

City of Garden Grove
International Association of Fire Fighters
Garden Grove Local 2005

January 2019

Holidays

Fire suppression employees have a bank of 156 hours per calendar year (13 holiday hours each month). Employees assigned to a forty-hour schedule receive an equivalent amount of holiday hours per the conversion formula currently used by the Payroll Unit in the Finance Department.

- January 1st (New Year's Day)
- Third Monday of February (President Day)
- Last Monday of May (Memorial Day)
- July 4th (Independence Day)
- First Monday in September (Labor Day)
- November 11 (Veteran's Day)
- Fourth Thursday in November (Thanksgiving Day)
- Day after Thanksgiving Day
- Day before Christmas Day*
- December 25th (Christmas Day)
- Day before New Year's Day*
- Two (2) Floating Holidays

*Date of observance determined by the City each year for employees working 40-hour schedules.

Fire suppression members may, at their option, cash out holiday time.

Annual Leave

24 Hour Schedule

216 hours during first year - 18 hours per month
264 hours after one (1) year - 22 hours per month
288 hours after four (4) years - 24 hours per month
312 hours after nine (9) years - 26 hours per month
336 hours after fourteen (14) years - 28 hours per month
360 hours after nineteen (19) years - 30 hours per month
396 hours after twenty-four (24) years - 33 hours per month

Annual Leave – continued

40 Hour Schedule

154.8 hours during first year – 12.90 hours per month
188.4 hours after one (1) year – 15.70 hours per month
205.2 hours after four (4) years – 17.10 hours per month
223.2 hours after nine (9) years – 18.60 hours per month
240 hours after fourteen (14) years – 20 hours per month
256.8 hours after nineteen (19) years – 21.40 hours per month
283.2 hours after twenty-four (24) years – 23.60 hours per month

Annual Leave Buy-Back - Fire employees may cash out accrued annual leave any time during the year.

Annual Leave Payoff - Upon termination or retirement, employee receives 100% of the cash value of annual leave.

Cafeteria Plan Contribution

The City provides each eligible employee a fringe benefit allocation to purchase benefits for themselves and their dependents. After employee selects health coverage, employee can use any remaining dollars for dental or vision. If waiving dental and/or vision, excess funds are cashed out to employees bi-weekly. The below chart indicates the allocation amounts based on employee's selection of health insurance coverage (employee only, employee and one dependent, employee and full family, or if employee chooses to waive coverage).

Monthly City Contribution

Employee Only	\$655.00
Employee & One Dependent	\$1,120.00
Employee & Full Family	\$1,400.00
Waiver of Coverage	\$205.00

Benefits

Insurance Premiums - All employee deductions for medical, dental, and IRS allowed benefits not deducted from your fringe benefit allocation are done on a pre-tax basis.

Medical Insurance - You have option of the following plans:

- Blue Shield Access+ HMO
- Kaiser Permanente
- Anthem HMO Traditional
- Anthem HMO Select
- Sharp (Southern Counties Only)
- Health Net Salud y Más
- Health Net SmartCare
- PERS Care/Blue Cross
- PERS Choice/Blue Cross
- PERS Select/Blue Cross
- PORAC

Dental Insurance - You have option of the following plans:

- Delta Preferred - PPO
- Delta Care – HMO

Vision Service Plan - Employee may elect to participate at his/her expense in an eye care plan. Plan provides for vision services at reduced rates.

Life Insurance - City carries a plan for all employees that covers employee for one (1) times annual base salary rounded up to the nearest \$1,000. Additional life insurance of up to five times annual salary (\$500,000 maximum) is available for a fee to the employee. Coverage on employee’s dependent(s) is also available.

Long Term Disability Insurance (City paid basic plan) - After being off work 20 consecutive days, employee receives 80 percent of monthly base salary (see plan document for exact benefit levels, qualifications, and eligibility). Plan includes a \$15,000 death benefit.

Flexible Reimbursement Plans (Health Care or Dependent Care) - Employee may deduct monies on a pre-tax basis into a medical reimbursement account (\$2,700 annual maximum) and/or a childcare account (\$5,000 annual maximum) in accordance with IRS regulations.

Deferred Compensation Plan - Employee may contribute to a 457 (b) account up to the maximum as determined by the IRS annually. There is no City contribution.

Retirement

In accordance with the new Public Employee’s Pension Reform Act (PEPRA), the following pension formulas have been adopted:

Current Miscellaneous Formula (Tier I)	New Miscellaneous Formula (Tier II)
3.0% at age 50	2.7% at age 57
Effective through 12/31/12	Effective 01/01/13 and after
Final Compensation: 1-year average	Final Compensation: 3-year average
Employee Contribution Rate: 12%*	Employee Contribution Rate: Half of Normal Cost ¹
Sick Leave Service Credit	Sick Leave Service Credit
1959 Survivor Benefit (index level)	1959 Survivor Benefit (index level)
\$5,000 death benefit	\$5,000 death benefit

Employees hired after January 1, 2013 that have already been enrolled in CalPERS or another reciprocal retirement system and do not have a break in service of more than six months, may be hired into Tier I. Employees hired after January 1, 2013 that have never been enrolled in CalPERS or have a gap in service greater than six months will be hired into Tier II.

Education Incentive Program

Fire Fighters and Fire Engineers

Those employees receiving benefits from the Education Incentive Program under Program “A” or “B” as of June 30, 2009, may continue to participate in the program as long as they maintain

¹ CalPERS calculates employee contribution rates annually, so this percentage is subject to change

their eligibility. Should a participant fail to meet or maintain all the requirements listed in the MOU Exhibit B –Program A or B, he may not re-qualify or re-enroll in the program.

Fire Captains

Those participants in Program “A” or “B” as of June 30, 2009, may elect to participate in Program “C” (Bachelor’s degree for Captains) if and when they are promoted to the rank of Captain. Persons so eligible and so electing are subject to all of the terms and conditions outlined in the MOU Exhibit B “Program C” as long as they maintain their eligibility. Should a participant fail to meet or maintain all the requirements as outlined therein, he may not re-qualify or reenroll in the program.

Bilingual Pay

Employee may receive \$70 per pay period if designated by department head and certified by the Personnel Office to use bilingual verbal abilities for languages such as Spanish, Korean, Vietnamese, or other designated languages.

Bereavement Leave

Employees receive up to two (24 hour) platoon shift days leave and may be extended one (1) additional (24 hour) platoon shift day if needed to travel out of state.

Jury Duty

City will pay for up to five (5) work shifts per calendar year.

Overtime

Overtime is paid at time and one-half base hourly pay rate.

Retiree Medical Trust Fund

The Fire Fighters’ Union has established a post-retirement medical trust fund in which Fire Safety employees may participate. Qualifications and payments are determined by the Union. Fire Safety employees pay own costs for this plan.

Longevity Pay

Effective July 1, 2010, all employees with the following full-time, continuous service in the Garden Grove Fire Department shall receive the following longevity pay:

- Nine (9) years of consecutive service - 2.5% of base salary
- Nineteen (19) years of consecutive service - 5% of base salary
- Twenty Four (24) years of consecutive service – 7.5% of base salary

Unit employees possessing degrees from accredited colleges shall receive the following:

- Associate's degree shall receive two (2) years of service credit time towards meeting each threshold for longevity pay, or
- Bachelor's degree shall receive four (4) years of service credit time towards meeting each threshold for longevity pay.

Note: This is a summary only of fringe benefits available to IAFF Garden Grove Local 2005 members. Complete descriptions are detailed in the IAFF MOU.