

Benefit	IAFF	AFSCME	CHIEFS	Unrepresented
Union Dues	IAFF: \$113/month MPFFA: \$67/month	\$43.90/month	MPFFA: \$67/month (optional)	n/a
Contract/ Comp Plan	7/9/2014 - 6/23/2018	1/9/2015 - 1/8/2018	7/19/2016 - 7/9/2017	7/19/2016 - 7/9/2017
Salary Table Adjustments	56 hour: 7/9/2015: 3% 7/9/2016: 3% 7/9/2017: 3% 40 hour: 7/9/2015: 6% 7/9/2016: 6% 7/9/2017: 3%	1/9/2015: 5% equity adjustment (certain classes) 1/9/2016: 3% 1/9/2017: 3%	7/9/17- 3%	7/9/17- 3%
MEDICAL	PEMHCA contribution: \$128 (2017) 90% of Kaiser Family Bay Area Rate: \$1600.94 (2017)  Max Contribution \$1728.94	PEMHCA contribution: \$128 (2017) 90% of Kaiser Family Bay Area Rate: \$1600.94 (2017)  Max Contribution \$1728.94	PEMHCA contribution: \$128 (2017) Café Plan contribution: \$1650 (2017)  Max Contribution \$1778	PEMHCA contribution: \$128 (2017) Café Plan contribution: \$1650 (2017)  Max Contribution \$1778
WAIVE MEDICAL	\$1100/month	90% of Kaiser Family Bay Area Rate: \$1600.94/month	\$1400/month	\$1400/month
EAP	Sutter Health \$1.33/month - District paid	Sutter Health \$1.33/month - District paid	Sutter Health \$1.33/month - District paid	Sutter Health \$1.33/month - District paid
DENTAL	\$122/month + (\$5/month admin fee)	\$122/month + (\$5/month admin fee)	\$122/month + (\$5/month admin fee)	\$122/month + (\$5/month admin fee)
RESIDENCY STIPEND	7/9/2014: \$150 (per month) 7/9/2015: \$200 (per month) 7/9/2016: \$250 (per month) 7/9/2017: \$300 (per month) 60 mile radius	1/9/2015: \$100 (per month) 1/9/2016: \$200 (per month) 1/9/2017: \$250 (per month) 30 mile radius	<b>Battalion Chiefs</b> (56 hour shift w/in 30 miles): \$600 <b>Chief Officers</b> (40 hour non-shift): 10 miles: \$1000 (per month) 20 miles: \$800 (per month) 30 miles: \$600 (per month)	10/9/2015: \$100 (per month) 7/9/2016: \$200 (per month) 7/9/2017: \$250 (per month) 30 mile radius
PEHP	\$442/month	\$250/month	\$442/month	\$250/month
CalPERS- Classic Members (Pre-2013)	3% @50 Employee Contribution: 9% Additional Contribution to Employer: 3% Single Highest Year Employer Rate: 18.23% (21.23%-3%)	2.7% @ 55 Employee Contribution: 8% Single Highest Year Employer Rate: 11.634%	3% @50 Employee Contribution: 9% Single Highest Year Employer Rate: 21.23%	2.7% @ 55 Employee Contribution: 8% Single Highest Year Employer Rate: 11.634%
CalPERS- New Members (Post-2013)	2.7 @ 57% Employee Contribution: 12.25% Average of 3 highest years Employer Contribution: 12.821%	2% @ 62 Employee Contribution: 6.25% Average of 3 highest years Employer Contribution: 6.555%	2.7 @ 57% Employee Contribution: 12.25% Average of 3 highest years Employer Contribution: 12.821%	2% @ 62 Employee Contribution: 6.25% Average of 3 highest years Employer Contribution: 6.555%

Benefit	IAFF	AFSCME	CHIEFS	Unrepresented
<b>Annual Leave</b>	56 hour: 1-3 yrs: 288 hrs 4-9 yrs: 360 hrs 10-13 yrs: 384 hrs 14-18 yrs: 408 hrs 19+ yrs: 432 hrs 40 hour: 1-3 yrs: 192 hrs 4-9 yrs: 240 hrs 10-13 yrs: 264 hrs 14-18 yrs: 276 hrs 19+ yrs: 300 hrs	1-3 yrs: 204 hrs 4-9 yrs: 252 hrs 10-13 yrs: 278 hrs 14-18 yrs: 288 hrs 19+ yrs: 312 hrs	Non Shift: 1-3 yrs: 288 hrs 4-9 yrs: 312 hrs 10-13 yrs: 336 hrs 14-18 yrs: 348 hrs 19+ yrs: 372 hrs Shift: 1-3 yrs: 312 hrs 4-9 yrs: 396 hrs 10-13 yrs: 420 hrs 14-18 yrs: 444 hrs 19+ yrs: 480 hrs	1-3 yrs: 228 hrs 4-9 yrs: 288 hrs 10-13 yrs: 300 hrs 14-18 yrs: 312 hrs 19+ yrs: 348 hrs
<b>Annual Leave Cash Out</b>	56 hour: On 12/23, anything greater than 720 hrs is paid out in January. 40 hour: On 12/23, anything greater than 320 hrs is paid out in January.	On 12/23, anything greater than 500 hrs is paid out in January.	On 12/23, anything greater than 720 hrs is paid out in January.	On 12/23, anything greater than 500 hrs is paid out in January.
<b>HOLIDAYS</b>	12	11	12	12
<b>FLOATING HOLIDAYS</b>	2	2	N/A	2
<b>Holiday In-Lieu Pay</b>	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
<b>Specialty Pay</b>	Bilingual Pay: \$150/mo Acting Pay: Captain- \$9/hr BC- \$14/hr Adjutant- \$7/hr Fire Marshal- \$6/hr Premium Pays: EMT- 3% top step of Engineer Paramedic- 11% to step Engineer Adjutant- 8% 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	Training Battalion Chief: \$7,000/yr stipend	Working Out of Class: no more than 10%

<b>Benefit</b>	<b>IAFF</b>	<b>AFSCME</b>	<b>CHIEFS</b>	<b>Unrepresented</b>
<b>UNIFORM ALLOWANCE</b>	\$75/month	\$75/month for Mechanic and Fleet Supervisor \$50/month for all other classifications	2 uniforms	4 District shirts
<b>Tool Allowance</b>	N/A	\$200/month <i>See MOU for classification eligibility</i>	N/A	N/A
<b>LTD</b>	\$25.75/month at employee expense	\$25.75/month + CSFA Membership + MPFFA Fee District pays \$28.50	\$25.75/mo at employee expense	N/A
<b>SDI</b>	N/A	Yes- (employer paid)	N/A	Yes- (employee paid)
<b>BASIC LIFE INSURANCE</b>	Optional at employee expense	\$25,000 Additional is optional at employee expense	\$25,000 Additional is optional at employee expense	\$25,000 Additional is optional at employee expense
<b>DEPLOYMENT PAY</b>			<b>Battalion Chief:</b> \$2300/day ( <i>full shift</i> ) \$1150/day ( <i>partial shift</i> ) <b>Division Chief or higher:</b> \$2575/day ( <i>full day</i> ) \$1287.50/day ( <i>partial shift</i> )	