

Benefit Summary

BENEFIT	AFSCME	UNREPRESENTED	IAFF	IAFF- BCs	CHIEF OFFICERS	CHIEF
Term	1/1/2023-12/31/2025	Extended by Resolution effective 1/1/2024 to 12/31/2024	6/24/2023 - 6/30/2026	1/1/2024 - 12/31/2026	Extended by Resolution effective 1/1/2024 to 12/31/2024	2/7/2022 - 6/30/2027
Salary Adjustment	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%	1/1/2024: 3.0% 1/1/2025: 3.0% 1/1/2026: 3.0%	1/1/2024: 4.5%	Based on Board recommendation: 2/7/2022: \$320,000 7/19/2023: \$333,800 8/20/2024: \$367,180
Special Compensation	1. Career Development - Associates 2.5% Bachelors 5.0% 2. Notary Public Pay - I- \$15/document II- 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 - Associates 2% Bachelors 5% 5. EMT - 5% of top step Fire Engineer 6. Paramedic - 13% of top step Fire Engineer 7. FLSA Pay- 3.17 hrs/pay period	Working Out of Class - No more than 10%	Working Out of Class - No more than 10%	N/A
Residency Stipend	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
Uniform Allowance	\$50-\$75/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 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

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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 2024	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 \$2,799.98/month (based on enrollment) EE: \$1,076.84/month EE+1: \$2,153.68/month Family: \$2,799.98/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 \$2,994.00/month (based on enrollment) EE: \$1,152/month EE+1: \$2,303.00/month Family: \$2,994.00/month
Medical 2025	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 \$2,815.01/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 \$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 \$2,994.00/month (based on enrollment) EE: \$1,152/month EE+1: \$2,303.00/month Family: \$2,994.00/month
Medical Waiver	\$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
Basic Life Insurance	\$100,000 employer paid - \$23/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. 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

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FSA- Dependent Care	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
FSA- Commuter Benefits	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
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	\$250/month	\$625/month	\$675/month	\$1000/month	\$1000/month	\$1000/month
Dental	\$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
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 - 16.94% Max Wages: \$345,000	2.7% @ 55 Employee Contribution - 8.00% Single Highest Year Employer Rate - 16.94% Max Wages: \$345,000	3% @50 Employee Contribution - 9.00% Additional Contribution to Employer - 3.00% Single Highest Year Employer Rate - 26.30% Max Wages: \$345,000	3% @50 Employee Contribution - 9.00% Single Highest Year Employer Rate - 29.30% Max Wages: \$345,000	3% @50 Employee Contribution - 9.00% Single Highest Year Employer Rate - 29.30% Max Wages: \$345,000	3% @50 Employee Contribution - 9.00% Single Highest Year Employer Rate - 29.30% Max Wages: \$345,000
CalPERS - New Members (1.1.2013) 24/25	2% @ 62 Employee Contribution - 8.25% Average of 3 highest years Employer Contribution - 8.18% Max Wages 2024: \$181,734	2% @ 62 Employee Contribution - 8.25% Average of 3 highest years Employer Contribution - 8.18% Max Wages 2024: \$181,734	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.72% Max Wages 2024: \$181,734	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.72% Max Wages 2024: \$181,734	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.72% Max Wages 2024: \$181,734	2.7% @ 57 Employee Contribution - 14.50% Average of 3 highest years Employer Contribution - 14.72% Max Wages 2024: \$181,734
1959 CalPERS Survivor Benefit	Indexed level- Employee cost \$2.95/month Employer cost: \$2.95/month	Indexed level- Employee cost \$2.95/month Employer cost: \$2.95/month	Indexed level- Employee cost \$2.95/month Employer cost: \$2.95/month	Indexed level- Employee cost \$2.95/month Employer cost: \$2.95/month	Indexed level- Employee cost \$2.95/month Employer cost: \$2.95/month	Indexed level- Employee cost \$2.95/month Employer cost: \$2.95/month

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Deferred Compensation	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
Education Savings Account	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
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	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	372 hrs
Union Dues	\$50.34/month	N/A	IAFF - \$155/month MPFFA - \$83/month	IAFF - \$155/month MPFFA - \$83/month	MPFFA - \$83/month	N/A