

Benefit Summary

BENEFIT	AFSCME	UNREPRESENTED	IAFF	IAFF- BCs	CHIEF OFFICERS	CHIEF
Medical 2025	Café Plan contribution - up to \$3,039.04/month (based on enrollment) EE: \$1,168.86/month EE+1: \$2,337.72/month Family: \$3,039.04/month	Café Plan contribution - up to \$3,039.04/month (based on enrollment) EE: \$1,168.86/month EE+1: \$2,337.72/month Family: \$3,039.04/month	Café Plan contribution - up to \$2,815.01/month	Café Plan contribution - up to \$3,042.44/month (based on enrollment) EE: \$1,170.17/month EE+1: \$2,340.34/month Family: \$3,042.44/month	Café Plan contribution - up to \$3,039.04/month (based on enrollment) EE: \$1,168.86/month EE+1: \$2,337.72/month Family: \$3,039.04/month	Café Plan contribution - up to \$3,039.04/month (based on enrollment) EE: \$1,168.86/month EE+1: \$2,337.72/month Family: \$3,039.04/month
Medical Waiver	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 \$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
Basic Life Insurance	\$100,000 employer paid - \$24.90/month Additional life insurance optional at employee expense or part of café allocation.	\$100,000 employer paid - \$24.90/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 - \$24.90/month Additional life insurance optional at employee expense or part of café allocation.	\$100,000 employer paid - \$24.90/month Additional life insurance optional at employee expense or part of café allocation.	\$100,000 employer paid - \$24.90/month Additional life insurance optional at employee expense or part of café allocation.
Vision Insurance	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
FSA- Healthcare	Optional up to \$500/year eligible as part of café allocation. 2026 limit: \$3,400/year pre-tax	Optional up to \$500/year eligible as part of café allocation. 2026 limit: \$3,400/year pre-tax	Optional up to \$500/year eligible as part of café allocation. 2026 limit: \$3,400/year pre-tax	Optional up to \$500/year eligible as part of café allocation. 2026 limit: \$3,400/year pre-tax	Optional up to \$500/year eligible as part of café allocation. 2026 limit: \$3,400/year pre-tax	Optional up to \$500/year eligible as part of café allocation. 2026 limit: \$3,400/year pre-tax
FSA- Dependent Care	Optional up to \$5,000/year eligible as part of café allocation 2026 limit: \$7,500/year post-tax	Optional up to \$5,000/year eligible as part of café allocation 2026 limit: \$7,500/year post-tax	Optional up to \$5,000/year eligible as part of café allocation 2026 limit: \$7,500/year post-tax	Optional up to \$5,000/year eligible as part of café allocation 2026 limit: \$7,500/year post-tax	Optional up to \$5,000/year eligible as part of café allocation 2026 limit: \$7,500/year post-tax	Optional up to \$5,000/year eligible as part of café allocation 2026 limit: \$7,500/year post-tax
FSA- Commuter Benefits	Available as payroll deduction at employee expense. 2026 transportation limit: \$340/month pre-tax 2026 parking limit: \$340/month pre-tax	Available as payroll deduction at employee expense. 2026 transportation limit: \$340/month pre-tax 2026 parking limit: \$340/month pre-tax	Available as payroll deduction at employee expense. 2026 transportation limit: \$340/month pre-tax 2026 parking limit: \$340/month pre-tax	Available as payroll deduction at employee expense. 2026 transportation limit: \$340/month pre-tax 2026 parking limit: \$340/month pre-tax	Available as payroll deduction at employee expense. 2026 transportation limit: \$340/month pre-tax 2026 parking limit: \$340/month pre-tax	Available as payroll deduction at employee expense. 2026 transportation limit: \$340/month pre-tax 2026 parking limit: \$340/month pre-tax
LTD	Employer Paid - Salary/\$100*\$.48 up to \$190,000	Employer Paid - Salary/\$100*\$.48 up to \$190,000	Eligible as part of café allocation \$29.50/month at employee expense	Employer Paid - Salary/\$100*\$.48 up to \$190,000	Employer Paid - Salary/\$100*\$.48 up to \$190,000	Employer Paid - Salary/\$100*\$.48 up to \$190,000
SDI	Non-Safety- Yes (employee paid)	Non-Safety- Yes (employee paid)	N/A	N/A	N/A	N/A
PEHP	1/1/2026: \$325/month 1/1/2027: \$425/month 1/1/2028: \$525/month 1/1/2029: \$625/month	\$625/month	\$675/month	\$1000/month	\$1000/month	\$1000/month
Dental	\$132/month + \$6/month admin fee District paid	\$132/month + \$6/month admin fee District paid	\$132/month + \$6/month admin fee District paid	\$132/month + \$6/month admin fee District paid	\$132/month + \$6/month admin fee District paid	\$132/month + \$6/month admin fee District paid
EAP	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

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CalPERS - Classic Members (Pre 1.1.2013) 24/25	2.7% @ 55 Employee Contribution - 8.00% Single Highest Year Employer Rate - 17.02% Max Wages 2026: \$360,000	2.7% @ 55 Employee Contribution - 8.00% Single Highest Year Employer Rate - 17.02% Max Wages 2026: \$360,000	3% @50 Employee Contribution - 9.00% Additional Contribution to Employer - 3.00% Single Highest Year Employer Rate - 26.35% Max Wages 2026: \$360,000	3% @50 Employee Contribution - 9.00% Single Highest Year Employer Rate - 29.35% Max Wages 2026: \$360,000	3% @50 Employee Contribution - 9.00% Single Highest Year Employer Rate - 29.35% Max Wages 2026: \$360,000	3% @50 Employee Contribution - 9.00% Single Highest Year Employer Rate - 29.35% Max Wages 2026: \$360,000
CalPERS - New Members (1.1.2013) 25/26	2% @ 62 Employee Contribution - 8.25% Average of 3 highest years Employer Contribution - 8.27% Max Wages 2026: \$191,679	2% @ 62 Employee Contribution - 8.25% Average of 3 highest years Employer Contribution - 8.27% Max Wages 2026: \$191,679	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.96% Max Wages 2026: \$191,679	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.96% Max Wages 2026: \$191,679	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.96% Max Wages 2026: \$191,679	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.96% Max Wages 2026: \$191,679
1959 CalPERS Survivor Benefit	Indexed level- Employee cost \$3.00/month Employer cost: \$3.00/month	Indexed level- Employee cost \$3.00/month Employer cost: \$3.00/month	Indexed level- Employee cost \$3.00/month Employer cost: \$3.00/month	Indexed level- Employee cost \$3.00/month Employer cost: \$3.00/month	Indexed level- Employee cost \$3.00/month Employer cost: \$3.00/month	Indexed level- Employee cost \$3.00/month Employer cost: \$3.00/month
Deferred Compensation	457 pre-tax and post-tax options available as employee contribution by payroll deduction. 2026 limits: \$24,500/year	457 pre-tax and post-tax options available as employee contribution by payroll deduction. 2026 limits: \$24,500/year	457 pre-tax and post-tax options available as employee contribution by payroll deduction. 2026 limits: \$24,500/year	457 pre-tax and post-tax options available as employee contribution by payroll deduction. 2026 limits: \$24,500/year	457 pre-tax and post-tax options available as employee contribution by payroll deduction. 2026 limits: \$24,500/year	457 pre-tax and post-tax options available as employee contribution by payroll deduction. 2026 limits: \$24,500/year
Education Savings Account	529 post-tax options available as employee contribution by payroll deduction. 2026 limits: \$19,000/year	529 post-tax options available as employee contribution by payroll deduction. 2026 limits: \$19,000/year	529 post-tax options available as employee contribution by payroll deduction. 2026 limits: \$19,000/year	529 post-tax options available as employee contribution by payroll deduction. 2026 limits: \$19,000/year	529 post-tax options available as employee contribution by payroll deduction. 2026 limits: \$19,000/year	529 post-tax options available as employee contribution by payroll deduction. 2026 limits: \$19,000/year
Holidays	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)
Floating Holidays	2 (20hrs)	2 (20hrs)	2 (20 hrs) for 40-hour fire prevention employees	N/A	N/A	N/A
Annual Leave	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
Union Dues	\$50.34/month	N/A	IAFF - \$165/month MPFFA - \$83/month	IAFF - \$165/month MPFFA - \$83/month	MPFFA - \$83/month	N/A