

**Central Marin Fire Authority  
Summary of Employee Benefits - 2021**

Benefit Categories	Central Marin Fire Authority-Admin Assistant ONLY 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%
<b>HEALTH AND WELFARE</b>				
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 <b>Employer 2021 Contribution (Kaiser Bay Area)</b> EE Only - \$813.64/mo EE+1 - \$1,627.28/mo EE+F - \$2,115.46/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 <b>2021 Contribution (Kaiser Bay Area-80%)</b> EE Only - \$650.91/mo EE+1 - \$1,301.83/mo EE+F - \$1,692.37/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 <b>Employer 2021 Contribution (Kaiser Bay Area)</b> EE Only - \$813.64/mo EE+1 - \$1,627.28/mo EE+F - \$2,115.46/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 <b>2021 Contribution (Kaiser Bay Area-80%)</b> EE Only - \$650.91/mo EE+1 - \$1,301.83/mo EE+F - \$1,692.37/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 <b>Employer 2021 Contribution (Kaiser Bay Area)</b> EE Only - \$813.64/mo EE+1 - \$1,627.28/mo EE+F - \$2,115.46/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 <b>2021 Contribution (Kaiser Bay Area-80%)</b> EE Only - \$650.91/mo EE+1 - \$1,301.83/mo EE+F - \$1,692.37/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 <b>2021 Contribution (Kaiser Bay Area)</b> EE Only - \$813.64/mo EE+1 - \$1,627.28/mo EE+F - \$2,115.46/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 <b>2021 Contribution (Kaiser Bay Area-80%)</b> EE Only - \$650.91/mo EE+1 - \$1,301.83/mo EE+F - \$1,692.37/mo
Dental Insurance Premium  EE Only= Employee Only EE + C=Employee and Children E + S=Employee and Spouse E + F=Employee and Family	<b>Employer 2021 Contribution</b> EE Only - \$56.77/mo EE + C - \$98.91/mo EE + S - \$121.88/mo EE + F - \$173.16/mo	<b>Employer 2021 Contribution</b> EE Only - \$56.77/mo EE + C - \$98.91/mo EE + S - \$121.88/mo EE + F - \$173.16/mo	<b>Employer 2021 Contribution</b> EE Only - \$56.77/mo EE + C - \$98.91/mo EE + S - \$121.88/mo EE + F - \$173.16/mo	<b>Employer 2021 Contribution</b> 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	<b>Employer 2021 Contribution</b> EE Only - \$11.38/mo EE+1 - \$16.51/mo EE+F - \$29.60/mo	<b>Employer 2021 Contribution</b> Employer ContributionE Only - \$8.39/mo Dependents at Employee Expense	<b>Employer 2021 Contribution</b> Employer ContributionE Only - \$8.39/mo Dependents at Employee Expense	<b>Employer 2021 Contribution</b> 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>Employer 2021 Contribution</u> Coverage \$50,000 - coverage  Employee Only - \$12.65/mo Dependents -\$2.87/mo AD & D -\$1.50/mo	<u>Employer 2021 Contribution</u> Coverage \$50,000 - coverage Employee Only - \$10.00/mo AD & D -\$1.95/mo	<u>Employer 2021 Contribution</u> Coverage \$50,000 - coverage Employee Only - \$10.00/mo AD & D -\$1.95/mo	<u>Employer 2021 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>Employer 2021 Contribution</u> Base Salary 66.66% coverage \$11,000 Monthly Cap Maximum Contribution \$107.25/mo Monthly Salary x .0065 = Premium	<u>Employer 2021 Contribution</u> Employee Paid	<u>Employer 2021 Contribution</u> Employee Paid	<u>Employer 2021 Contribution</u> Employee Paid
Short Term Disability	None	None	None	None
Employee Assistance Program (OPTUM Health)	<u>Employer 2021 Contribution</u> Employer Paid	<u>Employer 2021 Contribution</u> Employer Paid	<u>Employer 2021 Contribution</u> Employer Paid	<u>Employer 2021 Contribution</u> Employer Paid
CalPERS Retirement Plan and Employer and Employee Contributions	<b>FY 20/21</b> <b>Tier 1</b> - Classic Members hired before 01/01/13 Retirement Formula: 2.5% @ 55 Employer Share: 13.146% Employee Share: <b>Full 8%</b> Basis: Single Highest Year  <b>Tier 2</b> -PEPRA Members hired after 12/31/12 Retirement Formula: 2% @ 62 Employer Share: 7.874% Employee Share: 7.25% Basis: 36 Month Average	<b>FY 20/21</b> <b>Tier 1</b> - Classic Members hired before 01/01/13 Retirement Formula: 3.0% @ 50 Employer Share: 23.558% Employee Share: <b>Full 9%</b> Basis: Single Highest Year  <b>Tier 2</b> -PEPRA Members hired after 12/31/12 Retirement Formula: 2.7% @ 57 Employer Share: 13.884% Employee Share: 13.75% Basis: 36 Month Average	<b>FY 20/21</b> <b>Tier 1</b> - Classic Members hired before 01/01/13 Retirement Formula: 3.0% @ 50 Employer Share: 23.558% Employee Share: <b>Full 9%</b> Basis: Single Highest Year  <b>Tier 2</b> -PEPRA Members hired after 12/31/12 Retirement Formula: 2.7% @ 57 Employer Share: 13.884% Employee Share: 13.75% Basis: 36 Month Average	<b>FY 20/21</b> <b>Tier 1</b> - Classic Members (Safety) hired before 01/01/13 Retirement Formula: 3.0% @ 50 Employer Share: 23.558% Employee Share: <b>Full 9%</b> Basis: Single Highest Year  <b>Tier 2</b> -PEPRA Members (Safety) hired after 12/31/12 Retirement Formula: 2.7% @ 57 Employer Share: 13.884% Employee Share: 13.75% Basis: 36 Month Average  <b>FY 20/21</b> <b>Tier 1</b> - Classic Members (Miscellaneous) hired before 01/01/13 Retirement Formula: 2.5% @ 55 Employer Share: 13.146% Employee Share: <b>Full 8%</b> Basis: Single Highest Year  <b>Tier 2</b> -PEPRA Members (Miscellaneous) hired after 12/31/12 Retirement Formula: 2% @ 62 Employer Share: 7.874% Employee Share: 7.25% Basis: 36 Month Average
Cost Sharing - Employee Contribution to Employer Share of PERS	<b>Classic members</b> pay 5.5% of the Employer Contribution <b>Total Employee Contribution-13.50%</b>	<b>Classic members</b> pay 6.00% of the Employer Contribution <b>Total Employee Contribution-15.00%</b>	<b>Classic members</b> pay 6.00% of the Employer Contribution <b>Total Employee Contribution-15.00%</b>	<b>Classic members</b> pay 6.00% of the Employer Contribution <b>Total Employee Contribution-15.00%</b>

**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
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><b>Tier 1</b> - Hired before 07/01/11 Town contributes maximum of Kaiser Bay Area Rate by Dependency Status minus MEC <b>Employer 2021 Contribution</b></p> <p>EE Only -\$813.64/mo Minus MEC \$143 EE+1 - \$1,627.28/mo Minus MEC \$143</p> <p>Medicare EE Only - \$324.48/mo Minus MEC \$143 EE+1 - \$648.98/mo Minus MEC \$143</p> <p><b>Tier 2</b> - 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 - \$,1500/yr</p>	<p><b>Tier 1</b> - Hired before 03/31/15 Town contributes maximum of Kaiser Bay Area Rate by Dependency Status Including MEC <b>Employer 2021 Contribution</b></p> <p>EE Only -\$813.64/mo EE+1 - \$1,627.28/mo Medicare EE Only - \$324.48/mo EE+1 - \$648.98/mo</p> <p><b>Tier 2</b> - Hired after 03/31/15 Employer Contributes MEC Plus to Retirement Health Savings Account (RHSA) <b>0-Probation</b> Employee Contribution - 3% of Top Step Engineer Base Salary <b>Completion of Probation</b> Employer Contribution 4% of Top Step of Engineer Base Salary Employee Contribution 3% of Top Step of Engineer Base Salary</p>	<p><b>Tier 1</b> - Hired before 08/01/11 Town contributes maximum of Kaiser Bay Area Rate by Dependency Status minus MEC <b>Employer 2021 Contribution</b></p> <p>EE Only -\$813.64/mo Minus MEC \$143 EE+1 - \$1,627.28/mo Minus MEC \$143</p> <p>Medicare EE Only - \$324.48/mo Minus MEC \$143 EE+1 - \$648.98/mo Minus MEC \$143</p> <p><b>Tier 2</b> - 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 - \$,1500/yr</p>	<p><b>Tier 1</b> - Hired before 08/01/11 Town contributes maximum of Kaiser Bay Area Rate by Dependency Status minus MEC <b>Employer 2021 Contribution</b></p> <p>EE Only -\$813.64/mo Minus MEC \$143 EE+1 - \$1,627.28/mo Minus MEC \$143</p> <p>Medicare EE Only - \$324.48/mo Minus MEC \$143 EE+1 - \$648.98/mo Minus MEC \$143</p> <p><b>Tier 2</b> - 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 - \$,1500/yr</p>
Retirement Health Savings Account Supplemental Program	None	Employee Paid	Employee Paid	Employee Paid

**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
<b>PAID TIME OFF</b>				
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  <b>Maximum Accrual 300 hrs</b>	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  <b>Maximum Accrual 400 hrs</b>	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  <b>Maximum Accrual 400 hrs</b>	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  <b>Maximum Accrual 400 hrs</b>
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 <b>Accrual - Unlimited</b>	144 hrs/yr <b>Accrual - Unlimited</b>	144 hrs/yr <b>Accrual - Unlimited</b>	144 hrs/yr <b>Accrual - Unlimited</b>
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
<b>INCENTIVE PAY</b>				
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