

Summary of Benefits Full-time Fire Employees



City of Sierra Madre

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PERS Retirement

- Classic Members
 - 3% @ 55 formula
 - 3% employee share paid by the City
 - EPMC: 3% paid by the City is reported as employee's income
 - Final year single highest year
- New Members
 - 2.7% @ 57
 - EE pay 50% of normal cost
 - Final compensation determined by highest 36 consecutive month period
- Level IV Survivor Benefit

Medical, Dental & Vision Insurance

- PERS Medical Plans available (HMO/PPO)
- City paid \$650/month for employee and dependants plus 25% of the amount in excess of \$650 a month

Life & Accidental Death Insurance

- \$50,000 coverage for sworn employees

Sick Leave

- Accruable at 96 hours per year

Vacation Leave

- 96 hours of accrual per year, with additional accrual for each year of service

Holiday Bank

- 80 hours of holiday granted on July 1
- Leave cashed out June 30th if not taken

Tuition Reimbursement

- Up to \$10,000 for cost of tuition.

Good Driving Incentive

- \$350 year-end bonus if maintain a valid Class B License

Computer Loan Program

- Up to \$3,000 low interest loan

Deferred Compensation

- Plans with ICMA

Flexible Spending Program

- Medical (\$2,500 annually)
- Childcare/parent care (\$5,000 annually)

Employee Assistance Program

- Health EAP
- WorkLife Services
- Confidential Advice

Ancillary Benefits

- Accident Insurance
- Additional Life Insurance
- Cancer Insurance
- Disability Insurance