

**City of San Rafael - Benefits Summary by Bargaining Unit**  
(as of December 2023)

COSR Employees	Child Care	SEIU General Unit	Professional Engineers	Confidential	Police	Police Mid-Management	Fire	Fire Chief Officers	Executives	Mid-Management	Elected City Clerk and City Attorney
BU Representation	SEIU Local 1021	SEIU Local 1021	WCE	PEU Local 1 (AFSCME)	SRPA	SRPMMA	SRFA (IAFF Local 1775)	SRFCOA	Resolution 14596	Resolution 14563	Resolution 14565
Contract expiration	10/31/24	06/30/24	06/30/24	06/30/24	06/30/24	6/30/2024	6/30/2024	6/30/2024	06/30/24	06/30/24	06/30/24
Next Scheduled Salary Increase	11/1/2023 - 3%						1/1/2024 Fire Engineer - 1.5% Firefighter-Paramedic & Fire Captain - 2%				
	Health & Wellness Benefits										
Health -Single	\$ 853.35	\$ 853.35	\$ 909.25	\$ 878.00	\$ 853.48	\$ 813.18	\$ 801.64	\$ 825.69	\$ 735.86	\$ 735.86	\$ 735.86
Health - 2-party	\$ 1,614.17	\$ 1,614.17	\$ 1,826.94	\$ 1,756.00	\$ 1,708.13	\$ 1,473.00	\$ 1,294.79	\$ 1,321.09	\$ 1,471.71	\$ 1,471.71	\$ 1,471.71
Health - Family	\$ 1,768.81	\$ 1,768.81	\$ 1,982.82	\$ 1,935.33	\$ 2,220.68	\$ 1,915.00	\$ 1,907.65	\$ 1,717.44	\$ 1,913.24	\$ 1,913.24	\$ 1,913.24
Inflator (annual)	Kaiser rate increase, up to 3%	Kaiser rate increase, up to 3%	Kaiser rate increase, up to 3%	Kaiser rate increase up to 3%	Kaiser rate increase, up to 3%	n/a	Kaiser rate increase, up to 3%	Kaiser rate increase, up to 3%	Kaiser rate increase, up to 3%	Kaiser rate increase, up to 3%	Kaiser rate increase, up to 3%
Cash in Lieu	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	N/A	\$300.00	\$300.00 for EEs hired into the union after 1/1/17 (\$760 for EEs hired into the union on or before 1/1/17)	\$735.86	\$735.86	\$735.86
Dental	\$149.91 (family)	\$149.91 (family)	\$149.91 (family)	\$149.91 (family)	\$149.91 (family)	\$149.91 (family)	\$149.91 (family)	\$149.91 (family)	\$149.91 (family)	\$149.91 (family)	\$149.91 (family)
Vision	\$5.28 (ee only)	\$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)
Life/AD&D (.16 cents per \$1,000)	\$5,000 Cost: \$.80/month	\$5,000 Cost: \$.80/month	\$5,000 Cost: \$.80/month	\$5,000 Cost: \$.80/month	\$5,000 Cost: \$.80/month	\$150,000 Cost: \$24/month	\$5,000 Cost: \$.80/month	\$150,000 Cost: \$24/month	\$250,000 Cost: \$40/month	\$150,000 Cost: \$24/month	\$50,000 Cost: \$8/month
LTD (add rate) (.38 cents per \$100 of coverage)	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)	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/month	Up to \$1,000 month (2/3 of \$1,000). May enroll in union plan at their own expense	up to \$7,500/month (\$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)
SDI	Yes	Yes	Yes	Yes	no	no	no	no	No	Yes	no
125 Flex Spending Account (EE option)	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
Gym Reimbursement	up to \$198/year	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
	Leaves										
Holidays	12 + 1 floating days per year	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	
Overtime/CTO	yes - 40 hrs	yes - 115 hrs	yes - 125 hrs	yes - 125hrs	yes - 200hrs	yes	yes	yes	no	no	
Administrative Leave	n/a	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	

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BU Representation	SEIU Local 1021	SEIU Local 1021	WCE	PEU Local 1 (AFSCME)	SRPA	SRPMMA	SRFA (IAFF Local 1775)	SRFCOA	Resolution 14596	Resolution 14563	Resolution 14565
Vacation	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 (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.	
Vac Cash-in (requires City Mgr Approval)	7 days (12 month)	7 days (12 month)	7 days (12 month)	7 days (12 month)	7 days (12 month)	n/a	n/a	n/a	7 days (12 month)	7 days (12 month)	
Sick Leave	12 days	12 days	12 days	12 days	12 days	12 days	12 days	12 days	12 days	12 days	
Sick Leave Pay Out	Upon retirement only. 3% per year of service (max payout of 75 days)	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 840 hours for Safety and up to 600 hours for non-safety	3% per year of service, up to 840 hours for Safety and up to 600 hours for non-safety	3% per year of service, up to 600 hours	3% per year of service, up to 600 hours	
Service Credit for Sick Leave	Option upon retirement for EEs hired prior to 10/31/09	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 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 on or after 6/30/09	Option upon retirement for EEs hired on or after 6/30/09	
Bereavement Leave	up to 3 days for in-state, 5 days for out-of-state	up to 5 days	up to 5 days	up to 5 days	up to 3 days for in-state, 5 days for out-of-state	up to 3 days for in-state, 5 days for out-of-state	up to 3 days for in-state, 5 days for out-of-state. @ shifts for 56-hr EE	up to 3 days for in-state, 5 days for out-of-state. @ shifts for 56-hr EE	up to 3 days for in-state, 5 days for out-of-state	up to 3 days for in-state, 5 days for out-of-state	
	Additional Pays										
Uniform Allowance (annual)	none	\$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	\$800 - Police Chief \$900 - Fire Chief	none	
Boot Allowance	none	\$200/yr (see MOU for eligible classifications)	none	none	none	none	\$160 every 2 yrs	\$160 every 2 yrs	none	none	
Car Allowance	n/a	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	City vehicle may be provided	\$350
Bilingual Pay	\$150	\$150	\$150	\$200	Expert - 10% Full Flue - 5% Convers - 2.5%	Full Flue - 5% Convers - 2.5%	\$200	no	no	no	no

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Educational Incentive	Reimbursement up to \$300 per fiscal year units in CC	Reimbursement: Misc. Units \$200/yr Supervisor Units \$225/yr	Reimbursement up to \$500/yr 2 Professional dev. days/yr	Incl. Base Pay	Sworn - 3% Intern POST; 5% Adv POST  Dispatchers & Support Svcs Sup - 3% Dispatch cert; 5% Records Sup cert	Incl. Base Pay  \$529 POST Mgmt Cert	2.5% Fire Science or 5% AA -- <b>5% Max</b>  2.5% EMT	Incl. Base Pay	n/a	n/a	n/a
Longevity Pay	no	no	no	no	no	no	no	no	no	no	no
<b>Post Employment Benefits</b>											
MCERA Formula for EEs who are at least 75% FTE (all other employees are enrolled in PARS)	<u>Tier 1 (hired prior to 1/1/2012):</u> 2.7% @ 55, Single Highest Year	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year	<u>Tier 1 (hired prior to 7/1/2011):</u> 3% @ 55, Single Highest Year	<u>Tier 1 (hired prior to 7/1/2011):</u> 3% @ 55, Single Highest Year	<u>Tier 1 (hired prior to 7/1/2011):</u> 3% @ 55, Single Highest Year	<u>Tier 1 (hired prior to 7/1/2011):</u> 3% @ 55, Single Highest Year	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year
	<u>Tier 2 (hired on or after 1/1/2012):</u> 2% @ 55, Average of 3 highest yrs	<u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest yrs	<u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest yrs	<u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest yrs	<u>Tier 2 (hired on or after 7/1/2011):</u> 3% @ 55, Average of 3 highest yrs	<u>Tier 2 (hired on or after 7/1/2011):</u> 3% @ 55, Average of 3 highest yrs	<u>Tier 2 (hired on or after 7/1/2011):</u> 3% @ 55, Average of 3 highest yrs	<u>Tier 2 (hired on or after 7/1/2011):</u> 3% @ 55, Average of 3 highest yrs	<u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest yrs	<u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest yrs	<u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest yrs
	<u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest yrs	<u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest yrs	<u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest yrs	<u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, 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 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 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 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 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest yrs	<u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest yrs	<u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest yrs

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<b>MCERA Contribution Rates</b>	Tier 1 - 48.13% Tier 2 - 48.66% PEPRA (Tier 3) - 41.66%	Tier 1 - 48.13% Tier 2 - 48.66% PEPRA (Tier 3) - 41.66%	Tier 1 - 48.13% Tier 2 - 48.66% PEPRA (Tier 3) - 41.66%	Tier 1 - 48.13% Tier 2 - 48.66% PEPRA (Tier 3) - 41.66%	<u>NON-SAFETY:</u> Tier 1 - 48.13% Tier 2 - 48.66% PEPRA (Tier 3) - 41.66%  <u>SAFETY:</u> Tier 1 - 72.72% Tier 2 - 74.28% PEPRA (Tier 3) - 64.52%	Tier 1 - 72.72% Tier 2 - 74.28% PEPRA (Tier 3) - 64.52%	<u>NON-SAFETY:</u> Tier 1 - 48.13% Tier 2 - 48.66% PEPRA (Tier 3) - 41.66%  <u>SAFETY:</u> Tier 1 - 73.64% Tier 2 - 72.35% PEPRA (Tier 3) - 64.52%	Tier 1 - 73.64% Tier 2 - 72.35% PEPRA (Tier 3) - 64.52%	Tier 1 - 48.13% Tier 2 - 48.66% PEPRA (Tier 3) - 41.66%	Tier 1 - 48.13% Tier 2 - 48.66% PEPRA (Tier 3) - 41.66%	Tier 1 - 48.13% Tier 2 - 48.66% PEPRA (Tier 3) - 41.66%
<b>EE contribution towards ER cost</b>	1.0%	n/a	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%
<b>PEPRA Employee Contribution Rate</b> ( <i>Tier 1 &amp; Tier 2 member % based on age of entry</i> )	9.74%	9.74%	9.74%	9.74%	Non-Safety - 9.74% Safety - 15.41%	15.41%	Non-Safety - 9.74% Safety - 15.41%	15.41%	9.74%	9.74%	9.74%
<b>Deferred Comp</b> ( <i>negotiated as part of offset of EE contribution to ER normal cost</i> )	no	no	1% of pensionable compensation	1% of pensionable compensation + 1.06% of base pay	no	no	no	.83% of base salary	no	no	no
<b>Retiree Health</b>	PEMCHA min. for EE hired on or after 1/1/10. \$543/mo. for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/1/10. \$752/mo for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/1/10. \$752/mo for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/1/10. \$659/mo for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/1/10. \$386/mo for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/1/10. \$566/mo for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/1/10. \$557/mo for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/1/10. \$557/mo for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/1/09. \$600/mo for EE hired on or after 4/1/07. Up to Family rate for EE hired prior to 4/1/07	PEMCHA min. for EE hired on or after 1/1/09. \$600/mo for EE hired on or after 4/1/07. Up to Family rate for EE hired prior to 4/1/07	PEMCHA min. for EE hired on or after 1/1/09. \$600/mo for EE hired on or after 4/1/07. Up to Family rate for EE hired prior to 4/1/07
<b>Retiree Health Savings</b>	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 125 hours of sick leave remaining.	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 125 hours of sick leave remaining.	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 125 hours of sick leave remaining.	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 125 hours of sick leave remaining.	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 250 hours of sick leave remaining.	n/a	City matches mandatory EE contribution of 2% top step Firefighter-Paramedic salary for EE hired on or after 1/1/10.	City matches mandatory EE contribution of 2% top step Firefighter-Paramedic salary for EE hired on or after 1/1/10. EE hired before 1/1/2010 - \$5,000 annual transfer of sick leave	For EE hired on or after 1/1/09, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 75 hours of sick leave after conversion.	For EE hired on or after 1/1/09, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 75 hours of sick leave after conversion.	n/a
<b>EPMC</b>	none	none	none	none	none	none	none	none	none	none	none
<b>Social Security</b>	no	no	no	no	no	no	no	no	no	no	no

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