

Benefit	IAFF	AFSCME	CHIEFS	Unrepresented
Union Dues	IAFF: \$117/month MPFFA: \$67/month	\$43.90/month	MPFFA: \$67/month	N/A
Contract/ Comp Plan	6/24/2018-6/23/2023	7/1/2020-12/31/2020	7/10/2018 - 1/1/2022	7/10/2018 - 1/1/2022
Salary Table Adjustments	40 & 56 hour: 6/24/18: 3% 7/2019: 3% 7/2020: 3% 7/2021: 1.5% 1/2022: 1.5% 7/2022: 2%	1/9/2018: 3% 1/9/2019: 3% 1/9/2020: 3%	7/9/2018- 3% 1/9/2019- 1.5% 7/1/2019- 1.5% 1/1/2020- 3% 1/1/2021- 3%	7/9/2018- 3% 1/9/2019- 1.5% 7/1/2019- 1.5% 1/1/2020- 3% 1/1/2021- 3%
MEDICAL 2021	CalPERS Medical 100% of Kaiser Family Bay Area Rate: \$2,115.46 (Cash back limited to \$200/month)	CalPERS Medical Café Plan contribution: \$2000	CalPERS Medical Café Plan contribution: Family: \$2000 EE +1: \$1630 EE: \$1000	CalPERS Medical Café Plan contribution: Family: \$2000 EE +1: \$1630 EE: \$1000
WAIVE MEDICAL	\$1100/month (2018) \$600/month (2019) + stipends \$400/month (2020) \$200/month (2021) \$0/month (2022)	\$2000/month 401(a)		
EAP	Sutter Health \$3.45/month - District paid	Sutter Health \$3.45/month - District paid	Sutter Health \$3.45/month - District paid	Sutter Health \$3.45/month - District paid
DENTAL	\$122/month + (\$6/month admin fee) District paid	\$122/month + (\$6/month admin fee) District paid	\$122/month + (\$6/month admin fee) District paid	\$122/month + (\$6/month admin fee) District paid
RESIDENCY STIPEND	1/2019: \$400 (per month) 1/2020: \$500 (per month)	30 mile radius \$250 (per month)	Battalion Chiefs (56 hour shift w/in 30 miles): \$600 Chief Officers (40 hour non-shift): 10 miles: \$1000 (per month) 20 miles: \$800 (per month) 30 miles: \$600 (per month)	30 mile radius \$250 (per month)
PEHP	7/2019: \$525/month 7/2020: \$575/month 7/2021: \$625/month 7/2022: \$675/month	\$250/month	1/2018: \$442/month 1/2019: \$525/month 1/2020: \$575/month 1/2021: \$625/month	\$250/month
CalPERS- Classic Members (Pre-2013)	3% @50 Employee Contribution: 9% Additional Contribution to Employer: 3% Single Highest Year Employer Rate: 20.654%	2.7% @ 55 Employee Contribution: 8% Single Highest Year Employer Rate: 13.182%	3% @50 Employee Contribution: 9% Single Highest Year Employer Rate: 23.654%	2.7% @ 55 Employee Contribution: 8% Single Highest Year Employer Rate: 13.182%

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CalPERS- New Members (Post-2013)	2.7 @ 57% Employee Contribution: 12.75% Average of 3 highest years Employer Contribution: 13.786%	2% @ 62 Employee Contribution: 6.75% Average of 3 highest years Employer Contribution: 6.985%	2.7 @ 57% Employee Contribution: 12.75% Average of 3 highest years Employer Contribution: 13.786%	2% @ 62 Employee Contribution: 6.75% Average of 3 highest years Employer Contribution: 6.985%
Annual Leave	56 hour: 1-36 months: 288 hrs 37-108 months: 360 hrs 109-156 months: 384 hrs 157-216 months: 408 hrs 217+ months: 432 hrs 40 hour: 1-36 months: 192 hrs 37-108 months: 240 hrs 109-156 months: 264 hrs 157-216 months: 276 hrs 217+ months: 300 hrs	1-36 months: 204 hrs 37-108 months: 252 hrs 109-156 months: 288 hrs 157-216 months: 300 hrs 217+ months: 324 hrs	56 hour: 1-36 months: 312 hrs 37-108 months: 396 hrs 109-156 months: 420 hrs 157-216 months: 444 hrs 217+ months: 480 hrs 40 hour: 1-36 months: 288 hrs 37-108 months: 312 hrs 109-156 months: 336 hrs 157-216 months: 348 hrs 217+ months: 372 hrs	1-36 months: 228 hrs 37-108 months: 288 hrs 109-156 months: 300 hrs 157-216 months: 312 hrs 217+ months: 348 hrs
HOLIDAYS	12	12	12	12
FLOATING HOLIDAYS	2	2	N/A	2
Holiday In-Lieu Pay	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	N/A	56 hour: 144 hours/year (hourly rate for holiday pay = base pay) 40 hour: N/A	N/A
Specialty Pay	Bilingual Pay: \$150/mo Acting Pay: Captain- \$9/hr BC- \$14/hr Adjutant- \$7/hr Fire Marshal- \$8/hr Premium Pays: EMT- 3% of top step Fire Engineer 7/2020- 4% of top step Fire Engineer 7/2021- 5% of top step Fire Engineer Paramedic- 11% of top step Fire Engineer 7/2020- 12% of top step Fire Engineer 7/2021- 13% of top step Fire Engineer Adjutant- 8% of bottom step Fire Engineer 7/2021- 8% of step 2 Fire Engineer Education: Bachelors- 3% See MOU for details	Career Development Pay: Associates- 2.5% Bachelors- 5.0% Notary Public Pay: 1- \$10/document 2- 2.5% Working Out of Class: 10% See MOU for classification eligibility	N/A	Working Out of Class: no more than 10%

Benefit	IAFF	AFSCME	CHIEFS	Unrepresented
UNIFORM ALLOWANCE	\$37.50/per pay period	\$75/month for Mechanic, Fleet Supervisor, Pub Ed Officer, Emergency Services Specialist \$50/month for all other classifications	2 uniforms	4 District shirts
Tool Allowance	N/A	\$200/mo <i>See MOU for classification eligibility</i>	N/A	N/A
LTD	\$29.00/mo at employee expense	Employer Paid- Salary/\$100*\$.46 Non-Safety- Yes (employee paid)	Employer Paid- Salary/\$100*\$.46	Employer Paid- Salary/\$100*\$.46 Non-Safety- Yes (employee paid)
SDI	N/A		N/A	
BASIC LIFE INSURANCE	Optional at employee expense	\$100,000 employer paid- \$21.60/month	\$100,000 employer paid- \$21.60/month	\$100,000 employer paid- \$21.60/month
DEPLOYMENT PAY			Battalion Chief: \$2500/day (full shift) \$105/hr (partial shift) Division Chief or higher: \$2800/day (full day) \$117/hr (partial shift)	