



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

<b>BENEFIT</b>	<b>UNITED PROFESSIONAL FIREFIGHTERS OF CONTRA COSTA COUNTY-IAFF LOCAL, 1230</b>	<b>SAFETY-MANAGEMENT-BATTALION CHIEFS</b>	<b>UNREPRESENTED</b>
<b>MEDICAL INSURANCE</b>	Maximum of \$2,073.00/month for family medical	Maximum of \$2,073.00/month for family medical	Maximum of \$2,073.00/month for family medical
<b>DENTAL INSURANCE</b>	Maximum of \$136.35/month for family dental	Maximum of \$136.35/month for family dental	Maximum of \$136.35/month for family dental
<b>VISION INSURANCE</b>	Family vision fully paid by District	Family vision fully paid by District	Family vision fully paid by District
<b>RETIREE MEDICAL INSURANCE</b>	Tier 1 hired prior to April 15, 2014: Maximum of \$1,191.87 per month. Tier 2: PEMHCA minimum \$149 per month	Tier 1 hired prior to July 2, 2014: Maximum of \$1,191.87 per month. Tier 2: PEMHCA minimum \$149 per month	Tier 1 hired prior to July 1, 2014: Maximum of \$1,496.11 per month. Tier 2: PEMHCA minimum \$149 per month
<b>RETIREE DENTAL INSURANCE</b>	Maximum of \$116.98/month for family dental	Maximum of \$116.98/month for family dental	Maximum of \$136.35/month for family dental
<b>414(h)-FIRE RETIREMENT ALLOTMENT</b>	District pays 3.91% of base salary to reduce the employee's share of retirement contributions	District pays 3.91% of base salary to reduce the employee's share of retirement contributions	District pays 3.91% of base salary to reduce the employee's share of retirement contributions
<b>RETIREE HEALTH SAVINGS ACCOUNT</b>	District contribution of \$100/month for active employees; mandatory employee contribution of \$100/month	District contribution of \$100/ month for active employees	District contribution of \$100/ month for active employees
<b>LIFE INSURANCE</b>	District provides a \$50,000 term life insurance policy with an accelerated death benefit option	District provides a \$50,000 term life insurance policy with an accelerated death benefit option	District provides a \$50,000 term life insurance policy with an accelerated death benefit option
<b>EDUCATION INCENTIVE PAY</b>		2.5% of base salary for Bachelors Degree and an additional 2.5% of base salary for Masters Degree	ASD-2.5% of base salary for Masters degree. Exempt managers - 2.5% for Bachelors Degree and an additional 2.5% for Masters Degree
<b>UNIFORM ALLOWANCE</b>	\$55 per month	\$80 per month	Fire Marshal- \$80 per month
<b>ACTING IN A HIGHER CLASS</b>	Personnel assigned to perform in a higher classification receives 5% above the employees base rate.		
<b>AMBULANCE STIPEND</b>	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		
<b>DEFERRED COMPENSATION - 457B</b>		\$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.)
<b>CONTRA COSTA COUNTY EMPLOYEES RETIREMENT ASSOCIATION (CCCERA)-RETIREMENT PLAN</b>	3% at 50, one year final average salary, 3% COLA, sick leave credit; hired before 01/01/11. PEPRAs hires 2.7% @ 57.	3% at 50, one year final average salary, 3% COLA, sick leave credit; hired before 01/01/11. PEPRAs hires 2.7% @ 57.	2% at 55, one year final average salary, 3% cola, sick leave credit; hired before 01/01/11. PEPRAs hires 2.5% at 67
<b>FICA/MEDICARE/SDI</b>	Medicare 1.45%	Medicare 1.45%	Medicare 1.45%; SDI 1.10%
<b>ADMINISTRATIVE LEAVE - EXEMPT EMPLOYEES</b>			6.67 hours per month. Maximum accrued 80 hours.
<b>FLOATING HOLIDAY</b>			2.0 hrs per month-max accumulation is 40 hours
<b>WORK WEEK</b>	56 hr	56 hr	Mon - Fri, 8am - 5pm
<b>LAST NEGOTIATED SALARY INCREASE/DECREASE</b>	July 1, 2021: 4.0% Wage Increase	July 1, 2021: 4.0% Wage Increase	July 1, 2021: 4.0% Wage Increase
<b>NEXT SALARY INCREASE OR CONTRACT EXPIRATION</b>	July 1, 2022: 4% Wage Increase July 1, 2023: 5% Wage Increase Contract expires June 30, 2024	July 1, 2022: 4% Wage Increase July 1, 2023: 5% Wage Increase Contract expires June 30, 2024	