

# Lincoln Firefighter's Association

## Benefits Summary



2021 – 2026 Memorandum of Understanding  
 Updated: 7/1/2024

### Salary and Compensation

Salary Increases	1.5% COLA effective 4/7/2024. 4% COLA effective 4/6/2025.
Tuition Reimbursement	\$750 per semester, up to \$1,500 per year.
Certification Pay	\$75 monthly for an applicable bilingual certification.
Uniform Allowance	Bi-weekly, employees receive \$46.15 allowance and \$19.50 cleaning.
Special Assignment	5% of base pay when assigned to a designated special assignment position.
Longevity Pay	3% of Base Salary Beginning of 10 <sup>th</sup> Year of Service effective 4/9/23. 3% of Base Salary Beginning of 15 <sup>th</sup> Year of Service effective 4/7/24. Longevity pay is compounded (i.e., 6% total longevity at 15 years).
Hours of Work	Employees work a 24-hour shift schedule.

### Retirement Planning

CalPERS Retirement	Formula	Final Comp	Effective	FY 24/25 ER Rate	FY 24/25 EE Rate
Safety Classic Member	3% at 50	3 years	Prior 1/1/2013	22.86%	12%
Safety New Member	2.7% at 57	3 years	1/1/2013	10.76%	16.75%
CalPERS Cost Share	3% employee cost share agreement, already included in the employee rate above.				
Social Security	The City of Lincoln participates in Social Security, current rate is 6.2%.				
Deferred Comp	457(b) plans offered for voluntary employee participation.				
Retiree Medical	CalPERS retiree health per <a href="#">Government Code 22893</a> . City contributions are based on the vesting schedule and Annuitant 100/90 formula. Employees must have at least 10 years of PERS credit, 5 years with the City and retire within 120 days of separation from the City to qualify.				

### Health and Insurance Plans

Medical Insurance	City contributes 80% of Region 1 Kaiser rates.	Employee \$817.13	Employee +1 \$1,634.26	Employee +2 \$2,124.54
Cash In-Lieu of Medical	Employees who waive medical can receive a bi-weekly cash benefit of \$314.30			
Vision Insurance	100% City-paid for employee and any dependents.			
Dental Insurance	100% City-paid for employee and any dependents.			
Flexible Spending	Pre-tax health and dependent care FSA plans offered.			
Life Insurance	City-paid group policy with \$50,000 basic life and AD&D.			
Medicare	1.45%.			

<b>Disability Insurance</b>	City participates in California SDI; current rate is 1.1%.
<b>Voluntary Insurance</b>	Supplemental life, critical illness and accident insurance plans offered for employee purchase.

## Paid Time Off

	Years of Service	Annual Hours Accrual	Hours Cap	Cash Out Program
<b>Vacation Leave</b>	0 – 4 years	123.2 hours	396 hours	One-time cash out option up to 50% of hours with min 96 hours usage within calendar year.
	5 – 9 years	182 hours		
	10 – 14 years	196 hours		
	15 – 17 years	226.8 hours		
	18+ years	291.2 hours		
<b>Sick Leave</b>	158.4 hours accrued annually		1,440 hours – hired prior to 1/1/01 OR 1,000 hours – hired after 1/1/01	No cash out option.
<b>Holiday In-Lieu Pay</b>	Sworn employees receive 134.4 hours annually of holiday pay; paid bi-weekly.			
<b>Bereavement Leave</b>	Up to 48 hours for designated relatives.			

Please Note: The information contained in this document is a summary of benefits to regular employees. City contributions are prorated for employees who work less than full-time. For specific information refer to the MOU. The information contained herein does not constitute either an expressed or implied contract.