

## **Assistant Chief of Community Risk Reduction (Fire Marshal) Benefits**

**"At-Will" Employment Status:** Executive Management positions shall serve at the pleasure of the Fire Chief.

### **Annual Merit Review Program**

Executive Management employees are eligible for performance salary increases from 2.75% to 5.5% annually based on their work performance and until they reach the top of their salary ranges.

**Note:** New executives and newly promoted executives must be assigned to their positions prior to March 1 during the annual performance rating period (August 1 through July 31) to be eligible for this program.

### **Medical Benefit**

Executive Management employees have a choice of medical plans under the CalPERS Health Benefits Program and the Authority contributes towards the cost of health premiums as follows:

- 100% of cost for employee only premium, or
- 75% of cost for family premium

The enrollment period for a new employee is sixty (60) days from the date of employment. The effective date of coverage will begin on the first day of the month following submission of the CalPERS Health Benefit Plan Enrollment Form.

**Opt-Out:** Executive Management employees who submit sufficient proof of alternate health care coverage shall be entitled to \$59.58 in bi-monthly taxable cash or may apply a \$59.58 bi-monthly credit towards benefits offered under the Cafeteria plan, including voluntary accidental death and dismemberment insurance or miscellaneous pay.

Please visit CalPERS for more information regarding the various plans offered under the CalPERS Health Benefits Program, as well as the current premium rates.

### **Dental, Orthodontia and Vision Care**

Dental, orthodontia, and vision insurance are provided, at no cost to the employee, for the employee and dependents. Coverage begins on the first of the month following date of hire.

## **Optional Benefit Plan (OBP)**

An annual allocation of \$3,500 (pro-rated for mid-year hire or promotion date) will be provided to Executive Management employees to cover health care costs and other select benefits including:

- Accidental death and dismemberment insurance
- Medical Flexible Spending Account
- Cash prorated each pay period or lump sum of cash at year end

OBP begins on the 1st day of the month following a 28-day waiting period.

## **Retirement**

All regular OCFA employees are members of the Orange County Employees Retirement System (OCERS) - a defined benefit retirement program. Employees are enrolled in one of the following retirement formulas based on date of hire.

## **Safety Membership**

**Legacy Safety Members:** Employees hired on or after January 1, 2013 who establish reciprocity with OCERS are enrolled in the 3% at age 55 retirement formula (Plan R). Employees contribute 50% of the normal retirement cost toward the employee's retirement contribution but no higher than their maximum employee contribution (based on age of entry into a reciprocal retirement system). The compensation limit for Legacy members for 2024 is \$345,000.

**New Safety Members (PEPRA):** Employees hired on or after January 1, 2013 without reciprocity are enrolled in the 2.7% at age 57 retirement formula (Plan V). Employees contribute 50% of the normal retirement cost toward the employee's retirement contribution but no higher than their maximum employee contribution (based on age of entry into OCERS). The compensation limit for PEPRA members for 2022 is \$181,734 (non-Social Security Participants).

For more information about OCERS retirement, please visit OCERS.

## **General Membership (Non-Safety Positions)**

**Legacy General Members:** Employees hired on or after January 1, 2013 who establish reciprocity with OCERS are enrolled in the 2% at age 55 retirement formula (Plan N). Employees contribute 50% of the normal retirement cost toward the employee's retirement contribution but no higher than their maximum employee contribution (based on age of entry into a reciprocal retirement system). The compensation limit for Legacy members for 2024 is \$345,000.

**New General Members (PEPRA):** Employees hired on or after January 1, 2013 without reciprocity are enrolled in the 2.5% at age 67 retirement formula (Plan U). Employees contribute 50% of the normal retirement cost toward the employee's retirement contribution but no higher than their maximum employee contribution (based on age of entry into OCERS). The compensation limit for PEPRA members for 2024 is \$181,734 (non-Social Security Participants).

For more information about OCERS retirement, please visit OCERS.

### **Deferred Compensation Plan**

The Authority contributes 4.5% of the executive's base salary into a deferred compensation 401(a) plan.

### **Retiree Medical Savings Plan**

Employees participate in an employer sponsored retirement Healthcare Reimbursement Arrangement (HRA) with a contribution of 4.0% of base salary.

### **Social Security**

Orange County Fire Authority employees are not covered under the provisions of Federal Social Security (OASDI); therefore, they are not required to contribute 6.2% of salary towards Social Security.

### **Medicare**

Executive Management employees contribute 1.45% to Medicare. Executives whose wages exceed \$200,000 in a calendar year shall contribute an additional 0.9%.

### **Short-Term and Long-Term Disability Insurance**

Short-term and long-term disability insurance coverage are provided to Executive Management employees at no cost.

### **Life and Accidental Death and Dismemberment (AD&D) Insurance**

A life and AD&D policy is provided to Executive Management employees at no cost. Insurance coverage is based on the employee's annual base salary rounded to the nearest \$10,000. Executive

Management employees may purchase additional life, dependent life, and accidental death and dismemberment insurance.

### **Vehicle or Cash In Lieu of Allowance**

At the discretion of the Fire Chief, an Executive Management employee will either be assigned an emergency/code 3 response vehicle or receive a cash allowance of \$500 per month.

### **Vacation**

Executive Management employees accrue vacation based on hours of completed continuous service:

- Upon employment, up to approximately 120 hours per year
- After 3 years, but less than 10 years, up to approximately 160 hours per year
- After 10 years, up to approximately 200 hours per year

### **Holidays**

Executive Management employees observe 13 holidays within the calendar year:

- New Year's Day
- Martin Luther King Jr.'s Birthday
- Lincoln's Birthday
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Indigenous Peoples' Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

When a holiday occurs on a regularly scheduled day off, Executive Management employees receive eight (8) hours of compensation time or holiday pay.

### **Sick Leave**

Sick leave is accumulated from year-to-year and accrues as follows:

- Upon employment, up approximately 72 hours per year
- After 3 years, up to approximately 96 hours per year

At retirement, executives receive a payoff of their sick leave based on their years of service.

### **Paid Annual Leave (PAL)**

Upon hire, Executive Management employees will be eligible to use up to forty (40) hours of paid annual leave (PAL) per calendar year. PAL cannot be cashed out or rolled over to the next calendar year. On January 1 of each subsequent year, Executive Management employees will receive forty (40) hours of PAL which must be used within the calendar year.

### **Tuition Reimbursement**

Tuition reimbursement is \$2,000 per fiscal year to cover certain expenses associated with academic pursuits.

### **Bilingual Pay**

If qualified, bilingual pay is \$0.30 per hour.

### **Annual Physical Examination**

Executive Management employees are provided a voluntary annual physical examination by an Authority-designated physician at no cost.

### **Uniforms**

The Authority provides uniforms to Executive Management employees in designated positions.

### **Flexible Spending Account (FSA)**

The OCFA offers regular, limited-term, and probationary employees both a Medical and Dependent Care Flexible Spending Accounts (FSAs), which allows you to contribute pre-tax dollars into an account that can be used throughout the year on qualified medical or dependent care expenses. Participants pay fewer taxes and take home more money. For 2023, the maximum employee contribution is \$3,050 for eligible medical expenses. The maximum employee contribution is \$5,000 for eligible dependent care expenses.

### **Behavioral Health and Wellness**

OCFA offers a variety of behavioral health and wellness services to our employees and their dependents, including access to the OCFA Peer Support Team Members, OCFA Chaplains, and the

Counseling Team International (TCTI). TCTI provides behavioral health and wellness services to public safety agency employees and their eligible family members with confidential professional assistance. Support services include, but are not limited to, the following types of situations: marital and family problems, stress/burnout, anger management, separation/divorce, child/adolescent issues, depression, and critical incident/trauma. TCTI also offers life care resource assistance for child care, adoption, elderly and senior care, and financial information.

### **Pet Discount Program**

OCFA has partnered with United Pet Care to offer a pet healthcare program. This program helps employees reduce the cost of escalating veterinary bills at an affordable rate. All pets are eligible regardless of their age or medical condition.

### **Benevolent Association**

Employees have the option to join OCFA's Benevolent Association which was created to "Take Care of Their Own." Included in your \$8.00 per pay period cost is \$10,000 Member Death Benefit, \$4,000 Dependent Death Benefit, \$30,000 Annual Scholarships for Members and Dependents, Hardship Grants/Loans, Annual Picnic for Members, Holiday Ball, and Retiree Tribute. In addition, Discount Offers- Recreation/Amusement Parks, fitness 19 and 24-Hour Fitness gym membership, discount movie tickets, Angels Baseball game with tailgate party, etc. Membership also allows access to very good supplemental insurances of many types, including, Long Term Disability, Long Term Care, various AFLAC (ICU, Cancer, Accident Injury, CSFA membership, Living Trusts and more. The Family Auxiliary and KIDS Fund (provides monetary assistance only to kids of members), both operate under the Benevolent Association.