



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

1

<b>BENEFIT CATEGORIES</b>	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> 3.0% effective January 2, 2022 3.0% effective January 1, 2023 3.0% effective January 14, 2024 3.0% effective January 12, 2025	<u>Wage Adjustments:</u> 2.0% effective January 2, 2022 2.0% effective January 1, 2023 4.0% effective January 28, 2024 4.0% effective July 14, 2024 3.0% effective January 12, 2025 2.5% effective July 13, 2025 – except for Battalion Chiefs	
	<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>		



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

2

BENEFIT CATEGORIES	APOA	APMA	AFCA	IAFF
<b>MEDICAL</b>	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			
<b>DENTAL</b>	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			
<b>VISION</b>	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)  <b>*Terms and restrictions apply. There may be an additional cost for premium addons. See Evidence of Coverage for more details.</b>			



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

3

BENEFIT CATEGORIES	APOA	APMA	AFCA	IAFF
<b>LIFE, ACCIDENTAL DEATH &amp; DISMEMBERMENT</b>	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				
<b>IRS SECTION 125 REIMBURSEMENT ACCOUNTS – FSA</b>	WEX  Voluntary pre-tax employee contributions for health care, dependent care, and commuter (mass transit/parking) expenses up to IRS limits			
<b>EMPLOYEE ASSISTANCE PROGRAM</b>	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			
<b>PARENTAL LEAVE</b>	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
<b>RETIREMENT PLAN - CALPERS</b>	<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		



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

BENEFIT CATEGORIES	APOA	APMA	AFCA	IAFF
<b>RETIREE MEDICAL</b>	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 - Must retire with no less than 5 years of service and within 120 days of separation  <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 - Must retire with no less than 10 years of service and within 120 days of separation			
<b>RETIREE DENTAL</b>	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 - Must retire with no less than 5 years of service and within 120 days of separation - Additional dependents may be covered at the expense of the retiree  <u>Employees hired after June 7, 2011</u> The City will cover the cost for the retiree - Must retire with no less than 10 years of service and within 120 days of separation - Additional dependents may be covered at the expense of the retiree		<u>2025 Rate – City Paid (Monthly)</u> \$69.00  <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	
<b>SUPPLEMENTAL RETIREMENT &amp; OTHER POST EMPLOYMENT BENEFITS TRUST</b>	<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) or 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) or police officer (APOA, APMA)</u> salary.			
<b>457 DEFERRED COMPENSATION</b>	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



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

<b>BENEFIT CATEGORIES</b>		APOA	APMA	AFCA				IAFF					
				40hr Week		40hr Week		56hr week					
<b>VACATION</b>	<b>Years of Service</b>	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 from the City Manager.



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

BENEFIT CATEGORIES	APOA	APMA	AFCA	IAFF
<b>VACATION SELL BACK</b>	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
<b>HOLIDAYS</b>	<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 Jing, 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
<b>COMP TIME</b>	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
<b>REMOTE WORK</b>	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



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

BENEFIT CATEGORIES	APOA	APMA	AFCA	IAFF
<b>SICK LEAVE</b>		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)
<b>SICK LEAVE INCENTIVE</b>	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
<b>CAREER &amp; EDUCATION INCENTIVE</b>	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%  <u>*Percentages are compounding. MOU Sec 25.4</u>  <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)
<b>PHYSICAL FITNESS INCENTIVE</b>	40 hours of leave granted for successful completion of physical fitness program		N/A	



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

BENEFIT CATEGORIES	APOA	APMA	AFCA	IAFF
<b>EDUCATION REIMBURSEMENT</b>	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
<b>RETENTION PAY</b>	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%  <b>*Percentages are compounding. See MOU §11.9</b>	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%  <b>*Percentages are compounding. See MOU §11.3</b> <b>*AFCA does not have holiday-in-lieu</b>		N/A
<b>MANAGEMENT INCENTIVE</b>	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  <b>*EEs can receive Level 1 and depending on classification, can receive either Level 2 or Level 3, but not both.</b> <b>*Percentages do not compound. See MOU §11.1</b>	N/A
<b>SPECIAL ASSIGNMENTS</b>	<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 EEIs 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)



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

BENEFIT CATEGORIES	APOA	APMA	AFCA	IAFF
<b>STAND BY PAY</b>	Paid 1/2 of regular rate per hour (Maximum of 12 consecutive hours)		N/A	
<b>BILINGUAL PAY</b>	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			
<b>AUTO ALLOWANCE</b>	N/A	City provided Vehicle. See MOUs for details: APMA §26.9   AFCA §26.9		N/A
<b>MEAL ALLOWANCE</b>	\$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	
<b>UNIFORM, EQUIPMENT &amp; AUTO ALLOWANCE</b>	<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
<b>IMMINENT DEATH &amp; FUNERAL LEAVE</b>	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
<b>CATASTROPHIC LEAVE</b>	See MOU §19.7			See MOU §18.6
<b>JURY DUTY</b>	Hours paid for time served			Hours paid for time served and travel to and from court