


# BENEFITS SUMMARY

Updated April 27, 2026

	<b>CalPERS RETIREMENT (Fiscal Year 2025/2026)</b>		
	<b>Classic Member Tier 1: Hired Before 4/8/2012</b>	<b>Classic Member Tier 2: Hired on or After 4/8/2012</b>	<b>PEPRA Member Tier 3: Hired on or After 1/1/2013</b>
	Final Compensation: Single Highest Year	Final Compensation: Three Highest Years	Final Compensation: Three Highest Years
<b>UFO</b> Unrepresented Fremont Officials	<b>2.5% @ 55</b>  Total Rate: <b>18.31%</b>  Employer Rate: <b>10.31%</b> Employee Rate: <b>8%</b>	<b>2% @ 60</b>  Total Rate: <b>17.31%</b>  Employer Rate: <b>10.31%</b> Employee Rate: <b>7%</b>	<b>2% @ 62</b>  Total Rate: <b>17.56%</b>  Employer Rate: <b>10.31%</b> Employee Rate: <b>7.25%</b>
<b>UME</b> Unrepresented Management Employees			
<b>CONFIDENTIAL</b>			
<b>CFEA</b> City of Fremont Employee Assoc.			
<b>PETA</b> Professional Engineers & Technicians			
<b>OE3</b> Operating Engineers, Local 3			
<b>TEAMSTERS</b>			
<b>FAME NON-SAFETY</b> Fremont Assoc. of Management Employees			
<b>Police Chief &amp; Fire Chief</b>			
<b>FAME SAFETY</b> Fremont Assoc. of Management Employees			
<b>BC</b> Battalion Chief	<b>3% @ 50</b>  Total Rate: <b>28.52%</b>  Employer Rate: <b>16.52%</b> Employee Rate: <b>12%</b> (9% Employee Rate + 3% Employee Pick-Up)	<b>3% @ 55</b>  Total Rate: <b>28.52%</b>  Employer Rate: <b>16.52%</b> Employee Rate: <b>12%</b> (9% Employee Rate + 3% Employee Pick-Up)	<b>2.7% @ 57</b>  Total Rate: <b>31.27%</b>  Employer Rate: <b>18.77%</b> Employee Rate: <b>12.5%</b> (11.75% Employee Rate + 0.75% Employee Pick-Up)
<b>FPMA</b> Fremont Police Management Assoc.			
<b>FPA</b> Fremont Police Assoc.			
<b>IAFF</b> Fremont Prof. Firefighters, Int'l Assoc., Local 1689			


**Note:** Miscellaneous and Safety groups receive the 1959 Survivor Benefit - Level 4

**Additional Benefits Summaries:** City Manager (pages 12-13) | City Attorney (pages 14-15) | Mayor/Councilmembers (page 16)

The information contained in this document is a summary of benefits for full-time employees. Additional details can be obtained in the applicable bargaining unit contract or employee agreement. The information contained herein does not constitute either an expressed or implied contract.

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	*HEALTH BENEFITS ALLOWANCE (HBA)	ABC CASH	*MEDICAL HMO and PPO Plans				DELTA DENTAL				VISION SERVICES PLAN (VSP)	
<b>UFO</b>	<b>\$2,900/mo.</b>	HBA amounts not applied toward total benefits cost will be paid to the employee as taxable cash. Maximum: \$580/mo.	<b>HMO CalPERS Plans</b>	<b>Employee Only</b>	<b>Employee + 1</b>	<b>Employee + Family</b>	Employee <b>\$41.30/mo.</b>  Employee + 1 <b>\$76.90/mo.</b>  Employee + Family <b>\$132.00/mo.</b>				<u><b>VSP Standard</b></u>  Employee <b>\$8.16/mo.</b> Employee + 1 <b>\$11.62/mo.</b> Employee + Family <b>\$20.48/mo.</b>  <u><b>VSP High</b></u>  Employee <b>\$11.88/mo.</b> Employee + 1 <b>\$17.04/mo.</b> Employee + Family <b>\$30.20/mo.</b>	
<b>UME</b>			Anthem HMO Select	\$1,336.29	\$2,672.58	\$3,474.35						
<b>FAME NON-SAFETY</b>			Anthem HMO Trad.	\$1,612.08	\$3,224.16	\$4,191.41						
<b>FAME SAFETY</b>			*Blue Shield Access + <i>*(Amador, Napa, Nevada, San Joaquin, Santa Cruz, Sutter and Yuba Counties only)</i>	\$1,301.95	\$2,603.90	\$3,385.07						
<b>FPMA</b>	<b>\$2,900/mo.</b>	HBA amounts not applied toward total benefits cost will be paid to the employee as taxable cash. Maximum: \$580/mo.	<b>HMO CalPERS Plans</b>	<b>Employee Only</b>	<b>Employee + 1</b>	<b>Employee + Family</b>	Employee + Family <b>\$125.60/mo.</b> (composite rate)  <b>\$108.40/mo.</b> (composite rate)  <b>\$137.20/mo.</b> (composite rate)				Coverage provided through association	
<b>PETA</b>			**Blue Shield Trio	\$1,166.58	\$2,333.16	\$3,033.11						
<b>CONFIDENTIAL</b>			** <i>(El Dorado, Los Angeles, Nevada, Placer, Sacramento, and Yolo and select Region 2 Counties)</i>	\$1,168.86	\$2,337.72	\$3,039.04						
<b>CFEA</b>			Kaiser Permanente	\$1,290.06	\$2,580.12	\$3,354.16						
<b>FPA</b>			UnitedHealthCare	\$969.58	\$1,939.16	\$2,520.91						
<b>BC</b>			Western Health Adv.									
<b>IAFF</b>												
<b>OE3</b>	Employee Only <b>\$1,871/mo.</b>  Employee + 1 <b>\$2,695/mo.</b>  Employee + Family <b>\$3,207/mo.</b>	Eligible to receive <b>\$580/mo.</b> if waiving all benefits.	<b>PPO CalPERS Plans</b>	<b>Employee Only</b>	<b>Employee + 1</b>	<b>Employee + Family</b>	<b>OE3 Plans</b> <b>Employee Only</b> <b>Employee + 1</b> <b>Employee + Family</b>				<u><b>Vision Only</b></u>  Employee <b>\$56.00/mo.</b>  Employee + 1 <b>\$112.00/mo.</b>  Employee + Family <b>\$157.00/mo.</b>	
				PERS Platinum	\$1,670.14	\$3,340.28	\$4,342.36	Dental w/ Ortho & Vision    \$148.00    \$267.00    \$364.00  Dental & Vision    \$118.00    \$237.00    \$334.00  Dental w/ Ortho Only    \$143.00    \$256.00    \$348.00  Dental Only    \$113.00    \$226.00    \$318.00				
				PERS Gold	\$1,120.58	\$2,241.16	\$2,913.51					
				PORAC	\$1,063.00	\$2,418.00	\$3,027.00					
<b>TEAMSTERS</b>	<b>\$2,900/mo.</b>	HBA amounts not applied toward total benefits cost will be paid to the employee as taxable cash. Maximum: \$580/mo.					Kaiser Permanente <b>\$2,998.58</b> (composite rate)  Anthem EPO <b>\$4,011.00</b> (composite rate)  Direct Pay PPO <b>\$3006.00</b> (composite rate)				Coverage provided through association	

\*The City's monthly contribution towards health/benefits (medical, dental and vision) under the Alternative Benefits and Compensation (ABC) Plan. Monthly HBA is pro-rated for employees who work less than 40 hours/week.


# BENEFITS SUMMARY

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	RETIREMENT HEALTH SAVINGS (RHS)	DEFERRED COMPENSATION		BASIC LIFE INSURANCE/ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)	SUPPLEMENTAL LIFE INSURANCE/ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)	LONG TERM DISABILITY (LTD)	SHORT TERM DISABILITY (STD)	EMPLOYEE ASSISTANCE PROGRAM (EAP)
	Employee Paid	457(b)	401(a)	Employer Paid	Employee Paid (Voluntary)	Employer Paid	Employee Paid (Voluntary)	Employer Paid
<b>UFO</b>	N/A	<b>Employer Paid</b> Amount determined at time of hire (Annual Contribution)	<b>Employer Paid</b> 2% of base salary	Basic Life/AD&D <b>\$100,000</b> coverage	Premiums vary by volume and type of coverage  <u>Supplemental Life Insurance</u> Coverage Options: <b>\$10,000 to \$500,000</b> Employee, Spouse & Family  <u>Supplemental AD&amp;D Insurance</u> Coverage Options: <b>\$10,000 to \$150,000</b> Employee, Spouse & Family	Calculated at 66.67% of employee's monthly salary to a maximum benefit of <b>\$10,000/mo.</b>  Premium Rate <b>\$0.554/\$100.00</b> of base salary	Calculated at 66.67% of employee's monthly salary to a maximum benefit of <b>\$2,500/wk.</b>  Premium Rate <b>\$0.221/\$100.00</b> of base salary	<b>\$3.56/mo.</b>
<b>UME</b>								
<b>FAME NON-SAFETY</b>								
<b>FAME SAFETY</b>								
<b>FPMA</b>								
<b>CONFIDENTIAL</b>								
<b>CFEA</b>								
<b>PETA</b>								
<b>OE3</b>								
<b>TEAMSTERS</b>								
<b>FPA</b>		2% of base salary*	<b>Voluntary</b>  Employee Contribution	N/A				
<b>BC</b>								
<b>IAFF</b>								


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 CITY OF <b>Fremont</b>	ANNUAL GENERAL LEAVE	MAXIMUM LIMIT ON GENERAL LEAVE	SICK LEAVE	VACATION LEAVE PLAN & ACCRUAL SCHEDULE
<b>UFO</b>	0-5 yrs = 128 hrs. 6-10 yrs = 152 hrs. 11-15yrs = 164 hrs. 16+ yrs = 188hrs.	0-5 yrs = 347 hrs. 6-10 yrs = 386 hrs. 11-15 yrs = 426 hrs. 16+ yrs = 465 hrs.	1040 hrs max in sick leave bank <i>(General leave hrs accrued over max leave accrual)</i>	N/A
<b>UME</b>				
<b>FAME NON-SAFETY</b>				
<b>FAME SAFETY</b>	0-5 yrs = 108 hrs. 6-15 yrs = 132 hrs. 16+ yrs = 156 hrs.			
<b>FPMA</b>	0-5 yrs = 108 hrs. 6-15 yrs = 132 hrs. 16+ yrs = 188 hrs.	0-5 yrs = 396 hrs. 6-10 yrs = 432 hrs. 11-15 yrs = 468 hrs. 16+ yrs = 504 hrs.		
<b>CONFIDENTIAL</b>	0-5 yrs = 210 hrs. 6-10 yrs = 234 hrs. 11-15 yrs = 258 hrs. 16+ yrs = 282 hrs.	1.5 times annual accrual	520 hrs max in sick leave bank <i>(General leave hrs accrued over max leave accrual)</i>	
<b>CFEA</b>	0-5 yrs = 192 hrs. 6-10 yrs = 216 hrs. 11-15 yrs = 240 hrs. 15+ yrs = 264 hrs.			
<b>PETA</b>				
<b>OE3</b>	0-5 yrs = 192 hrs. 6-10 yrs = 216 hrs. 11-15 yrs = 240 hrs. 16+ yrs = 264 hrs.		350 hrs max in sick leave bank <i>(General leave hrs accrued over max leave accrual)</i>	
<b>TEAMSTERS</b>			300 hrs max in sick leave bank	
<b>FPA</b>	Refer to applicable MOU	3 times annual accrual	0-24 yrs = 96 hrs/yr. 25 yrs = 48 hrs/yr.	Accruals are based on years of service and varying work schedules.  Refer to MOU for vacation leave plan and accrual details.
<b>BC</b>		2 times annual accrual	56 hr schedule <b>12 hrs/mo.</b> 40 hr schedule <b>8.57 hrs/mo.</b>	
<b>IAFF</b>				

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 CITY OF <b>Fremont</b>	<b>MANAGEMENT LEAVE</b> Non-Accrual	<b>FLOATING HOLIDAY</b> Non-Accrual	<b>HOLIDAYS</b>	<b>BEREAVEMENT LEAVE</b>	<b>PERSONAL EMERGENCY LEAVE BANK</b>		
<b>UFO</b>	0-10 yrs = 112 hrs. 11+ yrs = 124 hrs.	8 hrs.	13 days paid	One (1) work week (40 hours)	Eligible for Personal Emergency Leave Bank which is an employee leave donation pool.  Review MOU for specific details.		
<b>UME</b>							
<b>FAME NON-SAFETY</b>							
<b>FAME SAFETY</b>	0-10 years = 88 hrs. 11+ years = 112 hrs		104 hrs. paid*				
<b>FPMA</b>	0-10 years = 80 hrs. 11+ years = 104 hrs.		104 hrs. paid*				
<b>CONFIDENTIAL</b>	N/A		8 hrs.			13 days paid. Pro-rated for part-time employees.  <b>CFEA &amp; TEAMSTERS:</b> Employee can set up a holiday bank or bi-weekly payments of holiday hours based on classification.	One (1) work week (per EE's schedule)
<b>CFEA</b>							
<b>PETA</b>							
<b>OE3</b>							
<b>TEAMSTERS</b>							
<b>FPA</b>		104 hrs. paid		40 hr. schedule <b>5 days max.</b> 4-10/4-11 schedule <b>4 days max.</b>			
<b>BC</b>		N/A		156 hrs. paid*	56 hr. schedule <b>3 shifts</b> 40 hr. schedule <b>5 work days</b>		
<b>IAFF</b>							

\*Refer to applicable MOU for specific details


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 CITY OF <b>Fremont</b>	<b>LEAVE LIQUIDATION PROGRAM</b>	<b>TEMPORARY UPGRADE PAY</b>	<b>TRAINING PAY</b>
<b>UFO</b>	<p>Liquidation amount is based on yrs of service and 75% of max. accrued general leave.</p> <p>Eligible employees submit election in October of current calendar year, lump sum pay out to occur in October of following calendar year (one year between election and cash out).</p>	City Manager Discretion	N/A
<b>UME</b>		Assignments exceeding 3 weeks	
<b>FAME NON-SAFETY</b>		Based on duties and duration of assignment	
<b>FAME SAFETY</b>		<p>Greater of first step of higher class or <b>5%</b> for at least 5 days Greater of bottom of salary range or <b>10%</b> of base pay for upgrade in management classification for at least 5 days</p>	<b>5%</b> of base pay
<b>PETA</b>			N/A
<b>CONFIDENTIAL</b>			<b>5%</b> of base pay
<b>CFEA</b>			<b>5%</b> of base pay
<b>TEAMSTERS</b>		Greater of first step of the higher class or <b>5%</b> with a 5 day minimum cumulatively over FY, retroactive to the first day of service	N/A
<b>OE3</b>		Based on duties and duration of assignment	
<b>FPMA</b>		<p>Each fiscal year, leave accrued above the maximum accruable limit is liquidated up to the following hours based on years of service. Automatic liquidation to occur on the paycheck that includes July 1. 1-10 years <b>40 hours</b>      11+ years <b>60 hours</b></p>	Greater of Step 1 of the higher classification or <b>5%</b> of base pay
<b>FPA</b>	<p style="text-align: center;"><b>5%</b> of base pay <i>(24 hours max. of acting pay)</i></p>		N/A
<b>BC</b>		<b>5%</b> of base pay Members who are assigned as Battalion Chief for 30 or more consecutive calendar days will be paid at Step 1 Battalion Chief or <b>5%</b> , whichever is greater for the assignment	<b>\$150/month</b>
<b>IAFF</b>	<p>Liquidation amount is based on years of service and 75% of max. accrued general leave. Amount is dependent on continuous years of service.</p> <p>Eligible employees submit election in October of current calendar year, lump sum pay out to occur in October of following calendar year (one year between election and cash out).</p>		


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 <b>CITY OF Fremont</b>	<b>SPECIALTY PAY</b>		<b>ANNIVERSARY BONUS</b>
	Classification	Pay	
<b>UFO</b>	N/A		N/A
<b>UME</b>			
<b>FAME NON-SAFETY</b>			
<b>FAME SAFETY</b>			
<b>FPMA</b>			
<b>PETA</b>			
<b>CONFIDENTIAL</b>			
<b>CFEA</b>	Professional Licensed Counselors and Case Managers Bilingual Pay ( <i>Eligible classes outlined in MOU</i> )	<b>\$3,600.00/yr</b> (\$138.47 <i>bi-weekly pay</i> ) <b>\$1,800.00/yr</b> (\$69.23 <i>bi-weekly pay</i> )	<b>\$500.00</b> bonus at the completion of 14 and 19 yrs
<b>OE3</b>	Asphalt Pave/Grinder ( <i>during paving season</i> ) Control Systems Multi-Gang Mower or Irrigation HVAC or Electrical	<b>5% of base pay</b> <b>10% of base pay</b> <b>5% of base pay</b> <b>5% of base pay</b>	<b>\$500.00</b> bonus at the completion of 19 yrs
<b>TEAMSTERS</b>	Community Services Officer (CSO): Administrative Assignment Pay Crime Scene Specialist CSO/Traffic Assignment Bilingual Pay ( <i>Eligible classes outlined in MOU</i> )	<b>5% of base pay</b> for 40/hr. work week assignment & additional <b>3.72% of base pay</b> for the length of the 40/hr. assignment <b>5% of base pay</b> for term of assignment <b>5% of base pay</b> for term of assignment <b>\$150.00/mo</b>	<b>\$500.00</b> bonus at the completion of 14 and 19 yrs
<b>FPA</b>	Bilingual Pay Specialist ( <i>Eligible classes outlined in MOU</i> ) Administrative Officer School Resource Officer	<b>\$125 bi-weekly pay</b> <b>5% of base pay</b> <b>up to 10% of base pay</b> <b>5% of base pay</b>	N/A
<b>BC</b>	Staff Assignment Emergency Medical Technician (EMT)	<b>17.5% of base pay</b> for 40/hr schedule <b>2.5% of base pay</b>	
<b>IAFF</b>	EMT On Call Fire Investigator Paramedic Certification Paramedic Pay Special Operations Task Force Staff Assignment Staff Captain Tiller Assignment	<b>2.5% of base pay</b> <b>3% of Step 5 Firefighter</b> <b>\$3,500 every 2 years</b> <b>10% of Step 5 Firefighter</b> <b>7.5% of base pay</b> <b>7.5% of base pay</b> for a temp 40/hr wk <b>17.5% of base pay</b> for 2 year 40/hr wk <b>\$0.625/hr</b>	

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 CITY OF <b>Fremont</b>	EDUCATIONAL INCENTIVE PAY	TUITION REIMBURSEMENT	MANAGEMENT INCENTIVE PAY
UFO	N/A	City Manager Discretion	City Manager Discretion
UME			
FAME NON-SAFETY			
FAME SAFETY			
FPMA	POST Advanced Certificate 5% of base pay POST Supervisory Certificate 7.5% of base pay	\$20,000 max. per employee with at least 6 months of full-time service \$50,000 max. for term of MOU	N/A
CONFIDENTIAL	N/A	\$30,000 per FY (City funded) \$2,000 max. reimbursement per employee per FY <i>(not to exceed \$20,000 per employee during employment)</i>	
CFEA			
PETA		\$3,500 max. per employee per FY for certification programs or CEUs \$3,500 max. per employee per FY	
OE3		\$1,500 per employee per FY	
TEAMSTERS		\$7,500 per FY (City funded) \$1,500 max. per employee per FY	
FPA		POST Intermediate Certificate 5% of base pay POST Advanced Certificate 7.5% of base pay	
BC	<u>Grandfathered Plan:</u> Level 1 \$29.54 bi-weekly Level 2 \$59.08 bi-weekly Level 3 \$100.62 bi-weekly	N/A	
IAFF	<u>New Plan (effective 8/1/2017):</u> Level 1 \$29.54 bi-weekly Level 2 \$59.08 bi-weekly Level 3 \$201.33 bi-weekly		

Note: Full-time non-probationary employees are eligible for tuition reimbursement


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	<b>UNIFORM ALLOWANCE</b> <i>Includes: Tool &amp; Glove Allowance Shoe Allowance</i>	<b>CALL BACK PAY</b>
<b>UFO</b>	Police Chief <b>\$1,750/yr.</b> Deputy Police Chief <b>\$1,750/yr.</b> Fire Chief <b>\$1,000.00/yr.</b>	N/A
<b>UME</b>	N/A	
<b>FAME NON-SAFETY</b>	Fire Managers <b>\$1,000.00/yr.</b>	
<b>FAME SAFETY</b>	<b>\$1,000.00/yr.</b> (\$38.47 bi-weekly pay)	
<b>FPMA</b>	<b>\$1,750.00/yr.</b>	
<b>CONFIDENTIAL</b>	N/A	
<b>PETA</b>	Shoe Allowance <b>\$175</b> every 2 yrs	<b>2 hrs</b> of overtime <i>(Not applicable if called back to work within 2 hrs of regular start time)</i>
<b>CFEA</b>	<b>\$600.00/yr.</b> or <b>\$750.00/yr.</b> <i>(Eligible classes outlined in MOU)</i> Shoe Allowance <b>\$250</b> for steel-toed safety boots	
<b>OE3</b>	Shoe Allowance <b>\$300.00/yr.</b> Tools <b>\$650.00/yr.</b> Gloves <b>\$50.00/yr.</b>  <i>(Eligible classes outlined in MOU)</i>	If called back between: The end of the shift and 11:59pm = <b>2 hrs</b> of overtime 12:01am - 11:15pm <i>(during regularly scheduled day off)</i> = <b>4 hrs</b> of overtime If called back after 12:00am = <b>3 hrs</b> of overtime
<b>TEAMSTERS</b>	<b>\$550.00/yr.</b> (\$21.16 bi-weekly pay) <b>\$650.00/yr.</b> (\$25.00 bi-weekly pay) <b>\$800.00/yr.</b> (\$30.77 bi-weekly pay) <b>\$800.00</b> max. reimbursement every 5 yrs for replacement <i>(initial vest provided to Community Services Officer)</i>	<b>2 hrs</b> of overtime <i>(Not applicable if called back to work within 2 hrs of regular start time or if scheduled to appear or return to training sessions/meetings)</i>
<b>FPA</b>	<b>\$1,750.00/yr.</b>	<b>3 hrs</b> minimum of overtime
<b>BC</b>	<b>\$700.00/yr.</b> (\$26.93 bi-weekly pay)	<b>3 hrs</b> of overtime Fire Investigators <b>4 hrs</b> of overtime
<b>IAFF</b>		<i>(Neither will apply if called back to work within 2 hrs of regular start time)</i>


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 CITY OF <b>Fremont</b>	STAND-BY PAY	COURT PAY	LONGEVITY PAY	
UFO	N/A	N/A	N/A	
UME			N/A	
FAME NON-SAFETY			N/A	
FAME SAFETY			N/A	
FPMA			24 yrs = <b>2.3%</b> of base pay	
CONFIDENTIAL			N/A	
OE3			N/A	
CFEA			N/A	
TEAMSTERS			N/A	
PETA			<b>Stand-by duty = hourly rate:</b> 1 hr for less than 8 hrs on duty      Called to duty = <b>2 hrs</b> 2 hrs for 8-16 hrs on duty              minimum of overtime 3 hrs for 16-24 hrs on duty	Classified employees who appear in court on a day off will be paid <b>4 hrs</b> minimum of overtime
FPA	<b>\$150/wk.</b> for Investigators  Assignments paid at 1/2 of the regular rate of pay per hr. <i>(3hrs minimum pay)</i>	<u><b>Hired before 7/1/2015:</b></u> 8 yrs = 2.5% of base pay 19 yrs = 5% of base pay 24 yrs = 7.3% of base pay 26 yrs = 11.9% of base pay 27 yrs = 14.2% of base pay 28 yrs = 15.4% of base pay	<u><b>Hired after 7/1/2015:</b></u> 8 yrs = 2.5% of base pay 19 yrs = 5% of base pay 24 yrs = 7.3% of base pay	
BC	N/A	N/A	<u><b>Hired on or before 12/31/2015:</b></u> 19 yrs = 1.8% of base pay 26 yrs = 5.8% of base pay	<u><b>Hired on or after 1/1/2016:</b></u> 19 yrs = 2.5% of base pay 24 yrs = 2.3% of base pay
IAFF			<u><b>Hired before 1/1/2016:</b></u> 19 yrs = 1.8% of base pay 26 yrs = 5.8% of base pay 27 yrs = 3% of base pay 28 yrs = 1.4% of base pay	

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 <b>RETIREE MEDICAL BENEFITS</b> Medical Reimbursement		
<b>UFO*</b>	Employees retired on or after <b>7/1/2001</b> with <b>20+ yrs</b> of service: <b>Kaiser single premium rate</b> (rate in effect on date of retirement)	Employees hired on or after <b>1/1/2012</b> will be eligible for medical reimbursement based on total years of City service as provided in the MOU (if applicable), if the following criteria is met: <ol style="list-style-type: none"> <li>1. Retire from the City within 120 days of separation</li> <li>2. Vested with CalPERS</li> <li>3. Completed at least 5 years of continuous City service</li> <li>4. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont</li> </ol>
<b>UME*</b>	Employees retired on or after <b>7/1/2001</b> with <b>25+ yrs</b> of service: <b>Kaiser 2-party premium rate</b> (rate in effect on date of retirement)	
<b>FAME NON-SAFETY*</b>	Employees hired on or after <b>7/1/2007</b> : 0-5 yrs <b>\$0.00/mo.</b> 6-9 yrs <b>\$200/mo.</b> 10-19 yrs <b>\$225/mo.</b> 20-24 yrs <b>Kaiser single premium rate</b> (rate in effect on date of retirement) 25+ yrs <b>Kaiser 2-party premium rate</b> (rate in effect on date of retirement)	
<b>FAME SAFETY*</b>		
<b>FPMA*</b>		
<b>CONFIDENTIAL</b>		
<b>CFEA</b>	Employees hired prior to <b>7/1/2007</b> and retiring during term of MOU within 120 days of separation from the City are eligible for medical reimbursement up to <b>\$300/mo.</b> Employees hired on or after <b>7/1/2007</b> are eligible for medical reimbursement based on total years of service as provided in CFEA MOU.	
<b>PETA</b>	Employees hired prior to <b>7/1/2006</b> and retiring within 120 days of separation from the City are eligible for medical reimbursement up to \$300/mo. Employees hired on or after <b>7/1/2006</b> will be eligible for medical reimbursement based on total years of service as provided in MOU.	
<b>OE3</b>	Employees hired on or after <b>1/1/2006</b> will be eligible for medical reimbursement based on total years of City service as provided in the MOU, if the following criteria is met: <ol style="list-style-type: none"> <li>1. Retire from the City within 120 days of separation</li> <li>2. Vested with CalPERS</li> <li>3. Completed at least 5 years of continuous City service</li> <li>4. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont</li> </ol>	
<b>TEAMSTERS</b>	Employees retiring on or after <b>7/1/2007</b> are eligible for medical reimbursement up to \$300/mo. if the following criteria is met: <ol style="list-style-type: none"> <li>1. Vested with CalPERS</li> <li>2. Completed at least 5 years of continuous City service</li> <li>3. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont</li> </ol>	
<b>FPA*</b>	Employees retired on or after <b>8/1/1999</b> will receive medical reimbursement based on total years of City service as provided in MOU. To be eligible for retiree medical reimbursement the employee must retire from the City within 120 days of separation.	
<b>BC*</b>	Employees hired on or before <b>12/31/2011</b> : 0-24 years: <b>\$10.00/mo.</b> per years of City service 25+ years: Kaiser 2-party premium rate (rate in effect on date of retirement)	Employees hired after <b>1/1/2012</b> are eligible for medical reimbursement based on total years of City service as provided in the MOU, if the following criteria is met: <ol style="list-style-type: none"> <li>1. Retire from the City within 120 days of separation</li> <li>2. Vested with CalPERS</li> <li>3. Completed at least 5 years of continuous City service</li> <li>4. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont</li> </ol>
<b>IAFF*</b>	<b>Surviving Spouse:</b> 10-14 yrs <b>\$90.00/mo.</b> 15 yrs <b>\$97.50/mo.</b> 16+ yrs <b>\$100.00/mo.</b>	

\*For purposes of evaluating eligibility for this benefit, credit will be given, upon submission of proof by employee, for up to 10 years of service with other public agencies.


# BENEFITS SUMMARY

Updated April 27, 2026

	<b>CITY MANAGER</b>					
<b>CALPERS RETIREMENT</b>	<b>Classic Member Tier 1: Hired Before 4/8/2012</b>		<b>Classic Member Tier 2: Hired on or After 4/8/2012</b>		<b>PEPRA Member Tier 3: Hired On or After 1/1/2013</b>	
	Final Compensation: Single Highest Year		Final Compensation: Three Highest Years		Final Compensation: Three Highest Years	
	<b>2.5% @ 55</b> <b>Total Rate: 18.31%</b> <b>Employer Rate: 10.31%</b> <b>Employee Rate: 8%</b>		<b>2% @ 60</b> <b>Total Rate: 17.31%</b> <b>Employer Rate: 10.31%</b> <b>Employee Rate: 7%</b>		<b>2% @ 62</b> <b>Total Rate: 17.56%</b> <b>Employer Rate: 10.31%</b> <b>Employee Rate: 7.25%</b>	
<b>HEALTH BENEFITS</b>	<b>Health Benefit Allowance (HBA)</b>	<b>CalPERS Medical Plans</b>			<b>Delta Dental</b>	<b>Vision Services Plan (VSP)</b>
	<b>\$2,900.00/mo.</b>	<b>HMO CalPERS Plans</b>	<b>Employee Only</b>	<b>Employee + 1</b>	<b>Employee + Family</b>	
		Anthem HMO Select	\$1,336.29	\$2,672.58	\$3,474.34	
		Anthem HMO Trad.	\$1,612.08	\$3,224.16	\$4,191.41	
		*Blue Shield Access + <i>*(Amador, Napa, Nevada, San Joaquin, Santa Cruz, Sutter and Yuba Counties only)</i>	\$1,301.95	\$2,603.90	\$3,385.07	
		**Blue Shield Trio <i>** (El Dorado, Los Angeles, Nevada, Placer, Sacramento, Yolo and select Region 2 Counties only)</i>	\$1,166.58	\$2,333.16	\$3,033.11	
		Kaiser Permanente	\$1,168.86	\$2,337.72	\$3,039.04	
		UnitedHealthCare	\$1,290.06	\$2,580.12	\$3,354.16	
		Western Health Adv.	\$969.58	\$1,939.16	\$2,520.91	
		<b>PPO CalPERS Plans</b>	<b>Employee Only</b>	<b>Employee + 1</b>	<b>Employee + Family</b>	
	PERS Platinum	\$1,670.14	\$3,340.28	\$4,342.36		
	PERS Gold	\$1,120.58	\$2,241.16	\$2,913.51		
	PORAC	\$1,063.00	\$2,418.00	\$3,027.00		
				<b>Employee</b> <b>\$41.30/mo.</b>	<u><b>VSP Standard</b></u>  Employee <b>\$8.16/mo.</b> Employee + 1 <b>\$11.62/mo.</b> Employee + Family <b>\$20.48/mo.</b>	
				<b>Employee + 1</b> <b>\$76.90/mo.</b>	<u><b>VSP High</b></u>  Employee <b>\$11.88/mo.</b> Employee + 1 <b>\$17.04/mo.</b> Employee + Family <b>\$30.20/mo.</b>	
				<b>Employee + Family</b> <b>\$132.00/mo.</b>		


# BENEFITS SUMMARY

Updated April 27, 2026

	<b>CITY MANAGER (continued)</b>			
<b>DEFERRED COMPENSATION</b>	<b>401(a): Employer Paid</b> 2% of base salary		<b>457(b): Employer Paid</b> IRS Maximum - Annual City Contribution	
<b>LIFE INSURANCE</b>	<b>Basic Life/AD&amp;D:</b> Employer Paid  <b>Employee:</b> Two (2) times annual salary. Premium Rate <b>\$0.084/ \$1,000.00</b> coverage  <b>Dependent:</b> \$1,500.00 coverage	<b>Long Term Disability</b> Employer Paid  Calculated at 66.67% of employee's monthly salary to a maximum benefit of <b>\$10,000/mo.</b>  Premium Rate <b>\$0.554/\$100.00</b> of base salary	<b>Supplemental Life Insurance</b> Employee Paid (Voluntary)  Supplemental Life & AD&D Insurance Coverage Options:  <b>Employee, Spouse &amp; Family</b>  <i>Premiums vary by volume and type of coverage</i>	<b>Short Term Disability</b> Employee Paid (Voluntary)  Calculated at 66.67% of employee's monthly salary to a maximum benefit of <b>\$2,500/wk.</b>  Premium Rate <b>\$0.221/\$100.00</b> of base salary
<b>ANNUAL GENERAL LEAVE</b>	188 hrs.			
<b>MANAGEMENT LEAVE</b>	124 hrs. ( <i>non-accruable</i> )			
<b>FLOATING HOLIDAY</b>	8 hrs. ( <i>non-accruable</i> )			
<b>HOLIDAYS</b>	13 days paid			
<b>BEREAVEMENT LEAVE</b>	1 work week (40 hours)			
<b>PERSONAL EMERGENCY LEAVE BANK</b>	Eligible for Personal Emergency Leave Bank which is an employee leave donation pool.			
<b>LEAVE LIQUIDATION</b>	Liquidation amount is based on yrs of service and 75% of max. accrued general leave. If eligible, submit election in October of current calendar year, lump sum pay out to occur in October of following calendar year (one year between election and cash out).			
<b>RETIREE MEDICAL BENEFITS</b>	<p>Employees retired on or after <b>7/1/2001</b> with <b>20+ yrs</b> of service: <b>Kaiser single premium rate</b> (rate in effect on date of retirement)</p> <p>Employees retired on or after <b>7/1/2001</b> with <b>25+ yrs</b> of service: <b>Kaiser 2-party premium rate</b> (rate in effect on date of retirement)</p> <p>Employees hired on or after <b>7/1/2007</b>:                      0-5 yrs <b>\$0.00/mo.</b>                      6-9 yrs <b>\$200/mo.</b>                      10-19 yrs <b>\$225/mo.</b>                      20-24 yrs Kaiser single premium rate (rate in effect on date of retirement)                      25+ yrs Kaiser 2-party premium rate (rate in effect on date of retirement)</p>		<p>Employees hired on or after <b>1/1/2012</b> will be eligible for medical reimbursement based on total years of City service as provided in the FAME MOU (if applicable), if the following criteria is met:</p> <ol style="list-style-type: none"> <li>1. Retire from the City within 120 days of separation</li> <li>2. Vested with CalPERS</li> <li>3. Completed at least 5 years of continuous City service</li> <li>4. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont</li> </ol> <p><i>*Eligible to receive 10 years max of service credit with other public agencies.</i></p>	


# BENEFITS SUMMARY

Updated April 27, 2026

	<b>CITY ATTORNEY</b>					
<b>CALPERS RETIREMENT</b>	<b>Classic Member Tier 1: Hired Before 4/8/2012</b>		<b>Classic Member Tier 2: Hired on or After 4/8/2012</b>		<b>PEPRA Member Tier 3: Hired On or After 1/1/2013</b>	
	Final Compensation: Single Highest Year		Final Compensation: Three Highest Years		Final Compensation: Three Highest Years	
	<b>2.5% @ 55</b> <b>Total Rate: 18.5%</b> <b>Employer Rate: 10.5%</b> <b>Employee Rate: 8%</b>		<b>2% @ 60</b> <b>Total Rate: 17.5%</b> <b>Employer Rate: 10.5%</b> <b>Employee Rate: 7%</b>		<b>2% @ 62</b> <b>Total Rate: 17.75%</b> <b>Employer Rate: 10.5%</b> <b>Employee Rate: 7.25%</b>	
<b>HEALTH BENEFITS</b>	<b>Health Benefit Allowance (HBA)</b>	<b>CalPERS Medical Plans</b>			<b>Delta Dental</b>	<b>Vision Services Plan (VSP)</b>
	<b>\$2,900.00/mo.</b>	<b>HMO CalPERS Plans</b>	<b>Employee Only</b>	<b>Employee + 1</b>		
		Anthem HMO Select	\$1,336.29	\$2,672.58	\$3,474.35	
		Anthem HMO Trad.	\$1,612.08	\$3,224.16	\$4,191.41	
		*Blue Shield Access + <i>*(Amador, Napa, Nevada, San Joaquin, Santa Cruz, Sutter and Yuba Counties only)</i>	\$1,301.95	\$2,603.90	\$3,385.07	
		**Blue Shield Trio <i>** (El Dorado, Los Angeles, Nevada, Placer, Sacramento, Yolo and select Region 2 Counties)</i>	\$1,166.58	\$2,333.16	\$3,033.11	
	Ineligible to receive ABC Cash	Kaiser Permanente	\$1,168.86	\$2,337.72	\$3,039.04	
		UnitedHealthCare	\$1,290.06	\$2,580.12	\$3,354.16	
		Western Health Adv.	\$969.59	\$1,939.16	\$2,520.91	
		<b>PPO CalPERS Plans</b>	<b>Employee Only</b>	<b>Employee + 1</b>	<b>Employee + Family</b>	
	PERS Platinum	\$1,670.14	\$3,340.28	\$4,342.36		
	PERS Gold	\$1,120.58	\$2,241.16	\$2,913.51		
	PORAC	\$1,063.00	\$2,418.00	\$3,027.00		
				Employee <b>\$41.30/mo.</b>	<b><u>VSP Standard</u></b>	
				Employee + 1 <b>\$76.90/mo.</b>	Employee <b>\$8.16/mo.</b> Employee + 1 <b>\$11.62/mo.</b> Employee + Family <b>\$20.48/mo.</b>	
				Employee + Family <b>\$132.00/mo.</b>	<b><u>VSP High</u></b>	
					Employee <b>\$11.88/mo.</b> Employee + 1 <b>\$17.04/mo.</b> Employee + Family <b>\$30.20/mo.</b>	


# BENEFITS SUMMARY

Updated April 27, 2026

	<b>CITY ATTORNEY (continued)</b>			
<b>DEFERRED COMPENSATION</b>	<b>401(a)</b> Employer Paid - 2.0% of base salary		<b>457(b)</b> IRS Maximum - Annual City Contribution	
<b>LIFE INSURANCE</b>	<b>Basic Life/AD&amp;D:</b> Employer Paid <b>Employee:</b> Two (2) times annual salary.  Premium Rate <b>\$0.084/\$1,000.00</b> coverage <b>Dependent:</b> \$1,500.00 coverage	<b>Long Term Disability</b> Employer Paid  Calculated at 66.67% of employee's monthly salary to a maximum benefit of <b>\$10,000/mo.</b>  Premium Rate <b>\$0.554/\$100.00</b> of base salary	<b>Supplemental Life Insurance</b> Employee Paid (Voluntary)  Supplemental Life & AD&D Insurance Coverage Options:  <b>Employee, Spouse &amp; Family</b> <i>Premiums vary by volume and type of coverage</i>	<b>Short Term Disability</b> Employee Paid (Voluntary)  Calculated at 66.67% of employee's monthly salary to a maximum benefit of <b>\$2,500/wk.</b>  Premium Rate <b>\$0.221/\$100.00</b> of base salary
<b>ANNUAL GENERAL LEAVE</b>	188 hrs.			
<b>MANAGEMENT LEAVE</b>	124 hrs. ( <i>non-accruable</i> )			
<b>HOLIDAYS</b>	13 days paid			
<b>BEREAVEMENT LEAVE</b>	1 work week (40 hours)			
<b>PERSONAL EMERGENCY LEAVE BANK</b>	Eligible for Personal Emergency Leave Bank which is an employee leave donation pool.			
<b>LEAVE LIQUIDATION PROGRAM</b>	Liquidation amount is based on yrs of service and 75% of max. accrued general leave. If eligible, submit election in October of current calendar year, lump sum pay out to occur in October of following calendar year (one year between election and cash out).			
<b>RETIREE MEDICAL BENEFITS</b>	Employees retired on or after <b>7/1/2001</b> with <b>20+ yrs</b> of service: <b>Kaiser single premium rate</b> (rate in effect on date of retirement)  Employees retired on or after <b>7/1/2001</b> with <b>25+ yrs</b> of service: <b>Kaiser 2-party premium rate</b> (rate in effect on date of retirement)  Employees hired on or after <b>7/1/2007</b> : 0-5 yrs <b>\$0.00/mo.</b> 6-9 yrs <b>\$200/mo.</b> 10-19 yrs <b>\$225/mo.</b> 20-24 yrs Kaiser single premium rate (rate in effect on date of retirement) 25+ yrs Kaiser 2-party premium rate (rate in effect on date of retirement)		Employees hired on or after <b>1/1/2012</b> will be eligible for medical reimbursement based on total years of City service as provided in the MOU (if applicable), if the following criteria is met:  1. Retire from the City within 120 days of separation 2. Vested with CalPERS 3. Completed at least 5 years of continuous City service 4. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont  <i>*Eligible to receive 10 years max of service credit with other public agencies.</i>	

# BENEFITS SUMMARY

Updated April 27, 2026

	<b>ELECTED OFFICIALS MAYOR/COUNCILMEMBERS</b>					
<b>CURRENT SALARY</b>	<b>MAYOR: \$4,623.83/mo. COUNCILMEMBERS: \$2,602.56/mo.</b>					
<b>RETIREMENT PLAN</b>	Mayor & Councilmembers <b>must</b> choose one of the following retirement plans (enrollment is mandatory).					
	<b>CalPERS Retirement Plan</b>	<b>Nationwide Retirement Plan</b>				
	7.25% pre-tax contributions of earnings	<b>OR</b>	Part-time, Seasonal, Temporary (PST) Plan is an Alternative Retirement Plan through Nationwide Retirement Solutions which is 7.5% pre-tax contributions of earnings.			
<b>HEALTH BENEFITS</b>	<b>Health Benefit Allowance (HBA)</b>  \$450.00/mo.	<b>CalPERS Medical Plans</b>			<b>Delta Dental</b>	<b>Vision Services Plan (VSP)</b>
		<b>HMO CalPERS Plans</b>	<b>Employee Only</b>	<b>Employee + 1</b>		
			<b>Employee + Family</b>			
		Anthem HMO Select	\$1,336.29	\$2,672.58	\$3,474.35	
		Anthem HMO Trad.	\$1,612.08	\$3,224.16	\$4,191.41	
		*Blue Shield Access +	\$1,301.95	\$2,603.90	\$3,385.07	
		<i>*(Amador, Napa, Nevada, San Joaquin, Santa Cruz, Sutter and Yuba Counties</i>				
		**Blue Shield Trio	\$1,166.58	\$2,333.16	\$3,033.11	
		<i>** (El Dorado, Los Angeles, Nevada, Placer, Sacramento, Yolo and select Region 2 Counties only)</i>				
		Kaiser Permanente	\$1,168.86	\$2,337.72	\$3,039.04	
		UnitedHealthCare	\$1,290.06	\$2,580.12	\$3,354.16	
		Western Health Adv.	\$969.58	\$1,939.16	\$2,520.91	
		<b>PPO CalPERS Plans</b>	<b>Employee Only</b>	<b>Employee + 1</b>	<b>Employee + Family</b>	
		PERS Platinum	\$1,670.14	\$3,340.28	\$4,342.36	
		PERS Gold	\$1,120.58	\$2,241.16	\$2,913.51	
		PORAC	\$1,063.00	\$2,418.00	\$3,027.00	
					Employee <b>\$41.30/mo.</b>	<b><u>VSP Standard</u></b> Employee <b>\$8.16/mo.</b> Employee + 1 <b>\$11.62/mo.</b> Employee + Family <b>\$20.48/mo.</b>
					Employee + 1 <b>\$76.90/mo.</b>	
					Employee + Family <b>\$132.00/mo.</b>	<b><u>VSP High</u></b> Employee <b>\$11.88/mo.</b> Employee + 1 <b>\$17.04/mo.</b> Employee + Family <b>\$30.20/mo.</b>
<b>DEFERRED COMPENSATION</b>	Voluntary contributions to <b>457(b)</b> plan					
<b>LIFE INSURANCE</b>	Basic Life/AD&D <b>\$50,000</b> coverage ( <b>\$5.30/mo.</b> ) Dependent <b>\$1,500.00</b> coverage ( <b>\$0.34/mo.</b> ) (Employer Paid and voluntary enrollment)					
<b>CAR ALLOWANCE</b>	Councilmembers do not typically request reimbursement; however, allowance is an option. Reimbursement is equivalent to the Federal IRS allowance.					
<b>TRAVEL</b>	Reimbursed for approved travel per City Council travel procedures					

The California Government Code regulates elected officials' compensation. The Human Resources Department has prepared this benefit summary to provide a convenient reference tool for staff and other agencies. The Mayor and City Councilmembers are Elected Officials and do not have a Memorandum of Understanding.