiser Bay Area Rate by Dependency Status minus MEC 2020 Contribution EE Only -\$768.25/mo Minus MEC \$136 EE+1 - \$1,546.50/mo Minus MEC \$136</p> <p>Medicare EE Only - \$323.74/mo Minus MEC \$136 EE+1 - \$647.48/mo Minus MEC \$136</p> <p>Tier 2 - Hired after 08/01/11 Employer Contributes MEC Plus to Retirement Health Savings Account (RHSA) 0-3 Years of Service - None 04-10 Years of Service - \$1,200/yr 11+ Years of Service - \$1,500/yr</p>
Retirement Health Savings Account Supplemental Program	None	Employee Paid	Employee Paid	Employee Paid

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Benefit Categories	Central Marin Fire Authority Miscellaneous	Central Marin Fire Authority Fire (IAFF)	Central Marin Fire Authority Battalion Chiefs	Central Marin Fire Authority Management
PAID TIME OFF				
Vacation	0 - 5 Years of Service - 96 hrs/yr 6 - 10 Years of Service - 120 hrs/yr 11 - 15 Years of Service - 160 hrs/yr 16 + Years of Service - 200 hrs/yr Maximum Accrual 300 hrs	0 -60 Months of Service - 144 hrs/yr 61-120 Months of Service - 204 hrs/yr 121-180 Months of Service - 288 hrs/yr 181+ Months of Service - 312 hrs/yr Maximum Accrual 400 hrs	0 -60 Months of Service - 144 hrs/yr 61-120 Months of Service - 204 hrs/yr 121-180 Months of Service - 288 hrs/yr 181+ Months of Service - 312 hrs/yr Maximum Accrual 400 hrs	0 -60 Months of Service - 144 hrs/yr 61-120 Months of Service - 204 hrs/yr 121-180 Months of Service - 288 hrs/yr 181+ Months of Service - 312 hrs/yr Maximum Accrual 400 hrs
Unused Vacation at Termination	Paid Out at 100%	Paid Out at 100%	Paid Out at 100%	Paid Out at 100%
Holidays	10 + 3 Floating Holiday per Year +1 day Christmas or New Years Eve	Non-Shift - 10 + 2 Floating Holiday per Year +1 day Christmas or New Years Eve Shift -13x 12 = 156 hours (Paid 6 hrs at Straight Time -Bi-Weekly)	Non-Shift -10 + 2 Floating Holiday per Year +1 day Christmas or New Years Eve Shift -13x 12 = 156 hours (Paid 6 hrs at Straight Time -Bi-Weekly)	10 Holidays per Year
Sick Leave	96 hrs/yr Accrual - Unlimited	144 hrs/yr Accrual - Unlimited	144 hrs/yr Accrual - Unlimited	144 hrs/yr Accrual - Unlimited
Unused Sick Leave Termination	Service Credit @ Retirement	Service Credit @ Retirement	3 Shifts	Service Credit @ Retirement
Funeral Leave	3 days/yr - may be extended to 5 days for good cause	3 Shifts	to 5 days for good cause	3 days/yr - may be extended to 5 days for good cause
Administrative Leave	None	None	120 hrs/fy	96 hrs/fy
Administrative Leave At Termination	None	None	Paid Out at 100%	Paid Out at 100%
Personal Leave	None	None	None	72 hrs/fy - In lieu of Floating Holidays
INCENTIVE PAY				
Longevity	None	None	None	None
Tuition Reimbursement	Maximum of \$1,200/fy	None	Maximum of \$1,200/fy	Maximum of \$1,200/fy
Educational Incentive	None	4% Paramedic Pay	None	None
Assignment/Shift Differential	None	None	None	None
Acting Pay	5% - Retroactive to First Day Worked Over 10 Days	6% after 3 Shifts	N/A	N/A
Uniform, Tools & Boot Allowance	N/A	Provided	Provided	Provided
Required Call Back or Standby Pay	N/A	Minimum for Call Back - 1 3/4 hours at Overtime Rate Time Worked Beyond 1st Hour Paid at 2 x Base Pay on 56 hour shift	Minimum for Call Back - 1 3/4 hours at Overtime Rate Time Worked Beyond 1st Hour Paid at 2 x Base Pay on 56 hour shift	N/A