

# CITY OF EL CAJON

2024 Benefits

El Cajon Professional Firefighters



## CALPERS RETIREMENT

Classic Member (Tier 1): 3% at 50

Classic Member (Tier 2): 3% at 55

PEPRA Member: 2.7% at 57

(hired after January 1, 2013)

## ANNUAL VACATION

1-5 Years: 180 hours

6-10 Years: 264 hours

11-15 Years: 304 hours

16-20 Years: 348 hours

21+ Years: 417 hours

## SICK LEAVE

144 hours per year,

96 hours per year (40 hour employees)

## LIFE INSURANCE

\$25,000 City Paid Life Insurance for Paramedic/Firefighters and Engineers. Additional 1.5x annual salary for Fire Captains and Battalion Chiefs

**\$1,500**

Tuition and Book Reimbursement per year

**\$120**

per month for Bilingual Pay

## 457 DEFERRED COMPENSATION

The City offers voluntary plans through MissionSquare and Nationwide

## EXTENSIVE BENEFITS PLAN

Medical, dental, and vision plans offered. Flexible Spending Accounts (Health and Dependent Care) plus wellness and fitness programs.

Plan Sample	MONTHLY		
	EE Only	EE + 1 Dep	EE + 2+ Dep
City Contribution	\$1,700	\$1,700	\$1,700
Medical (Sharp)	\$833.24	\$1,666.48	\$2,166.42
Dental	\$12.01	\$25.83	\$37.80
Vision	\$10.10	\$18.99	\$27.04
Out of Pocket Cost	0	\$11.30	\$531.26

For more detailed information on other compensation items, please visit our COMPENSATION AND EMPLOYMENT AGREEMENTS at [www.elcajon.gov/hr](http://www.elcajon.gov/hr)  
Phone: (619) 441-1736