

Benefit Summary

BENEFIT	AFSCME	UNREPRESENTED	IAFF	CHIEF OFFICERS	CHIEF
Term	1/1/2021-12/31/2022	Extended by Resolution effective 1/1/2022 to undetermined term	6/24/2018-6/23/2023	Extended by Resolution effective 1/1/2022 to undetermined term	2/7/2022-6/30/2025
Salary Adjustment	1/2022: 3%	1/2022: 3% 1/2023: 2.5-3% based off CPI	40 & 56 hour: 1/2022: 1.5% 7/2022: 2%	1/2022: 3% 1/2023: 2.5-3% based off CPI	Based on Board recommendation
Special Compensation	1. Career Development - Associates 2.5%, Bachelors 5.0% 2. Notary Public Pay - 1- \$10/document, 2- 2.5% 3. Working Out of Class - 10%, see MOU for eligibility	Working Out of Class - No more than 10%	1. Acting Pay - Adjutant \$7/hr, Captain \$9/hr, BC \$14/hr., Fire Marshal \$8/hr 2. Adjutant- 8% of step 2 Fire Engineer 3. Bilingual Pay - \$150/month 4. Education Incentive - Bachelors 3%, see MOU for details 5. EMT- 5% of top step Fire Engineer 6. Paramedic- 13% of top step Fire Engineer	Working Out of Class - No more than 10%	N/A
Residency Stipend	30 mile radius from 170 Middlefield - \$250/month	30 driving miles from 170 Middlefield- \$250/month	60 air miles from 300 Middlefield - \$500/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	\$75/month for Mechanic, Fleet Supervisor, Pub Ed Officer \$50/month for all other classifications 4 District shirts	4 District shirts	\$37.50/per pay period	Reimbursement up to \$900/year	Reimbursement up to \$900/year

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Tool Allowance	\$200/month, See MOU for eligibility	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	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) 40 hour - N/A	N/A
Medical	Café Plan contribution - up to \$2000.00/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 \$2700.48/month (based on enrollment) EE: \$1,038.65/month EE+1: \$2,077.29/month Family: \$2,700.48/month	100% of Kaiser Family Bay Area Rate - up to \$2,228.36/month	Café Plan contribution - up to \$2700.48/month (based on enrollment) EE: \$1,038.65/month EE+1: \$2,077.29/month Family: \$2,700.48/month	Café Plan contribution - up to \$2700.48/month (based on enrollment) EE: \$1,038.65/month EE+1: \$2,077.29/month Family: \$2,700.48/month
Medical Waiver	\$2000/month cash only for grandfathered employees	Up to \$700/month for eligible benefits under the Flexible Benefits Plan	No cash. Can use Health Benefit Allowance towards 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 - \$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.

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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
FSA- Healthcare	Optional up to \$500/year eligible as part of café allocation. 2022 limit: \$2,850/year pre-tax	Optional up to \$500/year eligible as part of café allocation. 2022 limit: \$2,850/year pre-tax	Optional up to \$500/year eligible as part of café allocation. 2022 limit: \$2,850/year pre-tax	Optional up to \$500/year eligible as part of café allocation. 2022 limit: \$2,850/year pre-tax	Optional up to \$500/year eligible as part of café allocation. 2022 limit: \$2,850/year pre-tax
FSA- Dependent Care	Optional up to \$5000/year eligible as part of café allocation 2022 limit: \$5,000/year post-tax	Optional up to \$5000/year eligible as part of café allocation 2022 limit: \$5,000/year post-tax	Optional up to \$5000/year eligible as part of café allocation 2022 limit: \$5,000/year post-tax	Optional up to \$5000/year eligible as part of café allocation 2022 limit: \$5,000/year post-tax	Optional up to \$5000/year eligible as part of café allocation 2022 limit: \$5,000/year post-tax
FSA- Commuter Benefits	Available as payroll deduction at employee expense. 2022 transportation limit: \$280/month pre-tax 2022 parking limit: \$280/month pre-tax	Available as payroll deduction at employee expense. 2022 transportation limit: \$280/month pre-tax 2022 parking limit: \$280/month pre-tax	Available as payroll deduction at employee expense. 2022 transportation limit: \$280/month pre-tax 2022 parking limit: \$280/month pre-tax	Available as payroll deduction at employee expense. 2022 transportation limit: \$280/month pre-tax 2022 parking limit: \$280/month pre-tax	Available as payroll deduction at employee expense. 2022 transportation limit: \$280/month pre-tax 2022 parking limit: \$280/month pre-tax
LTD	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
SDI	Non-Safety- Yes (employee paid)	Non-Safety- Yes (employee paid)	N/A	N/A	N/A
PEHP	\$250/month	\$625/month	7/2021 - \$625/month 7/2022 - \$675/month	\$1000/month	\$1000/month
Dental	\$122/month + \$6/month admin fee District paid	\$127/month + \$6/month admin fee District paid	\$122/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

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CalPERS - Classic Members (Pre 1.1.2013)	2.7% @ 55 Employee Contribution - 8% Single Highest Year Employer Rate - 14.87%	2.7% @ 55 Employee Contribution - 8% Single Highest Year Employer Rate - 14.87%	3% @50 Employee Contribution - 9% Additional Contribution to Employer - 3% Single Highest Year Employer Rate - 22.59%	3% @50 Employee Contribution - 9% Single Highest Year Employer Rate - 25.59%	3% @50 Employee Contribution - 9% Single Highest Year Employer Rate - 25.59%
CalPERS - New Members (1.1.2013)	2% @ 62 Employee Contribution - 7.25% Average of 3 highest years Employer Contribution - 7.73%	2% @ 62 Employee Contribution - 7.25% Average of 3 highest years Employer Contribution - 7.73%	2.7 @ 57% Employee Contribution - 13.75% Average of 3 highest years Employer Contribution - 13.98%	2.7 @ 57% Employee Contribution - 13.75% Average of 3 highest years Employer Contribution - 13.98%	2.7 @ 57% Employee Contribution - 13.75% Average of 3 highest years Employer Contribution - 13.98%
Deferred Compensation	457 pre-tax and post-tax options available as payroll deduction at employee expense. 2022 limits: \$20,500/year	457 pre-tax and post-tax options available as payroll deduction at employee expense. 2022 limits: \$20,500/year	457 pre-tax and post-tax options available as payroll deduction at employee expense. 2022 limits: \$20,500/year	457 pre-tax and post-tax options available as payroll deduction at employee expense. 2022 limits: \$20,500/year	457 pre-tax and post-tax options available as payroll deduction at employee expense. 2022 limits: \$20,500/year
Education Savings Account	529 post-tax options available as payroll deduction at employee expense. 2022 limits: \$20,500/year	529 post-tax options available as payroll deduction at employee expense. 2022 limits: \$20,500/year	529 post-tax options available as payroll deduction at employee expense. 2022 limits: \$20,500/year	529 post-tax options available as payroll deduction at employee expense. 2022 limits: \$20,500/year	529 post-tax options available as payroll deduction at employee expense. 2022 limits: \$20,500/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 (120 hrs)
Floating Holidays	2 (20hrs)	2 (20hrs)	2 (20 hrs)for 40-hour fire prevention employees	N/A	N/A

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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 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 - \$136/month MPFFA - \$77.50/month	Division Chief & Deputy Chief: MPFFA - \$77.50/month Battalion Chiefs: IAFF - \$136/month MPFFA - \$77.50/month	N/A