

## MORAGA ORINDA FIRE PROTECTION DISTRICT EMPLOYEE BENEFITS AND RELEVANT INFORMATION JULY 1, 2022

	UNITED PROFESSIONAL FIREFIGHTERS OF CONTRA		
	COSTA COUNTY-IAFF LOCAL,	SAFETY-MANAGEMENT-	
BENEFIT	1230	BATTALION CHIEFS	UNREPRESENTED
	Maximum of \$2,073.00/month	Maximum of \$2,073.00/month for	Maximum of \$2,073.00/month for
MEDICAL INSURANCE	for family medical	family medical	family medical
DENIE 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Maximum of \$136.35/month for	Maximum of \$136.35/month for	Maximum of \$136.35/month for
DENTAL INSURANCE	family dental	family dental	family dental
VICIONI INICI IDANICE	Family vision fully paid by District	Family vision fully paid by District	Family vision fully paid by District
VISION INSURANCE	Family vision fully paid by District Tier 1 hired prior to April 15,	Family vision fully paid by District Tier 1 hired prior to July 2, 2014:	Family vision fully paid by District Tier 1 hired prior to July 1, 2014:
	2014: Maximum of \$1,191.87 per	Maximum of \$1,191.87 per	Maximum of \$1,496.11 per
	•	•	month. Tier 2: PEMHCA minimum
DETIDEE NACDICAL INCLIDANCE	month. Tier 2: PEMHCA minimum	month. Tier 2: PEMHCA minimum	
RETIREE MEDICAL INSURANCE	' '	\$149 per month	\$149 per month
DETIDEE DENITAL INCLIDANCE	Maximum of \$116.98/month for	Maximum of \$116.98/month for	Maximum of \$136.35/month for
RETIREE DENTAL INSURANCE	family dental	family dental	family dental
	District nave 2.010/ of base colony	District value 2 010/ of base colors	District years 2 010/ of bear colour.
4441 \ 5105 05510514515	District pays 3.91% of base salary	District pays 3.91% of base salary	District pays 3.91% of base salary
414(h)-FIRE RETIREMENT	to reduce the employee's share	to reduce the employee's share of	to reduce the employee's share of
ALLOTMENT	of retirement contributions	retirement contributions	retirement contributions
RETIREE HEALTH SAVINGS	District contribution of \$100/month for active employees; mandatory employee		District contribution of
ACCOUNT	contribution of \$100/month	\$100/ month for active employees	\$100/ month for active employees
	District provides a \$50,000 term	District provides a CEO 000 torm	District provides a CEO 000 term
	District provides a \$50,000 term	District provides a \$50,000 term	District provides a \$50,000 term
LIFE INCLIDANCE	life insurance policy with an	life insurance policy with an	life insurance policy with an
LIFE INSURANCE	accelerated death benefit option	accelerated death benefit option	accelerated death benefit option
			ASD-2.5% of base salary for
		2.5% of base salary for Bachelors	Masters degree. Exempt managers
		Degree and an additional 2.5% of	- 2.5% for Bachelors Degree and an
		base salary for Masters Degree	additional 2.5% for Masters
EDUCATION INCENTIVE PAY			Degree
UNIFORM ALLOWANCE	\$55 per month	\$80 per month	Fire Marshal- \$80 per month
	Personnel assigned to perform in a higher classification receives 5%		
ACTING IN A HIGHER CLASS	above the employees base rate.		
AMBULANCE STIPEND	Personnel assigned to an ambulance receive a stipend of 5% of top step Firefighter/Paramedic per 24-hour shift or pro rata share per shift		
DEFERRED COMPENSATION - 457B		\$150 per month (Must maintain a minimum EE monthly contribution of \$100 to be eligible.)	\$150 per month management (Must maintain a minimum EE monthly contribution of \$100 to be eligible.)
CONTRA COSTA COUNTY	3% at 50, one year final average	3% at 50, one year final average	2% at 55, one year final average
EMPLOYEES RETIREMENT	salary, 3% COLA, sick leave credit;		salary, 3% cola, sick leave credit;
	hired before 01/01/11. PEPRA	hired before 01/01/11. PEPRA	
ASSOCIATION (CCCERA)- RETIREMENT PLAN	hires 2.7% @ 57.	hires 2.7% @ 57.	hired before 01/01/11. PEPRA hires 2.5% at 67
RETIREIVIENT PLAN	1111es 2.7% @ 37.	1111es 2.7% @ 37.	1111es 2.3% at 07
FICA/MEDICARE/SDI	Medicare 1.45%	Medicare 1.45%	Medicare 1.45%; SDI 1.10%
ADMINISTRATIVE LEAVE -			6.67 hours per month. Maximum
EXEMPT EMPLOYEES			accrued 80 hours.
FLOATING HOLIDAY			2.0 hrs per month-max accumulation is 40 hours
WORK WEEK	56 hr	56 hr	Mon - Fri, 8am - 5pm
LAST NEGOTIATED SALARY	July 1, 2021:	July 1, 2021:	July 1, 2021:
INCREASE/DECREASE	4.0% Wage Increase	4.0% Wage Increase	4.0% Wage Increase
,	July 1, 2022: 4% Wage Increase	July 1, 2022: 4% Wage Increase	
NEXT SALARY INCREASE OR	1 ' '		
CONTRACT EXPIRATION	July 1, 2023: 5% Wage Increase	July 1, 2023: 5% Wage Increase	
	Contract expires June 30, 2024	Contract expires June 30, 2024	