



**MORAGA ORINDA FIRE PROTECTION DISTRICT
EMPLOYEE BENEFITS AND RELEVANT INFORMATION
JULY 1, 2023**

BENEFIT	UNITED PROFESSIONAL FIREFIGHTERS OF CONTRA COSTA COUNTY-IAFF LOCAL, 1230	SAFETY-MANAGEMENT-BATTALION CHIEFS	UNREPRESENTED
MEDICAL INSURANCE	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
DENTAL INSURANCE	Maximum of \$136.35/month for family dental	Maximum of \$136.35/month for family dental	Maximum of \$136.35/month for family dental
VISION INSURANCE	Family vision fully paid by District	Family vision fully paid by District	Family vision fully paid by District
RETIREE MEDICAL INSURANCE	Tier 1 hired prior to April 15, 2014: Maximum of \$1,191.87 per month. Tier 2: PEMHCA minimum \$151 per month	Tier 1 hired prior to July 2, 2014: Maximum of \$1,191.87 per month. Tier 2: PEMHCA minimum \$151 per month	Tier 1 hired prior to July 1, 2014: Maximum of \$1,496.11 per month. Tier 2: PEMHCA minimum \$151 per month
RETIREE DENTAL INSURANCE	Maximum of \$116.98/month for family dental	Maximum of \$116.98/month for family dental	Maximum of \$136.35/month for family dental
414(h)-FIRE RETIREMENT ALLOTMENT	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
RETIREE HEALTH SAVINGS ACCOUNT	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
LIFE INSURANCE	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
EDUCATION INCENTIVE PAY		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
UNIFORM ALLOWANCE	\$55 per month	\$80 per month	Fire Marshal- \$80 per month
ACTING IN A HIGHER CLASS	Personnel assigned to perform in a higher classification receives 5% 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 EMPLOYEES RETIREMENT ASSOCIATION (CCCERA)-RETIREMENT PLAN	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
FICA/MEDICARE/SDI	Medicare 1.45%	Medicare 1.45%	Medicare 1.45%; SDI 1.10%
ADMINISTRATIVE LEAVE - EXEMPT EMPLOYEES			6.67 hours per month. Maximum 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 INCREASE/DECREASE	July 1, 2023: 5.0% Wage Increase	July 1, 2023: 5.0% Wage Increase	July 1, 2023: 5.0% Wage Increase
NEXT SALARY INCREASE OR CONTRACT EXPIRATION	Contract expires June 30, 2024	Contract expires June 30, 2024	