



City of Alameda  
2026 Summary of Employee Benefits/Contact Provisions\*\*  
All Safety Groups

BENEFIT CATEGORIES	APOA	APMA	AFCA	IAFF
	Alameda Police Officer’s Association	Alameda Police Manager’s Association	Alameda Fire Chief’s Association	International Association of Firefighters, Local 689
CONTACT EXPIRATION	June 30, 2027		December 31, 2025	
COMPENSATION	<u>Wage Adjustments:</u> <ul style="list-style-type: none"><li>Wage increases for 2025 will be based upon the BRI from fiscal year 2023-2024 and 2024-2025, with a minimum increase of 1% and a maximum of 5.0%. The minimum 1% increase to base wages will take effect the first full pay period after July 1, 2025. Following the finalization of BRI calculations in September 2025, but no later than September 30, 2025, any additional increase to base wages will be implemented retroactively to the first full pay period following July 1, 2025.</li><li>Wage increases for 2026 will be based upon the BRI from fiscal year 2024-2025 and 2025-2026, with a minimum increase of 1% and a maximum of 5.0%. The minimum 1% increase to base wages will take effect the first full pay period after July 1, 2026. Following the finalization of BRI calculations in September 2026, but no later than September 30, 2026, any additional increase to base wages will be implemented retroactively to the first full pay period following July 1, 2026.</li></ul>		<u>Wage Adjustments:</u> <ul style="list-style-type: none"><li>3.0% effective January 2, 2022</li><li>3.0% effective January 1, 2023</li><li>3.0% effective January 14, 2024</li><li>3.0% effective January 12, 2025</li></ul>	<u>Wage Adjustments:</u> <ul style="list-style-type: none"><li>2.0% effective January 2, 2022</li><li>2.0% effective January 1, 2023</li><li>4.0% effective January 28, 2024</li><li>4.0% effective July 14, 2024</li><li>3.0% effective January 12, 2025</li><li>2.5% effective July 13, 2025 – except for Battalion Chiefs</li></ul>
	<u>Equity Adjustments</u> – During the contract equity adjustments will be made for the following classifications: <ul style="list-style-type: none"><li>Police Sergeant</li></ul>	<u>Equity Adjustments</u> – During the contract equity adjustments will be made for the following classifications: <ul style="list-style-type: none"><li>Police Lieutenant</li><li>Police Captain</li></ul>		

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MEDICAL	CalPERS Health  <u>2026 City Contribution Rates (Monthly)</u> EE only: \$1,503.59 2-party: \$2,425.61 Family: \$2,978.82 Waiver of Coverage: \$230			
DENTAL	Delta Dental PPO  <u>2026 Rate – City Paid (Monthly)</u> \$153.70  <u>Benefit Summary</u> \$2,600 pp/yr. \$2,500 pp ortho life 90% cost coverage for basic services 80% cost coverage for major service 50% ortho cost coverage			
VISION	VSP  <u>2026 Rates – City &amp; Employee Paid – 50/50 Split (Monthly)</u> EE only: \$7.80   (\$3.90 + \$3.90) 2-party: \$15.10   (\$7.55 + \$7.55) Family: \$24.00   (\$12 + \$12)  <u>Benefit Summary</u> WellVision Eye Exam: \$10 copay (once every 12 months) Contact Lens Exam: Up to \$60 copay (once every 12 months) Retinal Screening: Up to \$39 copay (As needed) *Prescription Lenses: \$25 copay for lenses (once every 12 months) *Frames: \$25 copay. \$150 allowance. (once every 24 months)  *Terms and restrictions apply. There may be an additional cost for premium addons. See Evidence of Coverage for more details.			

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LIFE, ACCIDENTAL DEATH & DISMEMBERMENT	Voya Financial  <u>2026 Benefit &amp; Rate – City Paid</u> \$50,000 Basic Life and AD&D policy: \$8.45/month	<u>2026 Benefit &amp; Rate – City Paid</u> \$100,000 Basic Life and AD&D policy: \$16.90/month		<u>2026 Benefit &amp; Rate – City Paid</u> \$50,000 Basic Life and AD&D policy: \$8.45/month
	Option to purchase additional coverage up to \$500,000 for employees, \$100,000 for spouse/domestic partner and \$10,000 for children			
IRS SECTION 125 REIMBURSEMENT ACCOUNTS – FSA	WEX  Voluntary pre-tax employee contributions for health care, dependent care, and commuter (mass transit/parking) expenses up to IRS limits			
EMPLOYEE ASSISTANCE PROGRAM	Concern EAP  <u>2026 Benefit &amp; Rate – City Paid</u> 10 visits per issue per year: \$4.53/month per employee  Available to employees and their eligible dependents			
PARENTAL LEAVE	Per Applicable State and Federal Law.			In addition to leave per applicable State and Federal law, employees may receive up to 24 hours leave during the period surrounding the birth of a child
RETIREMENT PLAN - CALPERS	<u>Classic Members (Employees hired on or before 12/31/2012)</u> <ul style="list-style-type: none"><li>Pension Formula: 3% @50</li><li>City Contribution: 14.72%</li><li>Employee Contribution: 15% (9% + 6% EE cost share)</li><li>Final Compensation: Single highest year</li></ul> <u>PEPRA Members (Employees hired on or after 01/01/2013)</u> <ul style="list-style-type: none"><li>Pension Formula: 2.7% @57</li><li>City Contribution: 20.30%</li><li>Employee Contribution: 12.25%</li><li>Final Compensation: Average of the three highest consecutive years</li></ul> <u>All Members</u> 3rd Level of 1959 Survivor Benefits Post Retirement Survivor Allowance – Including After Remarriage Service Credit for Unused Sick Leave Service Credit for Eligible Military Leave  <u>Social Security</u> City employees <b>do not</b> contribute to Social Security. See form SSA-1945			

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RETIREE MEDICAL	CalPERS Health  <u>Employees hired on or before June 7, 2011</u> The City will reimburse the retiree up to Bay Area Blue Shield 2-party rate, less the PEMHCA minimum, for the retiree and their spouse at the time of retirement <ul style="list-style-type: none"><li>- Must retire with no less than 5 years of service and within 120 days of separation</li></ul> <u>Employees hired after June 7, 2011</u> The City will reimburse the retiree up to Bay Area Blue Shield 1-party rate, less the PEMHCA minimum <ul style="list-style-type: none"><li>- Must retire with no less than 10 years of service and within 120 days of separation</li></ul>			
RETIREE DENTAL	Delta Dental PPO  <u>Employees hired on or before June 7, 2011</u> The City will cover the cost for the retiree and their spouse at the time of retirement <ul style="list-style-type: none"><li>- Must retire with no less than 5 years of service and within 120 days of separation</li><li>- Additional dependents may be covered at the expense of the retiree</li></ul> <u>Employees hired after June 7, 2011</u> The City will cover the cost for the retiree <ul style="list-style-type: none"><li>- Must retire with no less than 10 years of service and within 120 days of separation</li><li>- Additional dependents may be covered at the expense of the retiree</li></ul> <div>2025 Rate – City Paid (Monthly) \$69.00  Benefit Summary \$2,600 pp/yr. \$2,500 pp ortho life 90% cost coverage for basic services 80% cost coverage for major service 50% ortho cost coverage</div>			
SUPPLEMENTAL RETIREMENT & OTHER POST EMPLOYMENT BENEFITS TRUST	<u>401(a)(h)</u> EEs hired after 06/07/2011 will contribute 2.0% of their base salary.  <u>OPEB Trust</u> EEs hired on or before 06/07/2011 will contribute 4.0% of the top step base <u>firefighter (AFCA, IAFF)</u> or <u>police officer (APOA, APMA)</u> salary.  EEs hired after 06/07/2011 will contribute 2.0% of the top step base <u>firefighter (AFCA, IAFF)</u> or <u>police officer (APOA, APMA)</u> salary.			
457 DEFERRED COMPENSATION	N/A	After 1 year of service, the City will contribute 1% base salary for employees who contribute at least 0.5% of their base salary	N/A	

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VACATION	Years of Service	40hr Week				40hr Week				56hr week			
		Annual Accrual		Vacation Cap		Annual Accrual		Vacation Cap		Annual Accrual		Vacation Cap	
	0	80	Hrs	160	Hrs	80	Hrs	160	Hrs	144	Hrs	288	Hrs
	1	88	Hrs	168	Hrs	80	Hrs	160	Hrs	144	Hrs	288	Hrs
	2	96	Hrs	176	Hrs	80	Hrs	160	Hrs	144	Hrs	288	Hrs
	3	104	Hrs	184	Hrs	80	Hrs	160	Hrs	144	Hrs	288	Hrs
	4	144	Hrs	224	Hrs	120	Hrs	200	Hrs	144	Hrs	288	Hrs
	5	152	Hrs	232	Hrs	128	Hrs	208	Hrs	216	Hrs	360	Hrs
	6	160	Hrs	240	Hrs	128	Hrs	208	Hrs	216	Hrs	360	Hrs
	7	168	Hrs	248	Hrs	136	Hrs	216	Hrs	216	Hrs	360	Hrs
	8	176	Hrs	256	Hrs	136	Hrs	216	Hrs	216	Hrs	360	Hrs
	9	184	Hrs	264	Hrs	144	Hrs	224	Hrs	216	Hrs	360	Hrs
	10	184	Hrs	264	Hrs	144	Hrs	224	Hrs	216	Hrs	360	Hrs
	11	192	Hrs	272	Hrs	152	Hrs	232	Hrs	216	Hrs	360	Hrs
	12	192	Hrs	272	Hrs	152	Hrs	232	Hrs	216	Hrs	360	Hrs
	13	200	Hrs	280	Hrs	160	Hrs	240	Hrs	216	Hrs	360	Hrs
	14	208	Hrs	288	Hrs	168	Hrs	248	Hrs	216	Hrs	360	Hrs
	15	216	Hrs	296	Hrs	176	Hrs	256	Hrs	288	Hrs	432	Hrs
	16	232	Hrs	312	Hrs	192	Hrs	272	Hrs	288	Hrs	432	Hrs
	17	248	Hrs	328	Hrs	208	Hrs	288	Hrs	288	Hrs	432	Hrs
	18	248	Hrs	328	Hrs	208	Hrs	288	Hrs	288	Hrs	432	Hrs
	19	264	Hrs	344	Hrs	224	Hrs	304	Hrs	288	Hrs	432	Hrs
	20	264	Hrs	344	Hrs	224	Hrs	304	Hrs	312	Hrs	456	Hrs
	21	264	Hrs	344	Hrs	224	Hrs	304	Hrs	312	Hrs	456	Hrs
	23	280	Hrs	360	Hrs	240	Hrs	320	Hrs	312	Hrs	456	Hrs
	24	280	Hrs	360	Hrs	240	Hrs	320	Hrs	336	Hrs	480	Hrs
	25+	280	Hrs	360	Hrs	240	Hrs	320	Hrs	336	Hrs	480	Hrs
Employees may not accrue vacation hours above the cap without written authorization on from the City Manager.													

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VACATION SELL BACK	N/A	EEs may elect to sell back up to 1 week (40 hours based on EE's standard work week) of vacation annually  EEs who have completed at least 15 years of service may elect to sell back up to 2 weeks (80 hours based on EE's standard work week) of vacation annually  (See MOU §17.4 for details)	N/A	
HOLIDAYS	<u>Holiday in Lieu:</u> 6.92521% of regular salary	<u>Holiday in Lieu:</u> 7.502% of regular salary	<u>10 Observed Holidays</u> <ul style="list-style-type: none"><li>• New Year's Day</li><li>• Martin Luther King, Jr. Day</li><li>• Presidents Day</li><li>• Memorial Day</li><li>• Independence Day</li><li>• Labor Day</li><li>• Veteran's Day</li><li>• Thanksgiving Day</li><li>• Day After Thanksgiving</li><li>• Christmas Day</li></ul>	<u>40hr EEs</u> 11 Observed holidays OR <u>56hr EEs</u> Holiday in Lieu: 6.92521% of their regular salary
	<u>1 Floating Holiday</u> (Hours commensurate with Employees Workday schedule. Floating Holiday awarded after 12 month of service)	N/A	<u>3 Floating Holidays</u>	<u>2 Floating Holidays</u> *40hr per week EEs only
COMP TIME	May accrue up to 80 hours of comp time	N/A		May accrue up to 144 hours of comp time but may take no more than 72 hours of comp time off in any month
REMOTE WORK	N/A		Eligible employees may work remotely up to 50% of their schedule, as approved by their supervisor, on a case-by-case basis	N/A

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SICK LEAVE	96 Hours Annually (0.0462 Hours Accrued Per Hour)			<u>40hr EEs</u> 96 Hours Annually (0.0462 Hours Accrued Per Hour)  <u>56hr EEs</u> 144 Hours Annually (0.0495 Hours Accrued Per Hour)
SICK LEAVE INCENTIVE	N/A		If no sick leave is used during the 12-month calendar year, the employee is awarded:	
	N/A		10 hours of leave	<u>40hr EEs</u> 10 hours of leave  <u>56hr EEs</u> 24 hours of leave
CAREER & EDUCATION INCENTIVE	EE's receive one of the following as it corresponds to their level of education:  - Level 1: \$2,500 annually for an Intermediate Post Certificate OR - Level 2: 4.0% of base hourly rate per pay period for an Advanced POST Certificate + \$1,000 OR - Level 3: 6.0% of base hourly rate per pay period for a bachelor's degree OR - Level 4: 7.0% of base hourly rate per pay period for a master's degree  (See MOU §11.11 for details)	N/A		<u>Career Development Incentive*</u> - Level 1: 4.0% of base salary - Level 2: Level 1 + Additional 4.0% - Level 3: Level 2 + Additional 5.0%  *Percentages are compounding. MOU Sec 25.4  <u>Paramedic &amp; Paramedic Assistant</u> EEs with valid certificates receive one of the following: - Paramedic Assistant: 4.0% of the top step firefighter salary OR - Paramedic: 12.5% of base salary  (See MOU §25.11 for details)
PHYSICAL FITNESS INCENTIVE	40 hours of leave granted for successful completion of physical fitness program		N/A	

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EDUCATION REIMBURSEMENT	N/A		Reimbursement of registration and fees for California State Office of the Fire Marshal, Chief Fire Officer Curriculum	Up to \$1,250 per fiscal year
RETENTION PAY	Level 1 - 5 yrs: 1.5% of base + holiday-in-lieu Level 2 - 10 Yrs: Level 1 + Additional 1.5% Level 3 - 15 Yrs: Level 2 + Additional 4.0% Level 4 - 20 Yrs: Level 3 + Additional 5.0%  *Percentages are compounding. See MOU §11.9	Level 1 - 10 Years: 3.0% of base + holiday-in-lieu Level 2 - 15 Years: Level 1 + Additional 4.0% Level 3 - 20 Years: Level 2 + Additional 5.0%  *Percentages are compounding. See MOU §11.3 *AFCA does not have holiday-in-lieu		N/A
MANAGEMENT INCENTIVE	N/A	<u>Management Incentive Pay</u> 7% of base salary	<u>Management Incentive Pay*</u> - Level 1: 4.5% of base + retention - Level 2-3: 5.0% of base + retention  *EEs can receive Level 1 and depending on classification, can receive either Level 2 or Level 3, but not both. *Percentages do not compound. See MOU §11.1	N/A
SPECIAL ASSIGNMENTS	<u>Field Training Officers</u> \$95 per day for the duration of the assignment  <u>Sergeant in Charge</u> \$50 per week stipend during an 18-week field training cycle  <u>Canine Handlers</u> 1.5x state minimum wage for off duty canine care.  <u>Court Time</u> EEs who are off duty and required to testify or attend a DA's conference will receive a minimum 6hrs of pay and 3hrs of comp time  (See MOU §26 for details)	N/A	<u>Paramedic Assistant</u> 4.0% of the top step firefighter salary when assigned  <u>Mutual Aid</u> 1.5x base hourly rate for EEs who are assigned and work mutual aid hours  Sec 26 Sec 12.6	<u>40hr Office Assignment</u> 17.5% of base salary  <u>Ambulance Differential</u> 7.5% of the top step firefighter salary  <u>CARE Team Differential</u> 9.5% of the top step firefighter salary  <u>Paramedic Preceptor</u> \$95 per shift when acting as a paramedic preceptor  <u>Fire Investigator</u> 10.75% of the top step firefighter salary  (See MOU §25 for details)

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STAND BY PAY	Paid 1/2 of regular rate per hour (Maximum of 12 consecutive hours)	N/A		
BILINGUAL PAY	Continuous: \$100 per month		Continuous: \$56 per month	Continuous: \$42 per month
	Situational: \$14.00/pay period, no more than once per pay period and no more than twice per month			
AUTO ALLOWANCE	N/A	City provided Vehicle. See MOUs for details: APMA §26.9   AFCA §26.9		N/A
MEAL ALLOWANCE	\$25 meal allowance when an employee works 4 or more hours of overtime consecutive to their regular shift (see MOU §26.10 for details)	N/A		
UNIFORM, EQUIPMENT & AUTO ALLOWANCE	<u>Uniform &amp; Equipment Allowance</u> <ul style="list-style-type: none"><li>July 1, 2025, increase to \$2,120.</li><li>January 1, 2026 increase to \$2,185</li><li>January 1, 2027 increase to \$2,250</li><li>\$750 initially for equipment</li><li>\$100 per year for equipment</li></ul>	<u>Uniform &amp; Equipment Allowance</u> <ul style="list-style-type: none"><li>July 1, 2025, increase to \$2,120.</li><li>January 1, 2026 increase to \$2,185</li><li>January 1, 2027 increase to \$2,250</li><li>\$750 initially for equipment</li></ul>	<u>Uniform Allowance</u> \$2,120 per year	<u>Uniform Allowance</u> \$2,120 per year
IMMINENT DEATH & FUNERAL LEAVE	3 or 5 days for the funeral of an immediate family member. See MOU Sec 19.6 for details.			<u>40hr per week EEs</u> 24hrs of paid time off for the funeral of an immediate family and 24hrs of sick leave use to be granted for the imminent death of an immediate family member  <u>56hr per week EEs</u> 48hrs of paid time off for the funeral of an immediate family and 48hrs of sick leave use to be granted for the imminent death of an immediate family member
CATASTROPHIC LEAVE	See MOU §19.7			See MOU §18.6
JURY DUTY	Hours paid for time served			Hours paid for time served and travel to and from court

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