

## Benefit Summary

BENEFIT	AFSCME	UNREPRESENTED	IAFF	IAFF- BCs	CHIEF OFFICERS	CHIEF
<b>Term</b>	1/1/2023-12/31/2025	Extended by Resolution effective 1/1/2024 to 12/31/2024	6/24/2023 - 6/30/2026	1/1/2023 - 12/31/2023	Extended by Resolution effective 1/1/2024 to 12/31/2024	2/7/2022 - 6/30/2027
<b>Salary Adjustment</b>	1/1/2023: 4% 1/1/2024: 3.5% 1/1/2025: 3.5%	1/1/2024: 4.5%	40 & 56 hour: 7/1/2023: 5.0% 7/1/2024: 4.0% 7/1/2025: 3.0%	Creation of 5 steps	1/1/2024: 4.5%	Based on Board recommendation
<b>Special Compensation</b>	1. Career Development - Associates 2.5%, Bachelors 5.0% 2. Notary Public Pay - 1- \$15/document, 2- 2.5% (ends 1/1/25) 3. Working Out of Class - 5% or 10%, see MOU for eligibility	Working Out of Class - No more than 10%	1. Acting Pay - Adjutant \$3/hr, Captain \$5/hr, BC \$7/hr, Fire Marshal \$8/hr 2. Adjutant - 8% of step 2 Fire Engineer 3. Bilingual Pay - \$275/month 4. Education Incentive - see MOU for details: Bachelors 5% Associates 2% 5. EMT - 5% of top step Fire Engineer	Working Out of Class - No more than 10%	Working Out of Class - No more than 10%	N/A
<b>Residency Stipend</b>	30 driving miles from 170 Middlefield- \$300/month	30 driving miles from 170 Middlefield- \$250/month	60 driving miles from 300 Middlefield- \$500/month	Driving miles from 170 Middlefield 10 miles - \$1000/month 20 miles - \$800/month 30 miles - \$600/month	Driving miles from 170 Middlefield 10 miles - \$1000/month 20 miles - \$800/month 30 miles - \$600/month	Within District boundaries - \$2000/month
<b>Uniform Allowance</b>	\$75/month or \$50/month- see MOU 4 District shirts	4 District shirts	\$37.50/per pay period	Reimbursement up to \$900/year	Reimbursement up to \$900/year	Reimbursement up to \$900/year
<b>Tool Allowance</b>	\$200/month for Mechanic and Fleet Supervisor ending 7/1/2023	N/A	N/A	N/A	N/A	N/A
<b>Backfill and Deployment Stipend</b>	N/A	N/A	N/A	1.5 x the hourly mid-point of the range	1.5 x hourly mid-point of the range	N/A

## Benefit Summary

BENEFIT	AFSCME	UNREPRESENTED	IAFF	IAFF- BCs	CHIEF OFFICERS	CHIEF
<b>Holiday In-Lieu Pay</b>	N/A	N/A	56 hour - 144 hours/year (hourly rate for holiday pay = base pay + bilingual pay + education pay + EMT or paramedic pay + adjutant pay) 40 hour - N/A	56 hour - 144 hours/year (hourly rate for holiday pay = base)	56 hour - 144 hours/year (hourly rate for holiday pay = base) 40 hour - N/A	N/A
<b>Medical 2024</b>	Café Plan contribution - up to \$2,000.00/month (based on enrollment) EE: \$1,000.00/month EE+1: \$1,500.00/month Family: \$2,000.00/month	Café Plan contribution - up to \$2,994.00/month (based on enrollment) EE: \$1,152/month EE+1: \$2,303.00/month Family: \$2,994.00/month	100% of Kaiser Family Bay Area Rate - up to \$2,655.67/month	Café Plan contribution - up to \$2,703.07/month (based on enrollment) EE: \$1,039.64/month EE+1: \$2,079.28/month Family: \$2,703.07/month	Café Plan contribution - up to \$2,994.00/month (based on enrollment) EE: \$1,152/month EE+1: \$2,303.00/month Family: \$2,994.00/month	Café Plan contribution - up to \$2,703.07/month (based on enrollment) EE: \$1,039.64/month EE+1: \$2,079.28/month Family: \$2,703.07/month
<b>Medical Waiver</b>	\$2,000/month cash only for grandfathered employees	Up to \$700/month for eligible benefits under the Flexible Benefits Plan	Up to \$1,100/month for eligible benefits under the Flexible Benefits Plan	Up to \$700/month for eligible benefits under the Flexible Benefits Plan	Up to \$700/month for eligible benefits under the Flexible Benefits Plan	Up to \$700/month for eligible benefits under the Flexible Benefits Plan
<b>Basic Life Insurance</b>	\$100,000 employer paid - \$23/month Additional life insurance optional at employee expense or part of café allocation.	\$100,000 employer paid - \$23/month Additional life insurance optional at employee expense or part of café allocation.	Optional at employee expense eligible as part of café allocation.	\$100,000 employer paid - \$23/month Additional life insurance optional at employee expense or part of café allocation.	\$100,000 employer paid - \$23/month Additional life insurance optional at employee expense or part of café allocation.	\$100,000 employer paid - \$23/month Additional life insurance optional at employee expense or part of café allocation.
<b>Vision Insurance</b>	Optional employee paid or eligible as part of café allocation. EE: \$7.32/month EE+S: \$16.09/month EE+C: \$17.37/month Family: \$28.14/month	Optional employee paid or eligible as part of café allocation. EE: \$7.32/month EE+S: \$16.09/month EE+C: \$17.37/month Family: \$28.14/month	Optional employee paid or eligible as part of café allocation. EE: \$7.32/month EE+S: \$16.09/month EE+C: \$17.37/month Family: \$28.14/month	Optional employee paid or eligible as part of café allocation. EE: \$7.32/month EE+S: \$16.09/month EE+C: \$17.37/month Family: \$28.14/month	Optional employee paid or eligible as part of café allocation. EE: \$7.32/month EE+S: \$16.09/month EE+C: \$17.37/month Family: \$28.14/month	Optional employee paid or eligible as part of café allocation. EE: \$7.32/month EE+S: \$16.09/month EE+C: \$17.37/month Family: \$28.14/month
<b>FSA- Healthcare</b>	Optional up to \$500/year eligible as part of café allocation. 2024 limit: \$3,200/year pre-tax	Optional up to \$500/year eligible as part of café allocation. 2024 limit: \$3,200/year pre-tax	Optional up to \$500/year eligible as part of café allocation. 2024 limit: \$3,200/year pre-tax	Optional up to \$500/year eligible as part of café allocation. 2024 limit: \$3,200/year pre-tax	Optional up to \$500/year eligible as part of café allocation. 2024 limit: \$3,200/year pre-tax	Optional up to \$500/year eligible as part of café allocation. 2024 limit: \$3,200/year pre-tax
<b>FSA- Dependent Care</b>	Optional up to \$5,000/year eligible as part of café allocation 2024 limit: \$5,000/year post-tax	Optional up to \$5,000/year eligible as part of café allocation 2024 limit: \$5,000/year post-tax	Optional up to \$5,000/year eligible as part of café allocation 2024 limit: \$5,000/year post-tax	Optional up to \$5,000/year eligible as part of café allocation 2024 limit: \$5,000/year post-tax	Optional up to \$5,000/year eligible as part of café allocation 2024 limit: \$5,000/year post-tax	Optional up to \$5,000/year eligible as part of café allocation 2024 limit: \$5,000/year post-tax

## Benefit Summary

BENEFIT	AFSCME	UNREPRESENTED	IAFF	IAFF- BCs	CHIEF OFFICERS	CHIEF
<b>FSA- Commuter Benefits</b>	Available as payroll deduction at employee expense. 2024 transportation limit: \$315/month pre-tax 2024 parking limit: \$315/month pre-tax	Available as payroll deduction at employee expense. 2024 transportation limit: \$315/month pre-tax 2024 parking limit: \$315/month pre-tax	Available as payroll deduction at employee expense. 2024 transportation limit: \$315/month pre-tax 2024 parking limit: \$315/month pre-tax	Available as payroll deduction at employee expense. 2024 transportation limit: \$315/month pre-tax 2024 parking limit: \$315/month pre-tax	Available as payroll deduction at employee expense. 2024 transportation limit: \$315/month pre-tax 2024 parking limit: \$315/month pre-tax	Available as payroll deduction at employee expense. 2024 transportation limit: \$315/month pre-tax 2024 parking limit: \$315/month pre-tax
<b>LTD</b>	Employer Paid - Salary/\$100*\$.48	Employer Paid - Salary/\$100*\$.48	Eligible as part of café allocation \$29.50/month at employee expense	Employer Paid - Salary/\$100*\$.48	Employer Paid - Salary/\$100*\$.48	Employer Paid - Salary/\$100*\$.48
<b>SDI</b>	Non-Safety- Yes (employee paid)	Non-Safety- Yes (employee paid)	N/A	N/A	N/A	N/A
<b>PEHP</b>	\$250/month	\$625/month	\$675/month	\$1000/month	\$1000/month	\$1000/month
<b>Dental</b>	\$127/month + \$6/month admin fee District paid	\$127/month + \$6/month admin fee District paid	\$127/month + \$6/month admin fee District paid	\$127/month + \$6/month admin fee District paid	\$127/month + \$6/month admin fee District paid	\$127/month + \$6/month admin fee District paid
<b>EAP</b>	Sutter Health \$3.60/month - District paid	Sutter Health \$3.60/month - District paid	Sutter Health \$3.60/month - District paid	Sutter Health \$3.60/month - District paid	Sutter Health \$3.60/month - District paid	Sutter Health \$3.60/month - District paid
<b>CalPERS - Classic Members (Pre 1.1.2013) 24/25</b>	2.7% @ 55 Employee Contribution - 8.00% Single Highest Year Employer Rate - 16.87 Max Wages 2024: \$345,000	2.7% @ 55 Employee Contribution - 8.00% Single Highest Year Employer Rate - 16.87% Max Wages 2024: \$345,000	3% @50 Employee Contribution - 9.00% Additional Contribution to Employer - 3.00% Single Highest Year Employer Rate - 26.09% Max Wages 2024: \$345,000	3% @50 Employee Contribution - 9.00% Single Highest Year Employer Rate - 29.09% Max Wages 2024: \$345,000	3% @50 Employee Contribution - 9.00% Single Highest Year Employer Rate - 29.09% Max Wages 2024: \$345,000	3% @50 Employee Contribution - 9.00% Single Highest Year Employer Rate - 29.09% Max Wages 2024: \$345,000
<b>CalPERS - New Members (1.1.2013) 24/25</b>	2% @ 62 Employee Contribution - 8.25% Average of 3 highest years Employer Contribution - 8.00% Max Wages 2024: \$181,734	2% @ 62 Employee Contribution - 8.25% Average of 3 highest years Employer Contribution - 8.00% Max Wages 2024: \$181,734	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.50% Max Wages 2024: \$181,734	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.50% Max Wages 2024: \$181,734	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.50% Max Wages 2024: \$181,734	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.50% Max Wages 2024: \$181,734
<b>1959 CalPERS Survivor Benefit</b>	Indexed level- Employee cost \$2.75/month Employer cost: \$.50/month	Indexed level- Employee cost \$2.75/month Employer cost: \$.50/month	Indexed level- Employee cost \$2.75/month Employer cost: \$.50/month	Indexed level- Employee cost \$2.75/month Employer cost: \$.50/month	Indexed level- Employee cost \$2.75/month Employer cost: \$.50/month	Indexed level- Employee cost \$2.75/month Employer cost: \$.50/month

## Benefit Summary

BENEFIT	AFSCME	UNREPRESENTED	IAFF	IAFF- BCs	CHIEF OFFICERS	CHIEF
<b>Deferred Compensation</b>	457 pre-tax and post-tax options available as employee contribution by payroll deduction. 2024 limits: \$23,000/year	457 pre-tax and post-tax options available as employee contribution by payroll deduction. 2024 limits: \$23,000/year	457 pre-tax and post-tax options available as employee contribution by payroll deduction. 2024 limits: \$23,000/year	457 pre-tax and post-tax options available as employee contribution by payroll deduction. 2024 limits: \$23,000/year	457 pre-tax and post-tax options available as employee contribution by payroll deduction. 2024 limits: \$23,000/year	457 pre-tax and post-tax options available as employee contribution by payroll deduction. 2024 limits: \$23,000/year
<b>Education Savings Account</b>	529 post-tax options available as employee contribution by payroll deduction. 2024 limits: \$18,000/year	529 post-tax options available as employee contribution by payroll deduction. 2024 limits: \$18,000/year	529 post-tax options available as employee contribution by payroll deduction. 2024 limits: \$18,000/year	529 post-tax options available as employee contribution by payroll deduction. 2024 limits: \$18,000/year	529 post-tax options available as employee contribution by payroll deduction. 2024 limits: \$18,000/year	529 post-tax options available as employee contribution by payroll deduction. 2024 limits: \$18,000/year
<b>Holidays</b>	12 (120 hrs)	12 (120 hrs)	12 (120hrs) for 40-hour Fire Prevention employees 144 hours of holiday pay/year for 56-hour employees	12 (120hrs) for 40-hour employees 144 hours of holiday pay/year for 56-hour employees	12 (120hrs) for 40-hour employees 144 hours of holiday pay/year for 56-hour employees	12 (120 hrs)
<b>Floating Holidays</b>	2 (20hrs)	2 (20hrs)	2 (20 hrs) for 40-hour fire prevention employees	N/A	N/A	N/A
<b>Annual Leave</b>	0-36 months: 204 hrs 37-108 months: 252 hrs 109-156 months: 288 hrs 157-216 months: 300 hrs 217+ months: 324 hrs	0-36 months: 228 hrs 37-108 months: 288 hrs 109-156 months: 300 hrs 157-216 months: 312 hrs 217+ months: 348 hrs	56 hour: 0-36 months: 288 hrs 37-108 months: 360 hrs 109-156 months: 384 hrs 157-216 months: 408 hrs 217+ months: 432 hrs 40 hour: 0-36 months: 192 hrs 37-108 months: 240 hrs 109-156 months: 264 hrs 157-216 months: 276 hrs 217+ months: 300 hrs	56 hour: 0-36 months: 312 hrs 37-108 months: 396 hrs 109-156 months: 420 hrs 157-216 months: 444 hrs 217+ months: 480 hrs	56 hour: 0-36 months: 312 hrs 37-108 months: 396 hrs 109-156 months: 420 hrs 157-216 months: 444 hrs 217+ months: 480 hrs 40 hour: 0-36 months: 288 hrs 37-108 months: 312 hrs 109-156 months: 336 hrs 157-216 months: 348 hrs 217+ months: 372 hrs	372 hrs
<b>Union Dues</b>	\$50.34/month	N/A	IAFF - \$155/month MPFFA - \$83/month	IAFF - \$155/month MPFFA - \$83/month	MPFFA - \$83/month	N/A