

CITY OF CALIMESA

OFFICE OF HUMAN RESOURCES & RISK MANAGEMENT

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FIRE DEPARTMENT EMPLOYEE BENEFITS

All employees who are employed on a full-time basis, except seasonal and temporary employees, shall be eligible for health, dental and vision insurance coverage, which becomes effective on the first of the month following the employment date and continuing throughout the month of separation. The City provides a Flexible Health Benefit Plan with a monthly amount of \$850.00, where employees can choose an appropriate health plan for them and their families. Fringe benefits may be altered on a year-by-year basis as the City may see fit.

	Benefit Description
Health Insurance	Health Net (Employee and Family Plans)
Dental Insurance	Delta Dental (Employee and Family Plans)
Vision	Vision Service Plan (VSP) (Employee and Family Plans)
Life Insurance	Lincoln Life Insurance (Mgmt 1.0 times annual salary – all others \$50,000)
Flexible Spending Account	Ceridian (Optional - \$1,500 per year – August 1 st – July 31 st)
ICMA Deferred Comp	ICMA-RC (Voluntary Deferred Compensation Plan)
AFLAC	Voluntary Supplemental Plans available as follows: Short Term Disability, Accidental, Term Life, Dental, Specified Health Event, Cancer
RETIREMENT	Fire Department Employees participate in PARS Retirement. City pays 7.5% for the employee. Employee may contribute additional funds to their plan but cannot change the amount once funds are determined. The City does not participate in Social Security.

48/96 Hour Work Schedule	10 PTO Days per year	\$600 Annual Uniform Allowance
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