



RETIREMENT – CalPERS

“Classic” Member

- 3%@55 formula; Employee pays 12% employee contribution.
- Single highest year calculation

“New” Member

- 2.7%@57 formula; Employee pays 14.50% or the contribution rate as identified annually by CalPERS.
- Average of the highest three years calculation

Pre-retirement and Post-retirement Survivor benefits

Service credit for unused sick leave

Retiree Medical

- Retire from CMB with 20 years of CMB service eligible for \$400 per month until Medicare eligibility or age 65

DEFERRED COMPENSATION

- Income may be tax deferred through MissionSquare 457 plan.

VACATION

After 12 months	216.0 hours
<u>Years of Service</u>	<u>Hours per month</u>
Less than 10 years	
24-hour shift	18.00 hours
40 hrs/week	12.86 hours
10 years – 20 years	
24-hour shift	24.0 hours
40 hrs/week	17.14 hours
Over 20 years	
24-hour shift	30.0 hours
40 hrs/week	21.43 hours

- Accrual maximum apply

SICK LEAVE

- 24-hour shift – 12 hours per month
- 40-hour week shift – 8.58 hours per month
- Sick leave cash-out available

HOLIDAYS

- 13.9 hours for each holiday occurs
- 10 holidays per year
- “Birthday holiday”
- Holiday-in-lieu is not included in rate of pay

OTHER LEAVES

- Jury Duty – up to 80 hours
- Bereavement – up to 48 hours

HEALTH INSURANCE

- City contribution for CalPERS medical insurance for employee and dependents at PORAC premium level (max 95% of PORAC premium)
- Medical opt-out incentive up to \$5,400 per year
- City paid DELTA dental plan for employees and eligible dependents
- City paid VSP vision plan for employees and eligible dependents

LONG TERM DISABILITY

Administered through Association

SHORT TERM DISABILITY

Administered through Association

LIFE INSURANCE

- City paid coverage; Optional through Association
- Benefit is 1.0 times annual base salary to a maximum of \$100,000
- Medex Travel Assist included with coverage

FLEXIBLE SPENDING ACCOUNTS

For healthcare and/or dependent care expenses

FITNESS CENTER ON-SITE

TUITION REIMBURSEMENT

Up to \$3,000 for cost of tuition and books for job related classes

UNIFORM ALLOWANCE

\$600 per year paid on a bi-weekly basis

CERTIFICATION PAY

- 6% of base pay for Chief Officer, Fire Officer, Fire Marshal, and Company Officer certificates
- 3% of base pay for Fire Instructor I/II, Driver/Operator, Fire Inspector I/II, Plan Examiner certificates & more

LONGEVITY PAY

- 5% of base pay for 15 years of sworn service
- 10% of base pay for 20 years of sworn service
- 15% of base pay for 25 years of sworn service

** Employees hired before April 22, 2022 are eligible to receive different longevity incentive pay than as above.*

COLLATERAL DUTY / SPECIAL ASSIGNMENT PAY

Opportunity to earn special pay for assignments such as: Paramedic, HazMat, Technical Rescue, PPE, Public Safety Education Coordinator/Trainer, and more