BENEFIT CATEGORY	**017 & 019**
UNIT CODE	008
UNIT REPRESENTATIVE	City Manager
COMPOSED OF	Fire Middle Managers & Executives
PERIOD IN FORCE	FY 2026-2028
SALARY PLAN(S)	014 024 025
WAGE / SALARY CHANGE FROM 2026-2027	2% base wage increase. Non-continuous payment of $500 for all full-time Units 17 &19 employees and $250 for all part-time Units 17 & 19 employees, paid July 24, 2026. Non-continuous payment of 1% base wage for all full-time and part-time (avg 12 months) Units 17 & 19 employees paid August 21, 2026.
WAGE / SALARY CHANGE FROM 2027-2028	.5% base wage increase. Non-continuous payment of 1.5% of base wage for all full-time and part-time (avg 12 months) Units 17 & 19 employees paid on August 20, 2027.
STEP PROGRESSION	1 year between steps Part-time employees (excluding seasonal and temporary employees) may be considered for advancement to the next step and each subsequent step in a grade after working 2,080 hours at each step. (Pay Ord. 11e)
WORKWEEK	Time required to accomplish work. (A.R. 2.21) (A.R. 2.14)
SUMMER HOURS	---------- NOT APPLICABLE ----------
PAY	
BILINGUAL / LINGUISTICS PAY	---------- NOT APPLICABLE ----------
CALL OUT (CALL BACK)	---------- NOT APPLICABLE ----------
CAR INSURANCE ALLOWANCE	---------- NOT APPLICABLE ----------
COMMERCIAL DRIVER LICENSE (CDL) SECONDARY PAY	---------- NOT APPLICABLE ----------
COMMUNICATIONS ALLOWANCE	$120/month (A.R. 2.29)
COMPENSATORY TIME MAXIMUM ACCRUAL	---------- NOT APPLICABLE ----------
COMPENSATORY TIME SELL BACK	---------- NOT APPLICABLE ----------
MILEAGE ALLOWANCE	The City pays standard mileage at the rate issued by the Internal Revenue Service. Effective 1/1/2026, the rate is 72.5 cents per mile. (A.R. 2.94)
OUT-OF-CLASS	---------- NOT APPLICABLE ----------
OVERTIME	---------- NOT APPLICABLE ----------
PERFORMANCE-BASED AWARD PROGRAM	The City Manager is authorized to establish a performance-based cash award program for those Middle Managers and Executives who are at the equivalent of the top step of their salary ranges. (Pay Ord 15b)
PESTICIDE APPLICATION	---------- NOT APPLICABLE ----------
PREMIUM PAY	---------- NOT APPLICABLE ----------
PRODUCTIVITY ENHANCEMENT PAY	---------- NOT APPLICABLE ----------

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SHIFT DIFFERENTIAL	---------- NOT APPLICABLE ----------
SHOW-UP	---------- NOT APPLICABLE ----------
SICK LEAVE SELL-BACK FOR PUBLIC SAFETY	Effective July 1, 2014, and thereafter, an employee who has accrued 1286 hours or more (if a 56 hour employee) or 919 hours or more (if a 40 hour employee) of unused sick leave may elect to have 168 hours for a 56 hour Unit member, or 120 hours for a 40 hour Unit member paid out in a lump sum. Any Unit member may only elect to exercise this benefit 3 times in their career, and not more than one time in a fiscal year. These payments are not considered Final Average salary for purposes of pension calculations. (A.R. 2.44)
STANDBY	---------- NOT APPLICABLE ----------
TOOL ALLOWANCE	---------- NOT APPLICABLE ----------
TRAINING PAY (POLICE)	---------- NOT APPLICABLE ----------
TRANSPORTATION ALLOWANCE	The transportation expense allowance for eligible Middle Managers is $350 a month and for eligible Executives $500 a month. Employees who receive the transportation expense allowance will not have a City vehicle assigned to them nor will they be allowed to use a City vehicle on a regular and on-going basis. (A.R. 2.29)
UNIFORMS / CLOTHING ALLOWANCE	$925 annual allowance (A.R. 2.26)
VACATION SELL-BACK	---------- NOT APPLICABLE ----------
VACATION SELL-BACK FOR PUBLIC SAFETY	40-hour Fire Middle Managers and Executives may be paid up to 80 hours of accumulated vacation time, payable in November, and conditional upon having used 80 hours of vaction time during the calendar year. The 56-hour Middle Managers and Executives may be paid up to 112 hours of accumalated vacation time payable in November, and their sell-back is conditional upon having used 96 hours of vacation time during the calendar year. (A.R. 2.18) (Pay Ord 15c)

LEAVE OF ABSENCE

BEREAVEMENT LEAVE	Up to 3 days for death of immediate family member with additional time for air travel if out-of-state. (Personnel Rule 15h)
EDUCATION LEAVE	2.5 days per year. (A.R. 2.51)
FAMILY MEDICAL LEAVE ACT RIGHTS	FMLA: Up to 12 weeks for the birth/adoption of a child, to take care of a seriously ill immediate family member, the employee's own serious health condition, or specified reasons related to certain military deployments and/or exigencies. (A.R. 2.143)
PAID PARENTAL LEAVE PROGRAM	PAID PARENTAL: Provides up to 480 hours of paid parental leave to employees (240 hours for part-time/job-share employees) during the 12 month period immediately following the birth of an employee's child or the placement of a child with an employee in connection with adoption or foster care. This policy will run concurrently with FMLA leave as applicable. (A.R. 2.146)
HOLIDAYS	13½ legal holidays. The Christmas Eve half-day holiday is granted only when December 24 falls on the employee's regularly scheduled workday. In the case of continuous or 7-day operations, holidays shall be observed only on the calendar days on which they fall. (A.R. 2.11)
JURY DUTY	No loss of regular pay – may keep jury pay. (A.R. 2.24)
MILITARY TRAINING	An employee shall be granted time off for up to 240 hours/30 workdays/shifts in any two consecutive federal fiscal years. (A.R. 2.39)
PERSONAL LEAVE	Three (3) Personal Leave days each calendar year. Executives with less than five years of City service will accumulate an additional three (3) Personal Leave days each calendar year until five (5) years of employment have been completed. (A.R. 2.11)

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SICK LEAVE	Accrues 10 hours per month, unlimited accrual. (Personnel Rule 15c)
Also see "SICK LEAVE PAYOUT AT RETIREMENT" in the Retirement Section below.	Upon the in-line-of-duty death or death resulting from an in-line-of-duty injury of a City employee, the City will pay the full cash value of accrued sick leave existing at the time of the employee's death. (Pay Ord. 18i)
EARNED PAID SICK TIME	Employees are entitled to accrue and use up to 40 hours per year of Earned Paid Sick Time. (A.R. 2.30(A) (A.R.S. 23-373) (Personnel Rule 15d)

VACATION (in days)

Service	Annual Accrual*	Maximum Carryover	Maximum Payout
0-5 yrs	12	24	30
6-10 yrs	15	30	37.5
11-15 yrs	16.5	33	41.25
16-20 yrs	19.5	39	48.75
21+ yrs	22.5	45	56.25

This table reflects AR 2.18.
*Prorated monthly based on eight-hour days.

VACATION FOR PART-TIME EMPLOYEES	---------- NOT APPLICABLE ----------
VACATION DONATIONS TO UNIT LEAVE BANK	---------- NOT APPLICABLE ----------
VACATION RECALL	---------- NOT APPLICABLE ----------
VOTING TIME OFF	Maximum time allowable is time necessary to provide three consecutive hours between opening of polls and start of work or end of work and closing of polls, as required by State law. Must be requested in writing to supervisor three days prior. (A.R. 2.17)

LEAVE USAGE

DEPENDENT CARE	Employees may be approved to use accumulated vacation, compensatory time, or unpaid leave for additional time off required to attend to an immediate family member. (A.R. 2.30 (A))
EMERGENCY FAMILY CARE	Up to 5 days or 40 hours of sick leave may be authorized per incident when an immediate family member is experiencing a life threatening illness or a life threatening injury. (A.R. 2.30 (A)) (Personnel Rule 15c2B)
FAMILY LEAVE MANAGEMENT	Employees shall be limited to a maximum of 7 incidents per calendar year for the combination of Dependent, Emergency, and Non-Emergency Family Care without the leave being considered a negative factor (unless the leave qualifies as FMLA leave). (A.R. 2.30 (A))
NON-EMERGENCY CARE	---------- NOT APPLICABLE ----------

BENEFITS - HEALTH

BEHAVIORAL / MENTAL HEALTH CARE COVERAGE	Provided under one of the three medical insurance plans: · Banner/Aetna HMO (855) 220-6506 · Blue Cross Blue Shield PPO (602) 864-4857 · Blue Cross Blue Shield Saver's Choice Plan – (602) 864-4857
DENTAL INSURANCE	Employees may enroll in one of three Cigna dental plans: Dental PPO, Dental PPO Plus, or Dental HMO. The City pays 100% of full-time employee premium and 75% of the family premium for Cigna PPO and Cigna HMO Dental. The City pays 77% of full-time employee premium and 58% of the family premium for Cigna Dental PPO Plus. (800) 244-6224.
FLEXIBLE SPENDING ACCOUNT	Flexible Spending Accounts allow enrolled employees to pay for qualified health care and child care expenses with pre-tax dollars up to the I.R.S. allowed limits. For more information visit www.phoenix.gov/benefits

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MEDICAL INSURANCE PLAN CONTRIBUTIONS ACTIVE EMPLOYEES	80% of the premium is paid by the City. The plan year runs January through December. Medical plan choices will include an HMO, a PPO, and a High Deductible Health Plan (HDHP) with a Health Savings Account.
PRESCRIPTION DRUGS	MedImpact provides prescription drug coverage for all three (3) medical plans. Offers both retail and mail order services. For more information visit www.phoenix.gov/benefits.
INSURANCE FOR PART-TIME EMPLOYEES	Hourly paid members who have average a minimum of thirty (30) hours weekly in a calendar year shall be entitled to the same benefits as received by regular full-time Unit members. Members that meet these requirements shall be eligible for participation in the City's Health, Life, and Dental insurance programs. The City's premium participation will be the same as that provided for full-time employees. Continuation of participation under these plans will be determined by reviewing the average hours worked in the prior 12-month period every calendar year on October 1. This qualifying period will be determined for the following benefit year effective January 1. If the employee separates from City employment, the participation will cease.
VISION PLAN ACTIVE EMPLOYEES	A core vision plan is available to employees and dependents enrolled in a City sponsored medical plan. The City's supplemental vision plan is the buy-up option offered through Davis Vision by MetLife. For more information visit www.phoenix.gov/benefits
WELLNESS PROGRAM	Provides education, support and incentives to encourage employees to take responsibility for their own health and well-being. A major goal of the program is to make the work environment more supportive of positive health behaviors of employees and thereby reduce their risk of developing chronic diseases. Ongoing key aspects include: early identification and management of health risks, focusing on the top aggregate health risks identified by Health Risk Assessments each year and support of emotional, physical and financial well-being. Earn up to $40/$60 per month by completing annual wellness incentive requirements. For more information visit www.phoenix.gov/benefits

BENEFITS - FINANCIAL

DEFERRED COMPENSATION PLAN - 457	Retirement Savings Plan that provides employees the option to defer pre-tax money into a variety of investment options. This program is designed to supplement income at retirement. Defer the lesser of 100% of includable income up to an annual maximum as determine by the I.R.S. Contact Nationwide Retirement Solutions at phoenixdcp.com or (602) 266-2733, or call the Benefits Office at (602) 262-4777. (Art. 3)
DEFINED CONTRIBUTION PLAN - 401(a)	The City will contribute 9.0% of gross annual salary to the 401 (a) Defined Contribution Plan under the Phoenix Employees' Deferred Compensation Program for anyone authorized to have an Executive or Middle Manager benefit package. If the 9.0% of gross annual salary does not equal at least $9,500.00, the City will contribute the remaining amount not to exceed a combined maximum of $9,500.00.

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BENEFITS - INSURANCE

COMMUTER LIFE INSURANCE	City provides coverage for employees while commuting directly between home and job location. Employees have a $200,000 death benefit and a reduced dismemberment benefit if the accident occurs within two hours of leaving home or work and while following their typical route to home or work. Year-round part-time employees (excluding seasonal and temporary) may qualify for this benefit. Refer to the life insurance certificates online for details at www.phoenix.gov/hr/benefits (A.R. 2.451)
INDUSTRIAL INSURANCE	Industrial benefits pays 2/3 of base wage up to the average monthly wage as determined by the Industrial Commission. A certified regular, full-time employee who is disabled and absent from work as the result of an accepted industrial injury or occupational disease, shall be kept on the City payroll and be paid an amount equal to but, not to exceed, the regular, net take-home pay at the current rate of pay for up to one year total, per injury. (A.R. 2.32)
LIFE INSURANCE	Unit 17 1.5 times base salary (up to $500k). Unit 19 1.75 times base salary (up to $500k) Accidental death and dismemberment - Payable when a death or covered accident occurs in the course of performing job duties. Employee covered at $75,000.
ADDITIONAL LIFE INSURANCE	An employee can add to their Basic Life coverage by purchasing Optional Term Life Insurance. This coverage is provided at group rates for the employee, spouse or qualified domestic partner, and/or children. The employee pays 100% of the group premium with after-tax earnings through payroll deduction.
LEGAL INSURANCE	Two Legal Services Plans to choose from that provide employees and their eligible dependents access to legal advice, document review and preparation, and legal representation at no or reduced cost through an ARAG network attorney. For more information contact an ARAG customer care specialist at (800) 247-4184, 7 a.m. to 7 p.m. Central time, M - F or visit the ARAG website: www.ARAGLegalCenter.com.
LONG-TERM DISABILITY	Eligible employees may apply for long term disability benefits when unable to work due to medical disability. If approved, 66 2/3% of base wage is paid after 90 continuous days of absence due to the medical disability. Employees with less than 3 years and 1 day of City service may receive a maximum of 30 months of LTD benefits. Other employees may receive LTD benefits to age 75 if warranted. Long-term disability benefit payments do not begin until all forms of paid leave (vacation, sick leave, and compensatory time) are exhausted. Coverage is available after 12 month of continuous employment. (A.R. 2.323)
UNEMPLOYMENT INSURANCE	When unemployment is beyond the control of the employee, the terminated individual is entitled to apply for benefits from the Arizona Department of Economic Security.

BENEFITS - MISCELLANEOUS

BUS / LIGHT RAIL CARD	Free (100% subsidized) bus/light rail card (Platinum Pass) available to all active part-time and full-time employees. Contact Human Resources Connection Center (HRCC) (602) 495-5700.
ELDER CARE	Provides employees, retirees, and their household members with an important, free service to help with the problems of aging parents and other family members. Call ComPsych at (602) 534-5433.
EMERGENCY RIDE HOME PROGRAM	A carpool, vanpool, bike or bus rider that needs an emergency ride home, will contact Human Resources Connection Center (HRCC) (602) 495-5700. HRCC staff will place a call on the rider's behalf, and the driver will contact the rider upon arrival.
EMPLOYEE ASSISTANCE PROGRAM (EAP)	All Fire Department employees and their families have AETNA EAP as their contracted provider. Call 1(888) 238-6232, or visit www.aetnaeap.com (company ID code: 4PHXLIFE).

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TRAINING/EDUCATION

TRAINING	Entry and periodic job-related training as required. Other special training available based on supervisor's recommendation (see City of Phoenix University Catalog).
TUITION REIMBURSEMENT	Maximum payment for tuition reimbursement through Management Development Fund is $6,500. (Full $6,500 is available if employee is using the funds to pursue a higher educational degree). (A.R. 2.281)
Textbooks and Lab Fees	Full-time employees who are eligible for tuition reimbursement are eligible for reimbursement of up to $175 of the tuition reimbursement benefit for required books and lab fees. (A.R. 2.51)
(Seminar / Workshop / Professional Membership Reimbursement)	At City Manager's discretion, reimbursement of individual development expenses up to an annual maximum equal to $2,006 for Executives and Middle Managers. (Pay Ord. 14.m.1)

RETIREMENT

FINAL AVERAGE COMPENSATION (VACATION LEAVE SNAPSHOT)	---------- NOT APPLICABLE ----------
FINAL AVERAGE SALARY (SICK LEAVE SNAPSHOT)	With one full year in the category, retiring Executive or Middle Managers will qualify for sick leave payout at the employee's base rate of pay for 20% of the unused sick leave hours. (A.R. 2.441)
MEDICAL EXPENSE REIMBURSEMENT PLAN (MERP)	Employees who were eligible to retire in 15 years or less on August 1, 2007, are eligible for MERP benefits upon retirement from the City. Basic MERP provides the retiree with a monthly check (up to $202 based on years of service or unit) whether or not the retiree enrolls in City medical coverage. A supplemental MERP amount is added to the Basic MERP by $10 to $50 for retirees whose gross annual pension amount is less than $25,000. Questions regarding MERP should be directed to the Benefits Office at (602) 262-4777. (A.R. 2.42)
POST EMPLOYMENT HEALTH PLAN (PEHP)	The City's PEHP is a tax-exempt trust authorized by Internal Revenue Code Section 501(c)(9) and is a 100% employer-paid benefit. Program provides employees or employee spouses eligible to retire in more than 15 years from 8/1/07 (or who were hired on or after 8/1/07), who have a payroll deduction for City medical insurance coverage (single or family) with a PEHP account. The City deposits $150 per month into each eligible employee or employee spouse's PEHP account. This account is to be used by the employee when he/she retires or separates employment with the City for qualified medical expenses to include health insurance premiums. The administrator of the City's PEHP is Nationwide Retirement Solutions. Any questions regarding PEHP should be directed to Nationwide at (602) 266-2733 or toll-free at 1(800) 891-4749.
RETIREMENT PROGRAMS	Sworn public safety employees are covered by Arizona Public Safety Personnel Retirement System (PSPRS). For more information, please visit: www.psprs.com.
SICK LEAVE PAYOUT AT RETIREMENT	**25%** of base hourly wage for all accrued sick leave hours: -For 40-hour employees exceeding 500 but less than 900 hours (excluding the first 500 hours) -For 56-hour employees exceeding 700 but less than 1260 hours (excluding the first 700 hours) **55%** of base hourly wage for all accrued sick leave hours: -For 40-hour employees with at least 900 hours but less than 1286 hours (excluding the first 500 hours) -For 56-hour employees with at least 1260 hours but less than 1800 hours (excluding the first 700 hours) **65%** of base hourly wage for all accrued sick leave hours: -For 40-hour employees with at least 1286 hours but less than 1714 hours (excluding the first 386 hours) -For 56-hour employees with at least 1800 hours but less than 2400 hours (excluding the first 540 hours) **75%** of base hourly wage for all accrued sick leave hours: -For 40-hour employees with 1714 hours or greater -For 56-hour employees with 2400 hours or greater

MISCELLANEOUS

CAREER CONSULTATION	Career consultation services available to City employees. For information call the Human Resources Department, Talent Acquisition Division at (602) 495-5703.
EMPLOYEE SUGGESTION PROGRAM	Cash up to $16,667 and other awards are given for suggestions that improve City operations and services by saving money, and/or increasing productivity, quality, employee morale, or safety. For information, call the Human Resources Department, HR Connection Center at (602) 495-5700 or visit https://employee.phoenix.gov/org-dev-learning/employee-suggestion-program (A.R. 2.27)

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JOB INFORMATION	Jobs currently open for recruitment, job titles and descriptions, rates of pay, and benefits information are available at phoenix.gov/employment.
PARKING	Low-cost parking available to car-pools and van-pools in downtown area. Other spaces available on first-come, first-served basis with cost comparable to other similarly-located lots. Call the Ace Parking Office at (602) 534-8182.

This Compensation and Benefits Reference Guide is meant to serve as a summary reference tool only. The language of the applicable documents noted below shall prevail regarding the subjects contained herein.

Applicable Documents

· Administrative Regulations
· City Manager Letters
· Management Procedures
· Meet & Confer Ordinance
· Meet & Discuss Ordinance
· Pay Ordinance
· Pay Plan
· PERB Rules & Regulations
· Personnel Department Letters
· Personnel Rules