City of Santa Clara
Benefit Summary - Effective 7/1/2026

Updated 7/23/2026

	Unit 1 Santa Clara City Firefighters, IAFF Local 1171	Unit 2 Police Officers Association	Unit 2R Police Officers Association - Recruits	Unit 3 IBEW Local 1245	Unit 4 Engineers of the City of Santa Clara	Unit 5, 7, 8 City of Santa Clara Employees' Association	Unit 6 AFSCME Local 101	Unit 9 Miscellaneous Unclassified Management Employees	Unit 9A Unclassified Police Management Association	Unit 9B Unclassified Fire Management Employees	Unit 9E Unclassified Electric Utility Management Employees Association	Unit 10 Public Safety Non-Sworn Employees Association
California Public Employees Retirement System (CalPERS)												
Formula (Classic)	3.0% @ age 50	3.0% @ age 50	2.7% @ age 55	2.7% @ age 55	2.7% @ age 55	2.7% @ age 55	2.7% @ age 55	2.7% @ age 55	3.0% @ age 50	3.0% @ age 50	2.7% @ age 55	2.7% @ age 55
CalPERS Employee Rate	9.000%	11.250%	8.00% of gross pay, minus $61 bi-weekly	8.00% of gross pay, minus $61 bi-weekly	8.00% of gross pay, minus $61 bi-weekly	8.00% of gross pay, minus $61 bi-weekly	8.00% of gross pay, minus $61 bi-weekly	8.00% of gross pay, minus $61 bi-weekly	11.250%	9.000%	8.00% of gross pay, minus $61 bi-weekly	8.00% of gross pay, minus $61 bi-weekly
CalPERS Employer Rate Including UAL	69.420%	67.170%	37.930%	37.930%	37.930%	37.930%	37.930%	37.930%	67.170%	69.420%	37.930%	37.930%
Formula (PEPRA)	2.7% @ age 57	2.7% @ age 57	2.0% @ age 62	2.0% @ age 62	2.0% @ age 62	2.0% @ age 62	2.0% @ age 62	2.0% @ age 62	2.7% @ age 57	2.7% @ age 57	2.0% @ age 62	2.0% @ age 62
CalPERS Employee Rate	12.25%	12.25%	7.000%	7.000%	7.000%	7.000%	7.000%	7.000%	12.25%	12.25%	7.000%	7.000%
CalPERS Employer Rate Including UAL	69.420%	69.420%	37.930%	37.930%	37.930%	37.930%	37.930%	37.930%	69.420%	69.420%	37.930%	37.930%
Social Security												
Annual Employee Tax Rate:	N/A	N/A	6.20% up to $11,439	6.20% up to $11,439	6.20% up to $11,439	6.20% up to $11,439	6.20% up to $11,439	6.20% up to $11,439	N/A	N/A	6.20% up to $11,439	6.20% up to $11,439
Annual Employer Tax Rate:	N/A	N/A	6.20% up to $11,439	6.20% up to $11,439	6.20% up to $11,439	6.20% up to $11,439	6.20% up to $11,439	6.20% up to $11,439	N/A	N/A	6.20% up to $11,439	6.20% up to $11,439
Medicare - Hired After 3/31/1986												
Annual Employee Tax Rate:	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Annual Employer Tax Rate:	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Additional Medicare Tax of 0.9% is applicable to earnings over $200,000 if an individual, or over $250,000 if married & filing jointly												
Health Insurance (monthly) (offered through CalPERS)												
Health Flex Contribution (never paid out to employee in cash)	N/A	N/A	N/A	$377.13	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Regular Flex Contribution (if monthly premium is less than Health Flex + Regular Flex, the difference is paid to employee)	N/A	N/A	N/A	$634	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Additional Flex Maximum Contribution (never paid out to employee in cash, except IBEW)	N/A	N/A	N/A	$2,027.91	N/A	N/A*	N/A	N/A	N/A	N/A	N/A	N/A
Maximum Total Employer Contribution	**$2,735.14 (90% of Kaiser Family)**	**$2,735.14 (90% of Kaiser Family)**	**$2,735.14 (90% of Kaiser Family)**	**$3,039.04**	**$2,735.14 (90% of Kaiser Family)**	**$2,735.14 (90% of Kaiser Family)***	**$2,735.14 (90% of Kaiser Family)**	**$2,735.14 (90% of Kaiser Family)**	**$2,735.14 (90% of Kaiser Family)**	**$2,735.14 (90% of Kaiser Family)**	**$2,735.14 (90% of Kaiser Family)**	**$2,735.14 (90% of Kaiser Family)**
Cash paid to employee if an employee opts out of coverage without attestation of having Minimum Essential Coverage (MEC) other than individual coverage	N/A	N/A	N/A	$634 (for employees who opted out before 1/1/2020)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cash-in-Lieu (available only with annual attestation of having MEC other than individual coverage)	$859.20 (for employees hired on or after 1/1/2023: $250)	$835.66 (for employees hired on or after 1/1/2023: $250)	$835.66 (for employees hired on or after 1/1/2023: $250)	$336 (for employees who opted out with attestation prior to 1/1/2020)	$946.86 (for employees hired on or after 1/1/2024: $250)	$946.86 (for employees hired on or after 1/1/2022: $250) (for employees hired on or	$946.86 (for employees hired on or after 1/1/2023: $250)	$946.86 (for employees hired on or after 1/1/2023: $250)	$835.66 (for employees hired on or after 1/1/2024: $250)	$859.20 (for employees hired on or after 1/1/2023: $250)	$946.86 (for employees hired on or after 1/1/2023: $250)	$1,261.76 (for employees hired on or after 1/1/2024: $250)
Total cash paid to employee if an employee opts out of coverage with attestation having MEC other than individual coverage	$859.20 (for employees hired on or after 1/1/2023: $250)	$835.66 (for employees hired on or after 1/1/2023: $250)	$835.66 (for employees hired on or after 1/1/2023: $250)	$970 (for employees who opted out with attestation prior to 1/1/2020)	$946.86 (for employees hired on or after 1/1/2024: $250)	$946.86 (for employees hired on or after 1/1/2022: $250)*	$946.86 (for employees hired on or after 1/1/2023: $250)	$946.86 (for employees hired on or after 1/1/2023: $250)	$835.66 (for employees hired on or after 1/1/2024: $250)	$859.20 (for employees hired on or after 1/1/2023: $250)	$946.86 (for employees hired on or after 1/1/2023: $250)	$1,261.76 (for employees hired on or after 1/1/2024: $250)
Retiree Medical Reimbursement Benefit												
Monthly Reimbursement Maximum - up to age 65	$438	$438	$438	$438	$438	$438	$438	$438	$438	$438	$438	$438
Monthly Reimbursement Maximum - after age 65	$262	$262	$262	$262	$262	$262	$262	$262	$262	$262	$262	$262
Employees who retire from the City with at least ten (10) years of service shall receive reimbursement to help cover retiree single health insurance premiums. The reimbursement maximum includes the PEMHCA minimum.												
Dental Insurance												
Monthly City Maximum Contribution	$22.22	$22.22	$22.22	$61.40	$22.22	$22.22*	$22.22	$22.22	$22.22	$22.22	$22.22	$22.22
Vision Insurance												
Monthly City Maximum Contribution	$0.00	$9.00	$9.00	$9.00	$9.00	$9.00*	$9.00	$9.00	$9.00	$0.00	$9.00	$9.00
Life Insurance												
Coverage	$10,000	$15,000	$15,000	$25,000	1x annual salary up to $250,000	$15,000	$20,000	$50,000	$20,000	$40,000	$50,000	$50,000
Monthly Premium (City Paid)	$1.91	$2.87	$2.87	$4.78	Up to $47.75	$2.87	$3.82	$9.55	$3.82	$7.64	$9.55	$9.55
State Disability Insurance (SDI)/Paid Family Leave (PFL)												
Coverage	N/A	N/A	N/A	Refer to edd.ca.gov for more information	Refer to edd.ca.gov for more information	Refer to edd.ca.gov for more information	Refer to edd.ca.gov for more information	Refer to edd.ca.gov for more information	N/A	N/A	Refer to edd.ca.gov for more information	Refer to edd.ca.gov for more information
Annual Employee Cost				1.3% of gross pay	1.3% of gross pay	1.3% of gross pay	1.3% of gross pay	1.3% of gross pay			1.3% of gross pay	1.3% of gross pay
Long Term Disability (LTD) Insurance												
Coverage	N/A - offered through association	N/A - offered through association	N/A - offered through association	N/A	60% of basic wage up to $13,333; max $8,000/month	2/3 of basic wage up to $7,500; max of $5,000/month	60% of basic wage up to $7,500; max of $4,500/month	60% of basic wage up to $13,333; max $8,000/month	N/A	N/A	60% of basic wage up to $13,333; max $8,000/month	2/3 of basic wage up to $7,500; max of $5,000/month
Monthly Premium					City pays $.207/$100 of insured earnings	City pays $.558/$100 of insured earnings	Employee pays $.446/$100 of insured earnings	City pays $.207/$100 of insured earnings			City pays $.207/$100 of insured earnings	City pays $.558/$100 of insured earnings
457 Deferred Compensation Contribution												
Monthly City Contribution	$175.00	$150.00	$150.00	N/A	$330.00	N/A	N/A	$300.00	$330.00	$230.00	$300.00	$300.00
Voluntary Employee Beneficiary Association (VEBA) Account												
Monthly City Contribution	$250.00	$100.00	$100.00	$100.00	$50.00	$50.00*	$50.00	$50.00	$250.00	$250.00	$50.00	$100.00

*Part-time employees are eligible for a pro-rated City contribution based on their FTE level.
This summary is for informational purposes only. Refer to Memorandum of Understanding (MOU), plan documents, and/or City policies for details.

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Vacation												
	40 Hour Per Week Employees:									**40 Hour Per Week Employees:**		
Accrual Rate Based on Completed Years of Service:	1-9 years: 120 hours/year 10-15 years: 160 hours/year 16-20 years: 176 hours/year 21+ year: 192 hours/year	1-9 years: 120 hours/year 10-15 years: 160 hours/year 16-20 years: 176 hours/year 21+ years: 192 hours/year	1-9 years: 120 hours/year 10-15 years: 160 hours/year 16-20 years: 176 hours/year 21+ years: 192 hours/year	1-4 years: 80 hours/year 5-9 years: 120 hours/year 10-15 years: 160 hours/year 16-20 years: 176 hours/year 21+ years: 192 hours/year	1-4 years: 80 hours/year 5-9 years: 120 hours/year 10-15 years: 168 hours/year 16-20 years: 176 hours/year 21+ years: 192 hours/year	1-4 years: 80 hours/year 5-9 years: 120 hours/year 10-15 years: 168 hours/year 16-20 years: 176 hours/year 21+ years: 192 hours/year	1-4 years: 80 hours/year 5-9 years: 120 hours/year 10-15 years: 160 hours/year 16-20 years: 176 hours/year 21+ years: 192 hours/year	1-4 years: 80 hours/year 5-9 years: 120 hours/year 10-15 years: 168 hours/year 16-20 years: 176 hours/year 21+ years: 192 hours/year	1-9 years: 120 hours/year 10-15 years: 160 hours/year 16-20 years: 176 hours/year 21+ years: 192 hours/year	1-9 years: 120 hours/year 10-20 years: 160 hours/year 21+ year: 192 hours/year	1-4 years: 80 hours/year 5-9 years: 120 hours/year 10-15 years: 168 hours/year 16-20 years: 176 hours/year 21+ years: 192 hours/year	1-4 years: 80 hours/year 5-9 years: 120 hours/year 10-15 years: 168 hours/year 16-20 years: 176 hours/year 21+ years: 192 hours/year
Maximum Accrual	480 hours	400 hours	400 hours	400 hours	400 hours	420 hours	400 hours	480 hours	480 hours	480 hours	480 hours	480 hours
Annual Vacation Cashout Maximum	40 hours	90 hours	90 hours	40 hours	60 hours	40 hours	40 hours	80 hours	100 hours	80 hours	80 hours	90 hours
	24-Hour Shift Employees:									**24-Hour Shift Employees:**		
Accrual Rate Based on Completed Years of Service:	1-9 years: 192 hours/year 10-19 years: 240 hours/year 20+ years: 288 hours/year									1-9 years: 192 hours/year 10-19 years: 240 hours/year 20+ years: 288 hours/year		
Maximum Accrual	672 hours									700 hours		
Annual Vacation Cashout Maximum	56 hours									112 hours		
Usage Restriction	Cannot use vacation during first 12 months	Cannot use vacation during first 6 months	Cannot use vacation during first 6 months	Cannot use vacation during first 6 months			Cannot use vacation during first 6 months	Cannot use vacation during first 6 months	N/A	Cannot use vacation during first 12 months	Cannot use vacation during first 6 months	Cannot use vacation during first 6 months
Employee must be in a paid status for at least 2/3 of the hours of a pay period to accrue vacation												
Sick Leave												
	40 Hour Per Week Employees:									**40 Hour Per Week Employees:**		
Annual Accrual	96 hours	96 hours	96 hours	96 hours	96 hours	96 hours	96 hours	96 hours	96 hours	96 hours	96 hours	96 hours
Max Sick leave usage for Family Sick Leave (Annual)	48 hours	56 hours	56 hours	48 hours	48 hours	48 hours	48 hours	48 hours	56 hours	48 hours	48 hours	48 hours
Sick leave usage for Personal Leave (Annual)	32 hours	32 hours	32 hours	32 hours	32 hours	40 hours	40 hours	32 hours	32 hours	32 hours	32 hours	40 hours
	24-Hour Shift Employees:									**24-Hour Shift Employees:**		
Annual Accrual	288 hours									134.4 hours		
Sick leave usage for Family Sick Leave (Annual)	144 hours									144 hours		
Sick leave usage for Personal Leave (Annual)	72 hours									60 hours		
Maximum Accrual	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Employee must be in a regular paid status, excluding hours charged for use of sick leave or personal leave, for at least 36 hours per pay period for 40 hour per week employees (or 48 hours per pay period for 24-hour shift employees) in order to accrue sick leave												
Sick Leave to Vacation Conversion: 40 hour per week Employees can convert sick leave to vacation on a two-to-one basis. Maximum of 96 hours of sick leave to 48 hours of vacation annually 24-hour shift Employees can convert sick leave to vacation on a three-to-one basis. Maximum of 216 hours of sick leave for 72 hours of vacation annually												
Sick Leave Cash Payout: Partial sick leave payoff provision on retirement depending on years of service and sick leave cap (balance as of 01/01/2004 plus 1,500 hours (or 3,000 hours for 24-hour shift employees))												
Compensatory Time Off (CTO)												
Maximum Accrual (accrued in lieu of overtime hours)	120 hours	200 hours	200 hours	240 hours	240 hours	240 hours 100 hours for Library & Fire Non-Sworn	240 Hours	N/A	N/A	N/A	N/A	200 hours for Police Non-Sworn 100 hours for Fire Non-Sworn
Awarded CTO				16 hours of PCTO is credited to employees each January 1st (prorated if hired after January 1st)	16 hours of PCTO is credited to employees each January 1st (prorated if hired after January 1st)	16 hours of CTO is credited to employees each January 1st (prorated if hired after January 1st)	16 hours of CTO is credited to employees each January 1st (prorated if hired after January 1st)					16 hours of CTO is credited to employees each January 1st (prorated if hired after January 1st)
Management Leave (Unit 9, 9A, 9B, & 9E) **Non-Management Leave (Unit 4, 578, & 6)**												
Annual	N/A	N/A	N/A	N/A	24 hours for employees in designated classifications. See MOU for details	40 hours	40 hours	120 hours	150 hours	120 hours for 40-hr employees (168 hours for 24-hr shift employees)	120 hours	N/A
Maximum Banked Leave					Cannot be banked	Cannot be banked	Cannot be banked	180 hours	210 hours	180 hours for 40-hr employees (252 for 24-hr shift employees)	180 hours	

Note: Accrual rates and maximum accruals are prorated for part-time employees based on their FTE level

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Holidays & Holiday Pay												
# of 8-hour Holidays per Year (for 40 hour per week employees)	13	N/A	N/A	14	13 & 4 holidays between 12/25 to 1/1 of following year	13 & 4 holidays between 12/25 to 1/1 of following year	13 & 4 holidays between 12/25 to 1/1 of following year	13 & 4 holidays between 12/25 to 1/1 of following year	13	13	13 & 4 holidays between 12/25 to 1/1 of following year	13
Holiday Pay (paid per pay period)	7.5% of base salary for 24-hour shift employees	7.5% of base salary	7.5% of base salary	N/A	N/A	N/A	N/A	N/A	N/A	104 hours/year (for 24-hour shift employees)	5% of base pay for Power System Scheduler Trader and Senior Power System Scheduler Trader	7.5% of base salary for Public Safety Dispatcher I/II and Senior Public Safety Dispatcher classifications
Uniform Allowance												
Annual Amount (paid out bi-weekly, first two paychecks of each month)	$200 $275 for Deputy Fire Marshal	$600	N/A	N/A	N/A	N/A	N/A	N/A	$600	$260	N/A	$600 for eligible classifications
Equipment Reimbursements/Allowances												
	N/A	N/A	N/A	$500 per fiscal year for safety footwear, safety clothing, and tools. See MOU for details	$400 per calendar year Personal Safety Equipment & Raingear Allowance. See MOU for details	Raingear: $150 per fiscal year for eligible classifications Safety Boots: $275 per fiscal year for eligible classifications Walking Shoes: $120 per fiscal year for eligible classifications (See MOU for details) Tools: $500 per fiscal year reimbursement for Auto Foreperson	$600 per fiscal year Personal Safety Equipment & Raingear Allowance Up to $750 per fiscal year for Automotive Technician Tools Reimbursement for Automotive Technician I/II/III. See MOU for details	N/A	N/A	N/A	N/A	N/A
Phone Allowance												
	N/A	N/A	N/A	N/A	N/A	$80/month for Senior Key Customer Representative(s) and Key Customer Representative(s)	N/A	$80/month in lieu of carrying a City-issued cell phone	$80/month in lieu of carrying a City-issued cell phone	$80/month in lieu of carrying a City-issued cell phone	$80/month in lieu of carrying a City-issued cell phone	N/A
Educational Incentive Pay												
	3.75% of base pay for Step 5 Firefighter II with proof of 200 hours of State Fire Training Classes 7.5% of base pay for Step 5 Firefighter II with proof of 400 hours of State Fire Training Classes (Exclusive of any classes required to be eligible for Haz Mat Assignment pay or Technical Rescue Assignment pay)	3.75% of base pay for Intermediate POST Certification. Additional 3.75% of base pay for Advanced POST Certification (up to 7.5% total) 3% of base pay for crisis intervention/de-escalation training	3.75% of base pay for Intermediate POST Certification. Additional 3.75% of base pay for Advanced POST Certification (up to 7.5% total) 3% of base pay for crisis intervention/de-escalation training	N/A	N/A	Certification Premium Pay: The City will pay employees in designated classifications Certificate Premium Pay of $100 per month for each qualified certification which the employee achieves and maintains, up to a maximum of $300 per month. Qualified certifications in Water & Sewer Utilities Department will be paid as a percentage of base pay IN LIEU OF THE AMOUNT DESCRIBED ABOVE. See MOU for details.	Certification Premium Pay: The City will pay employees in designated classifications Certificate Premium Pay of $100 per month for each qualified certification which the employee achieves and maintains, up to a maximum of $200 per month. See MOU for details.	N/A	3.75% of base pay for Supervisory POST Certification. Additional 3.75% of base pay for Mangement POST Certification (up to 7.5% total)	5% of base pay for Step 5 Firefighter II with either a bachelor's degree (if not a minium requirement of the classification) or master's degree (if BA/BS is a requirement) AND 400 hours of State Fire Training Classes	N/A	Dispatcher classifications: 3% of base pay for Intermediate POST Certification. Additional 3% of base pay for Advanced POST Certification (up to 6% total) Police Records Supervisor classification: 3% of base pay for Records Supervisor POST Certification Employees may receive a maximum of 2% of base pay for either a bachelor's degree (if not a minimum requirement of the classification) or master's degree (if BA/BS is a requirement)
Psychological Counseling												
	Maximum of 25 visits per calendar year. City shall pay up to a maximum of $250 per hour of the hourly rate of the doctor/licensed clinician, and the employee is responsible for any amount above $250 per hour. (See MOU for further details)	Employee pays $10 for each visit. The uninsured costs of all visits are borne by the City	Employee pays $10 for each visit. The uninsured costs of all visits are borne by the City	N/A	N/A	N/A	N/A	N/A	N/A	Employees in Unit 9B are eligible for the same psychological program as Unit 1 (See MOU for further details)	N/A	Employees in Unit 10 who work in the Police Department are eligible for the same psychological program as Unit 2, and employees who work in the Fire Department are eligible for the same psychological program as Unit 1 (See MOU for further details)

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Tuition Reimbursement Program												
	Up to $2,000 per fiscal year for tuition reimbursement. See CMD 26 for details	Up to $2,000 per fiscal year for tuition reimbursement. See CMD 26 for details	Up to $2,000 per fiscal year for tuition reimbursement. See CMD 26 for details	Up to $2,000 per fiscal year for tuition reimbursement. See CMD 26 for details	Up to $2,000 per fiscal year for tuition reimbursement. See CMD 26 for details	Up to $2,000 per fiscal year for tuition reimbursement. See CMD 26 for details	Up to $2,000 per fiscal year for tuition reimbursement. See CMD 26 for details	Up to $2,000 per fiscal year for tuition reimbursement. See CMD 26 for details	Up to $2,000 per fiscal year for tuition reimbursement. See CMD 26 for details	Up to $2,000 per fiscal year for tuition reimbursement. See CMD 26 for details	Up to $2,000 per fiscal year for tuition reimbursement. See CMD 26 for details	Up to $2,000 per fiscal year for tuition reimbursement. See CMD 26 for details
Employee Assistance Program (EAP)												
	Up to maximum of five (5) consultations per family member per incident per year; City paid premium is $3.67/month	N/A	N/A	Up to maximum of five (5) consultations per family member per incident per year; City paid premium is $3.67/month	Up to maximum of five (5) consultations per family member per incident per year; City paid premium is $3.67/month	Up to maximum of five (5) consultations per family member per incident per year; City paid premium is $3.67/month	Up to maximum of five (5) consultations per family member per incident per year; City paid premium is $3.67/month	Up to maximum of five (5) consultations per family member per incident per year; City paid premium is $3.67/month	Up to maximum of five (5) consultations per family member per incident per year; City paid premium is $3.67/month	Up to maximum of five (5) consultations per family member per incident per year; City paid premium is $3.67/month	Up to maximum of five (5) consultations per family member per incident per year; City paid premium is $3.67/month	Up to maximum of five (5) consultations per family member per incident per year; City paid premium is $3.67/month
Miscellaneous Benefits:												
	N/A	N/A	N/A	N/A	Professional Registration: The City will pay cost of Professional Engineer registration fee. Employees eligible for $3,600 per year in premium pay for attaining and continued maintenance and possession of Professional Engineering Certification	N/A	N/A	Auto Allowance (alternative to mileage reimbursement or use of City vehicle): Department Heads can receive $320/month (up to $520, with City Manager approval). Assistant Department Heads and Division Managers can receive $200/month (Up to $500 with City Manager approval)	N/A	Residency Benefit: Employees who reside within a 50 minute response requirement shall receive an annual stipend of $250 based on their residency the first full pay period of each MOU year, and a Code 3 take home vehicle	Auto Allowance (alternative to mileage reimbursement or use of City vehicle): Division Managers can receive $200/month (Up to $500 with City Manager approval)	Paid Meal Break: Employees in all Communications Dispatcher classifications and in classifications of Police Records Specialist II, Police Records Supervisor, Community Service Officer I/II, and Jail Service Officer will be paid for meal break during regularly scheduled shift and will be subject to call back during the meal period