

CITY OF SANTA ROSA
UNIT 2 - PUBLIC SAFETY (FIREFIGHTERS)

THE CITY

Santa Rosa is located on Highway 101, 56 miles north of San Francisco and 21 miles east of the Pacific Ocean and centered in the premier Sonoma County wine region. The City has a population of approximately 154,453 within 40.96 square miles. Santa Rosa is the major merchandising, medical, educational and services center for the Redwood Empire. The City has an excellent school system, a community college and a state university located nearby. There are a wide variety of both recreational and cultural activities. Santa Rosa is an international biking destination known for the grueling and exciting Levi Leipheimer's GranFondo race. 43 parks are located within the City including Lake Ralphine, Spring Lake County Park and Annadel State Park. The Russian River resort area, Armstrong Redwood Grove, Lake Mendocino, Clear Lake, Lake Sonoma and Sonoma Coast State Beaches are within a short driving distance.

BENEFITS

HEALTH PLANS

CaIPERS:

City provides health insurance for employees and their dependents through the CaIPERS Health Benefits Program. The PERS Health Benefits Program offers a variety of different health plans in which employees and their dependents, including qualified domestic partners, may enroll. Employees are provided with a monthly allowance to pay their health premium. Employee is responsible for the monthly premium difference between the allowance and elected coverage.

DENTAL & VISION INSURANCE:

City provides, and contributes the monthly premium for, Delta Dental and VSP vision plans for employee and dependents, including qualified domestic partners.

HOLIDAYS:

In lieu of holidays, shift managers receive a lump sum payment of 168 hours holiday pay in December each year. Nonshift managers are paid for 12 holidays. **Floating Holidays:** 16 hours for 1 – 19 years and an additional 8 hours for 20+ years.

VACATION:

80 - 192 hours of vacation for one (1) to 10 years of service; additional days are earned with additional years of service.

SICK LEAVE:

Sick leave is accrued at the rate of 8 hours per month.

LIFE INSURANCE:

City provides, and contributes the monthly premium for, term life insurance. Employees apply for up to \$200,000 of supplemental life insurance for self and \$50,000 for spouse/domestic partner.

LONG TERM DISABILITY:

The City provides Long Term Disability (LTD) for all employees.

CALIFORNIA STATE DISABILITY:

City employees do not contribute to California State Disability.

RETIREMENT

CaIPERS:

Tier One: Employees hired prior to 7/8/2012 receive the Tier One formula of 3% @ 50, single highest year final compensation.

Tier Two: Employees hired on/after 7/8/2012, or who worked for a PERS (or reciprocal) agency within the last six months, will receive the Tier Two formula which is 3% @ 55, three year average final compensation.

Tier Three: New employees hired on/after 1/1/2013 will receive the Tier Three formula of 2.7% @ 57, three year average final compensation. (*Per AB340 California Pension Reform Act)

DEFERRED COMP.:

457 plans are available to all employees, if employees elect to participate with no City contribution.

CREDIT UNION:

Employees may participate in the benefits of the Redwood Credit Union which provides loans and systematic savings through payroll deduction.

The above list of benefits and descriptions has been edited due to space limitations; the Document Describing Salaries, Benefits, and Working Conditions contain specific contract provisions. The information contained herein is subject to change and does not constitute either an expressed or an implied contract. You will find more detailed benefits information by going to the following link, <https://srcity.org/353/Benefits-Summaries-Survey-Information>.