



CITY OF SOLANA BEACH FIRE EMPLOYEES' SUMMARY OF BENEFITS FY 2025/2026

Group Health Insurance

Effective 1/1/2025, the City will provide up to \$2,389.40 per month in a Cafeteria Health Plan for Plan Year 2025, which allows employees to purchase a medical insurance plan through the California Public Employees Retirement System (CalPERS). Dental and Vision insurance plans are also available. Opt-out option is capped at \$475 per month for employees hired on or after July 1, 2018. For additional information please refer to the Fire Association's [Memorandum of Understanding](#)

Flexible Spending Accounts

The City provides Health Care and Dependent Care Flexible Spending Accounts, which provides employees the option of setting aside pre-tax dollars for reimbursement of eligible health care or dependent care expenses. The Flexible Spending Accounts are established under Section 125 of the Internal Revenue Code and are administered by a third-party administrator.

Retirement

The City provides retirement benefits through CalPERS using a 2.7% at 57 retirement formula mandated under the Public Employees' Pension Reform Act of 2013 (PEPRA). The retirement benefit is based on the employees' highest three years of salary. SBFA employees pay 50% of the normal cost contribution. Classic Members as defined by CalPERS pay the entire 9% employee share as well as contribute 3% towards the employer's share of this benefit for a total of 12%.

Medical Expense Reimbursement Plan

The City contributes 2% of each Fire employee's base salary to a Medical Expense Reimbursement Plan – Retiree Medical Trust provided by The California Firefighters Benefit Trust.

Life Insurance

The City provides SBFA employees with life insurance equivalent to 1x their annual base salary, at no cost to the employee.

Holidays

The City provides SBFA employees with 122 hours of Holiday-in-Lieu pay per year.

Vacation Leave

Vacation accrual for SBFA employees is based on years of continuous service. Employees, who complete up to 36 months, accrue 4.308/hppp; 37 to 120 months, accrue 6.461/hppp; 121+ months, accrue 8.616/hppp.

Sick Leave

Full-time SBFA members who regularly work a schedule that averages 56 hours per week shall accrue sick leave at the rate of 7.385 hours per biweekly pay period. There shall be no limit to the amount of sick leave that an employee may accumulate. Each year, employees may convert up to 40 hours of sick leave to vacation leave on their employment anniversary, depending on sick leave balance and usage.

Paramedic Pay

SBFA employees who maintain an active State of California and County of San Diego Paramedic License will receive the following: Firefighter/Paramedic: \$1,008/year, Fire Engineer, and Fire Captain: \$1,200/year.

Educational Incentive Pay

Eligible SBFA employees will receive \$960/year for an associate degree or \$1,800/year for a bachelor's degree.

Tuition Reimbursement

SBFA employees may receive up to \$2,000 per fiscal year in tuition reimbursement for college-level courses for additional training. Courses must be approved in advance.