



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

BENEFIT SUMMARY 2025

	SAFETY EMPLOYEES	40 Hour Safety Administrative Positions	NON-SAFETY 40 HOUR EMPLOYEES
Education Incentive	2% Fire Officer Cert	2% Fire Officer Cert	3% CSFM Fire Inspector 1 Certificate
To a max of 12% of base	2% Chief Officer Cert.	2% Chief Officer Cert.	2% ICC Fire Inspector 1
	4% AA/AS Degree	4% AA/AS Degree	1% Business Certificate or Emergency Vehicle technician (EVT)1 Certificate
	6% BA/BS Degree	6% BA/BS Degree	2% Board Clerk from CSDA
	Incentives max =12% applied to base salary	Incentives max =12% applied to base salary	2% for EVT 2
			3% for EVT 3
			4% AA/AS Degree
			6% BA/BS Degree
			Incentives max =12% applied to base salary
Longevity Pay	5 Years of Service=1% of base salary annually	5 Years of Service=1% of base salary annually	5 Years of Service=1% of base salary annually
1% for each 5 yrs of service	10 Years of Service=2% of base salary annually	10 Years of Service=2% of base salary annually	10 Years of Service=2% of base salary annually
	15 Years of Service=3% of base salary annually	15 Years of Service=3% of base salary annually	15 Years of Service=3% of base salary annually
	20 Years of Service=4% of base salary annually	20 Years of Service=4% of base salary annually	20 Years of Service=4% of base salary annually
	25 Years of Service=5% of base salary annually	25 Years of Service=5% of base salary annually	25 Years of Service=5% of base salary annually
	30 Years of Service=6% of base salary annually	30 Years of Service=6% of base salary annually	30 Years of Service=6% of base salary annually
	35 Years of Service=7% of base salary annually	35 Years of Service=7% of base salary annually	35 Years of Service=7% of base salary annually
Paramedic Stipend	Firefighter = \$550 + 2% of top step firefighter base pay per month	Chief Officers = \$300	
	Engineer = \$550 per month		
	Captain = \$300 per month or \$550 per month assigned primary medic		
Uniform Allowance	\$1000/Each Yr + \$1000 additional after probation for Class A	\$1000/Each Yr + \$1000 additional after probation for Class A	\$1000/Each Yr + \$1000 additional after probation for Class A
125 Flexible Benefit Plan	\$1900.00/month allowance towards benefits (medical, dental, vision)	\$1900.00/month allowance towards benefits (medical, dental, vision)	\$1900.00/month allowance towards benefits (medical, dental, vision)
pretax health and	(\$858.08 applied toward Medical)	(\$858.08 applied toward Medical)	(\$858.08 applied toward Medical)
dependent care FSA offered	Any remaining amount not used on health benefits may be applied towards the medical or dependent care reimbursement accounts. Any unused amounts are forfeited		
Vacation Leave	1-5 Years=13.26 hrs per month	1-5 Years=9.47 hrs per month	1-5 Years=9.47 hrs per month
option to cash out bi-annually	6-10 Years=17.93 hrs per month	6-10 Years=12.81 hrs per month	6-10 Years=12.81 hrs per month
	11 Years or more=22.59 hrs per month	11 Years or more=16.14 hrs per month	11 Years or more=16.14 hrs per month
Administrative Leave	None	120 hrs/yr-administrative leave	120.00 hrs/ yr-Business Manager position
Sick Leave	14.00 hrs per month	10.00 hrs per month	10.00 hours per month
Holidays	6% holiday pay in lieu of holidays	105 hrs/yr in lieu of holidays *	105 hrs/yr in lieu of holidays *
*hours cashed out annually		*Required to work all hollays unless taken off using approved method	
PERS Retirement	3% @ 55 Classic, 2.7% @ 57 Pepra	3% @ 55 Classic, 2.7% @ 57 Pepra	3% @ 60 Classic, 2% @ 62 Pepra
	Classic: Employer pays employer share/Employee pays 12%	Classic: Employer pays employer share/Employee pays 12%	Classic: Employer pays employer share/Employee pays 11%
	Pepra: Employer pays employer share/employee pays 13.75%	Pepra: Employer pays employer share/employee pays 13.75%	Pepra: Employer pays employer share/employee pays 7.75%
457 Deferred Compensation	Pre-tax contributions employer matched up to \$50/month	Pre-tax contributions employer matched up to \$50/month	Pre-tax contributions employer matched up to \$50/month
	24 Hour Safety Positions	40 Hour Safety Administrative Positions	40 Hour Non-Safety Positions
	Battalion Chief	Fire Chief	Administrative Assistant/Fire Inspector I
	Captain	Deputy Chief	Journeyman Mechanic
	Engineer	Division Chief	Business Manager
	Firefighter	Fire Marshal	Apprentice Mechanic
	Apprentice Firefighter		District Secretary