

**CITY OF MANHATTAN BEACH  
BENEFITS SUMMARY – FIRE  
(Represented by Manhattan Beach Firefighters’ Association)**

**RETIREMENT – CalPERS**

**“Classic” Member**

- 3% at 55% formula; Employee pays 12% member contribution
- Single highest year calculation

**“New” Member**

- 2.7% at 57% formula; Employee pays the higher of 12% or one half of the normal cost
- Single highest year calculation
- Average of annual compensation during 36 consecutive months

**“Retiree” Medical**

- For eligible employees: \$400 per month until Medicare eligibility or age 65

Pre-retirement and Post-retirement Survivor benefits  
Service credit for Unused Sick Leave

**VACATION**

<u>Years of Service</u>	<u>Hours per month</u>
After 12 months:	216 hrs
Less than 10 years:	
24-hr shift	18 hrs/mo
40 hrs/wk	12.86 hrs/mo
10 through 20 years:	
24-hr shift	24 hrs/mo
40 hrs/wk	17.14 hrs/mo
Over 20 years:	
24-hr shift	30 hrs/mo
40 hrs/wk	21.43 hrs/mo

Accrual maximums apply

**SICK LEAVE**

- Shift employees: 12 hours per month
- Employees on 40 hour schedule: 8.58 hours per month

**HOLIDAYS**

Annual bank of 96 hours in lieu of paid holidays

**MEDICAL AND DENTAL INSURANCE**

- CalPERS Medical and Delta Dental Plans available
- City paid dental for employee and eligible dependents
- City contribution for medical insurance for employee & dependents @ PORAC premium level (max 95% of PORAC) employee must join PORAC in order to participate in the PORAC health benefit

**FLEXIBLE SPENDING ACCOUNTS**

For Healthcare and Dependent Care

**VISION INSURANCE**

City paid vision plan for employees and eligible dependents

**LIFE INSURANCE**

- City paid coverage
- Benefit is annual base salary to a maximum of \$100,000
- Medex Travel Assist included with coverage

**LONG TERM DISABILITY**

Administered through Association

**DEFERRED COMPENSATION**

Income may be tax deferred through ICMA 457 plan

**SPECIAL ASSIGNMENT PAY**

Opportunity to earn special pay for assignments such as: Fire Investigator, Haz Mat Specialists, DMV Coordinator, Self-Contained Breathing Apparatus Technician, Paid Call Firefighter Coordinator, Paramedic Coordinator, Fire Marshal, Fire Inspector

**EDUCATION INCENTIVE**

5%, 10%, or 15% of base salary subject to years of service, level of education and Firefighter II certification. Employee must provide proof.

**TUITION REIMBURSEMENT**

- Up to \$3,000 of cost of tuition and books
- Must be approved by Department Head and Human Resources Director

**UNIFORMS**

Uniform allowance of \$600 per year paid in bi-weekly installments

**FITNESS CENTER ON-SITE**