



# South Placer Fire District

6900 Eureka Road  
 Granite Bay, California 95746  
 Phone (916) 791-7059 Fax (916) 791-2199

<b>BENEFIT SUMMARY 2024</b>		
	<b>SAFETY EMPLOYEES</b>	<b>NON-SAFETY 40 HOUR EMPLOYEES</b>
<b>Education Incentive</b>	2% Fire Officer Cert 2% Chief Officer Cert. 4% AA/AS Degree 6% BA/BS Degree Incentives max =12% applied to base salary	1% Business Certificate or Fire Mechanic Certificate 4% AA/AS Degree 6% BA/BS Degree Incentives max =12% applied to base salary
<b>Longevity Pay</b>	5 Years of Service=1% of base salary annually 10 Years of Service=2% of base salary annually 15 Years of Service=3% of base salary annually 20 Years of Service=4% of base salary annually 25 Years of Service=5% of base salary annually 30 Years of Service=6% of base salary annually 35 Years of Service=7% of base salary annually 40 Hour Administrative Safety Employees same as Non-Safety 40 Hour Employees	5 Years of Service=1% of base salary annually 10 Years of Service=2% of base salary annually 15 Years of Service=3% of base salary annually 20 Years of Service=4% of base salary annually 25 Years of Service=5% of base salary annually 30 Years of Service=6% of base salary annually 35 Years of Service=7% of base salary annually
<b>Uniform Allowance</b>	\$1000/Each Yr + \$1000 additional after probation for Class A	\$1000/Each Yr + \$1000 additional after probation for Class A
<b>125 Flexible Benefit Plan</b>	\$1800.00/month allowance towards benefits (medical, dental, vision) pretax health and (\$858.08 applied toward Medical)	\$1800.00/month allowance towards benefits (medical, dental, vision) (\$858.08 applied toward Medical)
<b>dependent care FSA offered</b>	Any remaining amount not used on health benefits may be applied towards the medical or dependent care reimbursement accounts. Any unused amounts are forfeited.	
<b>Vacation Leave</b>	<b>Safety-24 Hour Shift Employees</b> option to cash out bi-annually 1-5 Years=13.26 hrs per month 6-10 Years=17.93 hrs per month 11 Years or more=22.59 hrs per month	<b>Administration Employees</b> 1-5 Years=9.47 hrs per month 6-10 Years=12.81 hrs per month 11 Years or more=16.14 hrs per month
<b>Vacation Leave</b>	<b>Safety-40 Hour Administrative Employees</b> option to cash out bi-annually 1-5 Years=9.47 hrs per month 6-10 Years=12.81 hrs per month 11 Years or more=16.14 hrs per month	
<b>Administrative Leave</b>	<b>Safety-40 Hour Admin Employees=120 hrs/yr-administrative leave</b>	120.00 hrs/ yr-Business Manager position only
<b>Sick Leave</b>	<b>Safety 24 Hour Shift Employees=14.00 hrs per month</b> <b>Safety 40 Hour Administrative Employees=10.00 hrs per month</b>	10.00 hours per month
<b>Holidays</b>	<b>Safety 24 Hour Shift Employees=6% holiday pay in lieu of holidays</b>	13 paid holidays=105 hrs/yr in lieu of holidays *
<b>*hours cashed out annually</b>	<b>Safety 40 Hour Administrative Employees=13 paid holiday or 105 hrs/yr in lieu of holidays *</b> <b>Safety Shift Administrative Officers (BC'S)=6% Holiday pay in lieu of holidays</b>	
<b>PERS Retirement</b>	3% @ 55 Classic, 2.7% @ 57 Pepra Classic: Employer pays employer share/Employee pays 12% Pepra: Employer pays employer share/employee pays 13.75%	3% @ 60 Classic, 2% @ 62 Pepra Classic: Employer pays employer share/Employee pays 11% Pepra: Employer pays employer share/employee pays 7.75%
<b>457 Deferred Compensation Plan</b>	Pre-tax contributions employer matched up to \$50/month	Pre-tax contributions employer matched up to \$50/month

**24 Hour Shift Safety Positions**  
 Battalion Chief  
 Captain  
 Engineer  
 Firefighter  
 Apprentice Firefighter

**40 Hour Safety Administrative Positions**  
 Fire Chief  
 Deputy Chief  
 Division Chief  
 Fire Marshal

**40 Hour Non-Safety Positions**  
 Administrative Assistant/Fire Inspector I  
 Journeyperson Mechanic  
 Business Manager  
 Apprentice Mechanic  
 District Secretary