



**CITY OF SOLANA BEACH
BATTALION CHIEF
SUMMARY OF BENEFITS
FY 2021/2022**

<u>ADMINISTRATIVE BC BENEFITS</u>	<u>SHIFT BC BENEFITS</u>
<p><u>Group Health Insurance</u> The City provides up to \$1,426.00 per month in a Cafeteria Health Plan, 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, 2021.</p>	
<p><u>Flexible Spending Accounts</u> 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.</p>	
<p><u>Retirement</u> 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. Employees shall pay 50% of the normal cost contribution. Classic Members as defined by CalPERS shall pay the entire 9% employee share as well as contribute 3% towards the employer's share of this benefit for a total of 12%.</p>	
<p><u>Life Insurance</u> The City provides Management employees with life insurance equivalent to 1x their annual base salary, at no cost to the employee.</p>	
<p><u>Cell Phone Allowance</u> The Administrative Battalion Chief will be issued a phone by the department.</p>	<p><u>Cell Phone Allowance</u> N/A</p>
<p><u>Holidays</u> The City observes 12-full day holidays each year. In addition, the City provides three (3) "floating" holidays per year, which are credited in January (1) and July (2).</p>	<p><u>Holidays</u> The City provides 122 hours of Holiday-in-Lieu pay to the full-time permanent SBFA employees; payable in equal installments each two-week pay period.</p>

<u>Administrative Battalion Chief Benefits</u>	<u>Shift Battalion Chief Benefits</u>
<p><u>Vacation and Management Leave</u></p> <p>Vacation accrual for Management employees is based on years of continuous service. Employees, who complete up to 36 months, accrue 3.08/hppp; 37 to 60 months, accrue 4.62/hppp; 61 to 120 months, accrue 6.461/hppp; 121 to 180 months, accrue 7.38/hppp; and 181+ months, accrue 8.31/hppp. Additionally, on July 1st of each year, Executive Management receives 80-hours of Management Leave and mid-level managers receive 40-hours of Management Leave.</p>	<p><u>Vacation and Management Leave</u></p> <p>Vacation accrual for full-time permanent 56-hours per week 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; and 121 or more, accrue 8.616/hppp.</p>
<p><u>Sick Leave</u></p> <p>Management employees accrue sick leave at the rate of 3.69 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 60 hours of sick leave to vacation leave on their employment anniversary, depending on sick leave balance and usage.</p>	<p><u>Sick Leave</u></p> <p>Full-time fire employees 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.</p>
<p><u>Vehicle Allowance</u></p> <p>The Administrative Battalion Chief will have the use of a department vehicle with take-home privileges.</p>	<p><u>Vehicle Allowance</u></p> <p>N/A</p>
<p><u>Tuition Reimbursement</u></p> <p>City 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.</p>	