

**City of San Rafael - Benefits Summary by Bargaining Unit**  
**Rev. January 2026**

<b>COSR Employees</b>	<b>SEIU Local 1021</b>	<b>Professional Engineers</b>	<b>Confidential</b>	<b>Police</b>	<b>Police Mid-Management</b>	<b>Fire</b>	<b>Fire Chief Officers</b>	<b>Executives</b>	<b>Represented Mid-Management</b>	<b>Unrepresented Mid-Management</b>	<b>Elected City Clerk and City Attorney</b>	<b>City Council</b>
<b>BU Representation</b>	<b>SEIU Local 1021</b>	<b>WCE</b>	<b>PEU Local 1 (AFSCME)</b>	<b>SRPA</b>	<b>SRPMA</b>	<b>SRFA (IAFF Local 1775)</b>	<b>SRFCOA</b>	<b>Resolution 14596</b>	<b>SRMMEA</b>	<b>Resolution 14563</b>	<b>Resolution 14565</b>	<b>Ordinance No. 2038</b>
<b>Contract expiration</b>	<b>06/30/27</b>	<b>06/30/27</b>	<b>06/30/27</b>	<b>06/30/27</b>	<b>06/30/27</b>	<b>06/30/27</b>	<b>06/30/27</b>	<b>06/30/27</b>	<b>06/30/27</b>	<b>06/30/27</b>	<b>06/30/27</b>	<b>06/30/27</b>
<b>Health - Single</b>	\$ 998.00	\$ 998.00	\$ 998.00	\$ 998.00	\$ 998.00	\$ 998.00	\$ 998.00	\$ 998.00	\$ 998.00	\$ 998.00	\$ 998.00	\$ 998.00
<b>Health - 2-party</b>	\$ 1,995.00	\$ 1,995.00	\$ 1,995.00	\$ 1,995.00	\$ 1,995.00	\$ 1,995.00	\$ 1,995.00	\$ 1,995.00	\$ 1,995.00	\$ 1,995.00	\$ 1,995.00	\$ 1,995.00
<b>Health - Family</b>	\$ 2,620.00	\$ 2,620.00	\$ 2,620.00	\$ 2,620.00	\$ 2,620.00	\$ 2,620.00	\$ 2,620.00	\$ 2,620.00	\$ 2,620.00	\$ 2,620.00	\$ 2,620.00	\$ 2,620.00
<b>Inflator (annual)</b>	Up to 5% cost increase - ER Cost 6% - 10% cost increase - EE Cost 11% - 15% cost increase - EE/ER Cost 16%+ cost increase - reopener	Up to 5% cost increase - ER Cost 6% - 10% cost increase - EE Cost 11% - 15% cost increase - EE/ER Cost 16%+ cost increase - reopener	Up to 5% cost increase - ER Cost 6% - 10% cost increase - EE Cost 11% - 15% cost increase - EE/ER Cost 16%+ cost increase - reopener	Up to 5% cost increase - ER Cost 6% - 10% cost increase - EE Cost 11% - 15% cost increase - EE/ER Cost 16%+ cost increase - reopener	Up to 5% cost increase - ER Cost 6% - 10% cost increase - EE Cost 11% - 15% cost increase - EE/ER Cost 16%+ cost increase - reopener	Up to 5% cost increase - ER Cost 6% - 10% cost increase - EE Cost 11% - 15% cost increase - EE/ER Cost 16%+ cost increase - reopener	Up to 5% cost increase - ER Cost 6% - 10% cost increase - EE Cost 11% - 15% cost increase - EE/ER Cost 16%+ cost increase - reopener	Up to 5% cost increase - ER Cost 6% - 10% cost increase - EE Cost 11% - 15% cost increase - EE/ER Cost 16%+ cost increase - reopener	Up to 5% cost increase - ER Cost 6% - 10% cost increase - EE Cost 11% - 15% cost increase - EE/ER Cost 16%+ cost increase - reopener	Up to 5% cost increase - ER Cost 6% - 10% cost increase - EE Cost 11% - 15% cost increase - EE/ER Cost 16%+ cost increase - reopener	Up to 5% cost increase - ER Cost 6% - 10% cost increase - EE Cost 11% - 15% cost increase - EE/ER Cost 16%+ cost increase - reopener	Up to 5% cost increase - ER Cost 6% - 10% cost increase - EE Cost 11% - 15% cost increase - EE/ER Cost 16%+ cost increase - reopener
<b>Cash in Lieu</b>	\$300.00	\$300.00	\$300.00	\$300.00	No	\$300.00	\$300 for EEs hired into the union after 1/1/17 (\$760 for EEs hired into the union on or before 1/1/17)	EE Only Contribution	EE Only Contribution	EE Only Contribution	EE Only Contribution	n/a
<b>Dental</b>	\$172.24 (family)	\$172.24 (family)	\$172.24 (family)	\$172.24 (family)	\$172.24 (family)	\$172.24 (family)	\$172.24 (family)	\$172.24 (family)	\$172.24 (family)	\$172.24 (family)	\$172.24 (family)	\$172.24 (family)
<b>Vision</b>	\$5.28 (ee only)	\$5.28 (ee only)	\$5.28 (ee only)	\$5.28 (ee only)	\$5.28 (ee only)	n/a	n/a	\$12.67 (family)	\$12.67 (family)	\$12.67 (family)	\$12.67 (family)	\$12.67 (family)
<b>Life/AD&amp;D (.16 cents per \$1,000)</b>	\$20,000 Life \$20,000 AD&D Cost: \$.80/month	\$5,000 Life \$5,000 AD&D Cost: \$.80/month	\$5,000 Life \$5,000 AD&D Cost: \$.80/month	\$5,000 Life \$5,000 AD&D Cost: \$.80/month	\$150,000 Life \$150,000 AD&D Cost: \$24/month	\$5,000 Life \$5,000 AD&D Cost: \$.80/month	\$150,000 Life \$150,000 AD&D Cost: \$24/month	\$250,000 Cost: \$40/month	\$300,000 Cost: \$24/month	\$300,000 Cost: \$24/month	\$250,000 Cost: \$8/month	\$150,000 Cost: \$24/month
<b>LTD (add rate) (.38 cents per \$100 of coverage)</b>	Up to \$1,000 month (2/3 of \$1,500; \$5.70/mo)	Up to \$1,000 month (2/3 of \$1,500; \$5.70/mo)	Up to \$1,000 month (2/3 of \$1,500; \$5.70/mo)	EE receives \$100/year to pay for PORAC Plan	up to \$7,500/mo (2/3 of monthly salary up to \$11,250 of coverage)	Up to \$1,000 month (2/3 of \$1,500). May enroll in union plan at their own expense	up to \$7,500/month (\$11,250 of coverage) May enroll in union plan at their own expense	up to \$7,500/mo (2/3 of monthly salary up to \$11,250 of coverage)	up to \$7,500/mo (2/3 of monthly salary up to \$11,250 of coverage)	up to \$7,500/mo (2/3 of monthly salary up to \$11,250 of coverage)	up to \$7,500/mo (2/3 of monthly salary up to \$11,250 of coverage)	up to \$7,500/mo (2/3 of monthly salary up to \$11,250 of coverage)
<b>SDI</b>	Yes	Yes	Yes	No	No	No	No	No	Yes	Yes	No	No
<b>125 Flex Spending Account (EE option)</b>	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit
<b>Gym Reimbursement</b>	up to \$198/year	up to \$198/year	up to \$198/year	up to \$600/year	up to \$600/year	up to \$198/year	up to \$198/year	up to \$198/year	up to \$198/year	up to \$198/year	up to \$198/year	No
<b>Holidays</b>	12 + 1 floating days per year	12 + 1 floating days per year	12 + 1 floating days per year	13 days	13 days	13 days	13 days	12 + 1 floating days per year	12 + 1 floating days per year	12 + 1 floating days per year	n/a	n/a
<b>Overtime/CTO</b>	yes - 115 hrs	yes - 125 hrs	yes - 125hrs	yes - 200hrs	yes	yes	yes	no	no	no	n/a	n/a
<b>Administrative Leave</b>	2 days of Personal Leave per FY for Supervisory positions	n/a	5 days per calendar year	n/a	80 hours/year	n/a	10 days (75 hrs) for Admin BC. 5 Shifts (120 hours) for 56-hr BC	10 days per calendar year	10 days per calendar year	10 days per calendar year	n/a	n/a

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<b>BU Representation</b>	<b>SEIU Local 1021</b>	<b>WCE</b>	<b>PEU Local 1 (AFSCME)</b>	<b>SRPA</b>	<b>SRPMMA</b>	<b>SRFA (IAFF Local 1775)</b>	<b>SRFCOA</b>	<b>Resolution 14596</b>	<b>SRMMEA</b>	<b>Resolution 14563</b>	<b>Resolution 14565</b>	<b>Ordinance No. 2038</b>
<b>Vacation</b>	10 days/yr (75 hrs) for the first 3yrs	10 days/yr (75 hrs) for the first 3yrs	10 days/yr (75 hrs) for the first 3yrs	10 days/yr (80 hrs) for the first 3yrs	15 days/yr (120 hrs) for the first 5 yrs	5 Shifts/yr (120 hrs) for the first 3 yrs	7.5 Shifts/yr (180 hrs) for the first 5 yrs	15 days/yr for the first 5yrs.	15 days/yr for the first 5yrs.	15 days/yr for the first 5yrs.	n/a	n/a
<b>Vac Cash-in (requires City Mgr Approval)</b>	n/a	n/a	7 days (12 month)	7 days (12 month)	n/a	n/a	n/a	7 days (12 month)	n/a	7 days (12 month)	n/a	n/a
<b>Sick Leave</b>	12 days	12 days	12 days	12 days	12 days	12 days	12 days	12 days	12 days	12 days	n/a	n/a
<b>Sick Leave Pay Out</b>	3% per year of service, up to 600 hours	3% per year of service, up to 600 hours	3% per year of service, up to 600 hours	3% per year of service, up to 50% of accrued balance	3% per year of service, up to 50% of accrued balance	2% per year of service, up to 600 or 840 hours dependent upon work schedule	3% per year of service, up to 600 or 840 hours dependent upon work schedule	3% per year of service, up to 600 hours	3% per year of service, up to 50% of balance	3% per year of service, up to 50% of balance	n/a	n/a
<b>Service Credit for Sick Leave</b>	Option upon retirement for EEs hired prior to 7/1/09	Option upon retirement for EEs hired prior to 7/1/09	Option upon retirement for EEs hired prior to 7/1/09	Option upon retirement	Option upon retirement	Option upon retirement	Option upon retirement	Option upon retirement for EEs hired prior to 6/30/09	Option upon retirement for EEs hired prior to 6/30/09	Option upon retirement for EEs hired on or after 6/30/09	n/a	n/a
<b>Bereavement Leave (Paid)</b>	up to 5 days	up to 5 days	up to 5 days	up to 5 days	up to 5 days	up to 5 days/2 shifts dependent upon work schedule	up to 5 days/2 shifts dependent upon work schedule	up to 5 days	up to 5 days	up to 5 days	n/a	n/a
<b>Uniform Allowance (annual)</b>	\$315 for Maintenance Employees. \$445 for Emergency & Environmental Management Coordinators, Fire Inspectors, PEOs and Parking Maintenance staff.	none	none	Sworn: \$1,460/yr Non-Sworn: \$650/yr	\$1,770/yr	\$1,135/yr	\$1,610/yr	subject to employment agreement	\$545/yr	\$545/yr	n/a	n/a
<b>Boot Allowance</b>	\$400/FY (see MOU for eligible classifications)	Incl. Base Pay	none	none	none	\$160 every 2 yrs	\$160 every 2 yrs	none	none	none	n/a	n/a
<b>Car Allowance</b>	n/a	n/a	n/a	n/a	City vehicle may be provided	n/a	City vehicle provided	\$350/mo or use of a City vehicle	n/a	n/a	\$350	n/a
<b>Bilingual Pay</b>	up to \$250	up to \$250	up to \$250	Expert - 10% Full Flue - 5% Convers - 2.5%	Expert - 10% Full Flue - 5% Convers - 2.5%	up to \$250	up to \$250	no	up to \$250	up to \$250	no	no

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BU Representation	SEIU Local 1021	WCE	PEU Local 1 (AFSCME)	SRPA	SRPMMMA	SRFA (IAFF Local 1775)	SRFCOA	Resolution 14596	SRMMEA	Resolution 14563	Resolution 14565	Ordinance No. 2038
Educational Incentive	Reimbursement: Misc. Unit \$200/FY Childcare Unit \$300/FY Supervisor Unit \$225/FY	Reimbursement up to \$1,000/yr  2 Professional dev. days/yr	Incl. Base Pay	Sworn - 3% Interm POST 7.5% Adv POST  Dispatchers & Support Svcs Sup 3% - Interm POST 4% - Adv POST 5% - Records Sup	Incl. Base Pay  \$529 (Monthly) POST Mgmt Cert	2.5% Fire Science 5% AA 2.5% EMT	Incl. Base Pay	n/a	n/a	n/a	n/a	n/a
Longevity Pay	no	no	no	8yrs - 2.5% 12yrs - 5%	8yrs - 2.5% 12yrs - 5%	no	no	no	no	no	no	no
MCERA Formula for EEs who are at least 75% FTE (all other employees are enrolled in PARS)	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest years  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest years	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest years  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest years	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest years  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest years	<u>Tier 1 (hired prior to 7/1/2011):</u> 3% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 3% @ 55, Average of 3 highest yrs  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2.7% @ 57, Average of 3 highest yrs  *Non-safety members receive non-safety retirement formula (see SEIU)	<u>Tier 1 (hired prior to 7/1/2011):</u> 3% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 3% @ 55, Average of 3 highest yrs  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2.7% @ 57, Average of 3 highest yrs  *Non-safety members receive non-safety retirement formula (see SEIU)	<u>Tier 1 (hired prior to 7/1/2011):</u> 3% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 3% @ 55, Average of 3 highest yrs  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2.7% @ 57, Average of 3 highest yrs  *Non-safety members receive non-safety retirement formula (see SEIU)	<u>Tier 1 (hired prior to 7/1/2011):</u> 3% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 3% @ 55, Average of 3 highest yrs  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2.7% @ 57, Average of 3 highest yrs  *Non-safety members receive non-safety retirement formula (see SEIU)	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest years  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest years	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest years  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest years	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest years  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest years	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest years  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest years	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest years  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest years
MCERA Contribution Rates (FY 2025/26)	Tier 1 - 46.80% Tier 2 - 46.45% PEPRA (Tier 3) - 40.94%	Tier 1 - 46.80% Tier 2 - 46.45% PEPRA (Tier 3) - 40.94%	Tier 1 - 46.80% Tier 2 - 46.45% PEPRA (Tier 3) - 40.94%	NON-SAFETY: Tier 1 - 46.80% Tier 2 - 46.45% PEPRA (Tier 3) - 40.94% SAFETY: Tier 1 - 72.89% Tier 2 - 74.17% PEPRA (Tier 3) - 64.07%	Tier 1 - 72.89% Tier 2 - 74.17% PEPRA (Tier 3) - 64.07%	NON-SAFETY: Tier 1 - 45.08% Tier 2 - 44.97% PEPRA (Tier 3) - 39.02% SAFETY: Tier 1 - 73.41% Tier 2 - 72.57% PEPRA (Tier 3) - 64.07%	Tier 1 - 73.41% Tier 2 - 72.57% PEPRA (Tier 3) - 64.07%	Tier 1 - 46.80% Tier 2 - 46.45% PEPRA (Tier 3) - 40.94%	Tier 1 - 46.80% Tier 2 - 46.45% PEPRA (Tier 3) - 40.94%	Tier 1 - 46.80% Tier 2 - 46.45% PEPRA (Tier 3) - 40.94%	Tier 1 - 46.80% Tier 2 - 46.45% PEPRA (Tier 3) - 40.94%	Tier 1 - 46.80% Tier 2 - 46.45% PEPRA (Tier 3) - 40.94%
EE contribution towards ER cost	SEIU Child Care Unit Only - 1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%
PEPRA Employee Contribution Rate (Tier 1 & Tier 2 member % based on age of entry)	10.65%	10.65%	10.65%	Non-Safety - 10.65% Safety - 16.75%	16.75%	Non-Safety - 10.65% Safety - 16.75%	16.75%	10.65%	10.65%	10.65%	10.65%	10.65%
Deferred Comp (negotiated as part of offset of EE contribution to ER normal cost)	no	1% of pensionable compensation	1% of pensionable compensation + 1.06% of base pay	no	no	no	.83% of base salary	no	1.06% of base salary	1.06% of base salary	no	no

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*Benefits subject to change based on negotiations. Please refer to MOUs available online at <https://www.cityofsanrafael.org/employee-contracts/> for more information.*