

	Police	Fire	Public Safety Mid Management	Miscellaneous	Mid-Management	Unrepresented
<b>Contract Date</b>	January 1, 2022 through December 31, 2025	January 1, 2026 through December 31, 2028	January 1, 2022 through December 31, 2025	January 1, 2026 through December 31, 2028	January 1, 2026 through December 31, 2028	September 1, 2024 through December 31, 2028 <b>Pilot Program</b>
<b>CalPERS Formulas</b>	<b>NON-SAFETY</b> CLASSIC 2.7% @ 55 PEPRA 2% @ 62 <b>SAFETY</b> CLASSIC 3% @ 50 PEPRA 2.7% @ 57	<b>NON-SAFETY</b> CLASSIC 2.7% @ 55 PEPRA 2% @ 62 <b>SAFETY</b> CLASSIC 3% @ 50 PEPRA 2.7% @ 57	<b>CLASSIC</b> 3% @ 50 PEPRA 2.7% @ 57	<b>CLASSIC</b> 2.7% @ 55 PEPRA 2% @ 62	<b>CLASSIC</b> 2.7% @ 55 PEPRA 2% @ 62	<b>NON-SAFETY</b> CLASSIC 2.7% @ 55 PEPRA 2% @ 62 <b>SAFETY</b> CLASSIC 3% @ 50 PEPRA 2.7% @ 57
<b>CalPERS Contribution Percentages (effective July 1, 2025)</b>	<b>CLASSIC</b> City 27.38%   EE 9% <b>PEPRA</b> City 13.99%   EE 13.75%	<b>CLASSIC</b> City 27.38%   EE 9% <b>PEPRA</b> City 13.99%   EE 13.75%	<b>CLASSIC</b> City 27.38%   EE 9% <b>PEPRA</b> City 13.99%   EE 13.75%	<b>CLASSIC</b> City 27.38%   EE 8% <b>PEPRA</b> City 12.22%   EE 7.25%	<b>CLASSIC</b> City 12.22%   EE 8% <b>PEPRA</b> City 12.22%   EE 7.25%	<b>NON-SAFETY</b> CLASSIC City 12.22%   EE 8% PEPRA City 12.22%   EE 7.25% <b>SAFETY</b> CLASSIC City 27.38%   EE 9% PEPRA City 13.99%   EE 13.75%
<b>Sick Leave Pay Out (Retirement, Death, Position Abolition)</b>	<b>CASH</b> <b>+20 years</b> = Lesser of 50% Balance or 600 hours <b>&lt;20 years</b> = Lesser of 50% Balance or 480 hours	<b>VEBA</b> <b>All Vacation + Comp, Plus +20 years</b> = Lesser of 50% Balance or 864 hours <b>&lt;20 years</b> = Lesser of 50% Balance or 720 hours	<b>CASH</b> <b>+20 years</b> = Lesser of 50% Balance or 800 hours <b>&lt;20 years</b> = Lesser of 50% Balance or 600 hours	<b>VEBA</b> <b>+20 years</b> = Lesser of 50% Balance or 600 hours <b>&lt;20 years</b> = Lesser of 50% Balance or 480 hours	<b>VEBA</b> <b>+20 years</b> = Lesser of 50% Balance or 800 hours <b>&lt;20 years</b> = Lesser of 50% Balance or 600 hours	<b>CASH</b> <b>+20 years</b> = Lesser of 50% Balance or 800 hours <b>&lt;20 years</b> = Lesser of 50% Balance or 600 hours
<b>Sick Leave Service Credit Conversion</b>	(Sworn only) Remaining sick leave hours converted to 8-hour days as service credit	(Sworn only) Remaining sick leave hours converted to 8-hour days as service credit	(Sworn only) Remaining sick leave hours converted to 8-hour days as service credit	X	X	(Sworn only) Remaining sick leave hours converted to 8-hour days as service credit
<b>Medical/Vision/Dental/Prescription Insurance (Monthly Cost)</b>						
<b>\$10/\$20 Prescription Co-Pay Plan</b>						
<b>Employee only</b>	City Pays \$2730.00 Employee Pays \$403.00	City Pays \$2730.00 Employee Pays \$403.00	City Pays \$2730.00 Employee Pays \$403.00	City Pays \$2730.00 Employee Pays \$403.00	City Pays \$2730.00 Employee Pays \$403.00	City Pays \$2730.00 Employee Pays \$403.00
<b>Employee + Family</b>	City Pays \$2700.12 Employee Pays \$432.88	City Pays \$2700.12 Employee Pays \$432.88	City Pays \$2700.12 Employee Pays \$432.88	City Pays \$2700.12 Employee Pays \$432.88	City Pays \$2700.12 Employee Pays \$432.88	City Pays \$2700.12 Employee Pays \$432.88
<b>100% Prescription Coverage Plan</b>						
<b>Employee only</b>	City Pays \$2872.50 Employee Pays \$450.50	City Pays \$2872.50 Employee Pays \$450.50	City Pays \$2872.50 Employee Pays \$450.50	City Pays \$2872.50 Employee Pays \$450.50	City Pays \$2872.50 Employee Pays \$450.50	City Pays \$2872.50 Employee Pays \$450.50
<b>Employee + Family</b>	City Pays \$2842.62 Employee Pays \$480.38	City Pays \$2842.62 Employee Pays \$480.38	City Pays \$2842.62 Employee Pays \$480.38	City Pays \$2842.62 Employee Pays \$480.38	City Pays \$2842.62 Employee Pays \$480.38	City Pays \$2842.62 Employee Pays \$480.38
<b>Opt-Out Benefit</b>						
	City Pays \$1163.05 Employee Gets \$498.45 Employee cost: \$0	City Pays \$1163.05 Employee Gets \$498.45 Employee cost: \$0	City Pays \$1163.05 Employee Gets \$498.45 Employee cost: \$0	City Pays \$1163.05 Employee Gets \$498.45 Employee cost: \$0	City Pays \$1163.05 Employee Gets \$498.45 Employee cost: \$0	City Pays \$1163.05 Employee Gets \$498.45 Employee cost: \$0
<b>Worker's Compensation Insurance</b>						
<b>Life Insurance + AD&amp;D</b>	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)
<b>LTD Insurance</b>	City cost: 0.423% per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423% per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423% per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423% per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423% per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423% per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)
<b>Medicare Tax</b>	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
<b>Social Security Tax</b>	\$0	\$0	\$0	\$0	\$0	\$0
<b>Time Off</b>						
<b>Vacation</b>	10-23 days	56-hr: 6 - 11.33 shifts/year or 144 - 272 hrs/year 40-hr: 96 - 181 hrs/year	56-hr: 6 - 11.33 shifts/year or 144 - 272 hrs/year 40-hr: 80 - 184 hrs/year	10-23 days	10-23 days	General Leave 24-31 days
<b>Sick Leave</b>	12 days	56-hr: 144 hrs/year 40-hr: 96 hrs/year	56-hr: 144 hrs/year 40-hr: 96 hrs/year	12 days	12 days	
<b>Holidays</b>	14.5 days	56-hr: 7.27 shifts/year (174.48 hrs/year) paid 40-hr: 14.5 days/year (116 hrs/year) paid	56-hr: 7.27 shifts/year (174.48 hrs/year) paid 40-hr: 14.5 days/year (116 hrs/year) paid	10 days + 4.5 days personal leave bank	10 days + 4.5 days personal leave bank	12 days
<b>Management Leave</b>	0	0	0 Police Lieutenant 80 hours Police Captain 80 hours Unlimited Annual Buyout	0	80 hours Annual Buyout 80 hours	80 hours (unrep-2 ONLY) 100 hours (unrep-1 ONLY)
<b>Other Benefits</b>						
<b>Deferred Compensation Program</b>	No City contribution	No City contribution	No City contribution	City contributes a matching amount of up to \$300 per year calculated on biweekly basis	City matches up to 0.5% of employee's salary on biweekly basis	See Unrepresented Compensation Plan
<b>Personal and Professional Spending Account</b>	\$0	\$0	\$0 (unless otherwise approved in City budget)	\$0	\$500 per fiscal year	\$500 for Unrep-2, \$2000 for unrep-1
<b>Vehicle Allowance</b>	\$0	\$0	\$0	\$0	\$0	\$5408 per year (unrep-1 ONLY)
<b>Tuition Reimbursement</b>	100% up to San Francisco State University tuition rate (Employees hired after 03/13/2018 MOU Ratification: 100% up to SFSU part-time tuition rate)	100% up to San Francisco State University <b>part-time</b> tuition rate	100% up to San Francisco State University <b>part-time</b> tuition rate	100% up to San Francisco State University <b>part-time</b> tuition rate	100% up to San Francisco State University <b>part-time</b> tuition rate	\$5500 annual reimbursement
<b>Certificate/Education Incentive Pay</b>	<b>Sworn</b> 4% POST Intermediate 8.5% POST Intermediate and Advanced  <b>All</b> 3% AA/AS 6% BA/BS  <b>8.5% max</b>	4% BA/BS 2% MA/MS Related Fire Certs (see MOU) 0.5 to 3.5%  <b>7.5% max</b>	<b>Police Sergeant Only</b> 4% POST Intermediate (with or without AA/AS) 7% POST Advanced (with or without AA/AS) 3% AA/AS 6% BA/BS 8.5% BA/BS with POST Advanced  <b>8.5% max</b>	<b>WASTEWATER + STREETS &amp; STORMWATER DIVISION</b> <b>MAX 9%</b> - Up to 3% CWEA and 4% Water Distribution/Treatment Certificates. <b>APPLICATOR SPRAY CERTIFICATION</b> \$50/month for employees assigned to spraying duties <b>CLASS B \$150/month</b>	None	None
<b>Bilingual Incentive Pay</b>	2.5% of salary	2.5% of salary	2.5% of salary	2.5% of salary Effective 7/1/2017, new employees receiving benefit must be certified as using language skill in course of job duties	2.5% of salary Effective 7/1/2017, new employees receiving benefit must be certified as using language skill in course of job duties	\$1,690 annually (unrep-1 ONLY), 2.5% of salary (unrep-2 and unrep-3 ONLY) Effective 7/1/2017, new employees receiving benefit must be certified as using language skill in course of job duties
<b>Uniform Allowance</b>	\$950/year	\$850/year	\$950/year	X	X	Police and Fire ONLY: \$950/year
<b>Employee Home Loan Assistance Program</b>	Lower of up to \$140,000 or 20% of home's purchase price	Lower of up to \$140,000 or 20% of home's purchase price	Lower of up to \$140,000 or 20% of home's purchase price	Lower of up to \$140,000 or 20% of home's purchase price	Lower of up to \$140,000 or 20% of home's purchase price	Lower of up to \$140,000 or 20% of home's purchase price
<b>Employee Assistance</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>Flexible Spending</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>Credit Union</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>Recreation and Aquatic Center Membership</b>	X	X	X	Yes	Yes	Yes