

Benefit Summary

BENEFIT	AFSCME	UNREPRESENTED	IAFF	IAFF- BCs	CHIEF OFFICERS	CHIEF
Term	1/1/2026-6/30/2029	1/1/2026 - 12/31/2026	6/24/2023 - 6/30/2026	1/1/2024 - 12/31/2026	1/1/2026 - 12/31/2026	2/7/2022 - 6/30/2027
Salary Adjustment	1/1/2026: 4.0% 1/1/2027: 3.5% 1/1/2028: 2.0% 1/1/2029: 1.0%	1/1/2025: 3.17%	40 & 56 hour: 7/1/2023: 5.0% 7/1/2024: 4.0% 7/1/2025: 3.0%	1/1/2024: 3.0% 1/1/2025: 3.0% 1/1/2026: 3.0%	1/1/2025: 3.17% 1/1/2025: 1.59% - Deputy Fire Chief	Based on Board recommendation: 2/7/2022: \$320,000 7/19/2023: \$333,800 8/20/2024: \$367,180 7/01/2025: \$380,031 8/01/2026: \$392,078
Special Compensation	1. Career Development: Associates 2.5% Bachelors 5.0% 2. Notary Public Pay: \$15/document 3. Out of Class Pay: 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 - Associates 2%; Bachelors 5% 5. EMT - 5% of top step Fire Engineer 6. Paramedic - 13% of top step Fire Engineer 7. FLSA Pay - 3.33 hrs/pay period	Working Out of Class - No more than 10%	Working Out of Class - No more than 10%	N/A
Residency Stipend	60 driving miles from 170 Middlefield - \$300/month	30 driving miles from 170 Middlefield - \$300/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
Uniform Allowance	\$50/month - see MOU 4 District shirts at time of hire	4 District shirts at time of hire 2 shirts, 1 hat, 1 jacket every 3 years	\$37.50/per pay period	Reimbursement up to \$900/year	Reimbursement up to \$900/year	Reimbursement up to \$900/year
Tool Allowance	\$200/month for Mechanic I/II and Fleet Supervisor	N/A	N/A	N/A	N/A	N/A
Backfill and Deployment Stipend	N/A	N/A	N/A	1.5 x hourly mid-point of the range	1.5 x hourly mid-point of the range	N/A
Holiday In-Lieu Pay	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
Medical 2026	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 \$2,983.91/month	Café Plan contribution - up to \$3,354.16/month (based on enrollment) EE: \$1,290.06/month EE+1: \$2,580.12/month Family: \$3,354.16/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

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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
CalPERS - Classic Members (Pre 1.1.2013) 24/25	2.7% @ 55 Employee Contribution - 8.00% Single Highest Year Employer Rate - 17.01% Max Wages 2026: \$360,000	2.7% @ 55 Employee Contribution - 8.00% Single Highest Year Employer Rate - 17.01% Max Wages 2026: \$360,000	3% @ 50 Employee Contribution - 9.00% Additional Contribution to Employer - 3.00% Single Highest Year Employer Rate - 26.38% Max Wages 2026: \$360,000	3% @ 50 Employee Contribution - 9.00% Single Highest Year Employer Rate - 29.38% Max Wages 2026: \$360,000	3% @ 50 Employee Contribution - 9.00% Single Highest Year Employer Rate - 29.38% Max Wages 2026: \$360,000	3% @ 50 Employee Contribution - 9.00% Single Highest Year Employer Rate - 29.38% 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 - 8.24% Max Wages 2026: \$191,679	2% @ 62 Employee Contribution - 8.25% Average of 3 highest years Employer Contribution - 8.24% Max Wages 2026: \$191,679	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.86% Max Wages 2026: \$191,679	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.86% Max Wages 2026: \$191,679	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.86% Max Wages 2026: \$191,679	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.86% Max Wages 2026: \$191,679

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1959 CalPERS Survivor Benefit	Indexed level- Employee cost \$2.00/month Employer cost: \$1.50/month	Indexed level- Employee cost \$2.00/month Employer cost: \$1.50/month	Indexed level- Employee cost \$2.00/month Employer cost: \$1.50/month	Indexed level- Employee cost \$2.00/month Employer cost: \$1.50/month	Indexed level- Employee cost \$2.00/month Employer cost: \$1.50/month	Indexed level- Employee cost \$2.00/month Employer cost: \$1.50/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