



## BENEFIT SUMMARY FOR CITY OF SUISUN CITY

If you have any questions regarding Suisun City benefits, please contact Human Resources staff at (707) 420-3710.

Updated 1/20/2026

Benefit	Suisun City Police Officers' Assoc.  (SCPOA)	Suisun City Professional Firefighters Assoc, IAFF 1186  (SCPFA)	Suisun City Employees' Assoc, SEIU 1021  (SCEA)	Suisun City Mgmt & Prof Employees' Assoc.  (SCMPEA)	Executive Mgmt  (Unrepresented Department Heads)	Mayor  (Elected)	City Council  (Elected)	City Clerk  (Elected)	City Treasurer  (Elected)	
<b>Term of Current M.O.U.</b>	7/1/2025 - 6/30/2027 Resolution 2025-132	7/1/2025 - 6/30/2027 Resolution 2025-123	7/1/2025 - 6/30/2027 Resolution 2026-14	7/1/2025 - 6/30/2027 Resolution 2025-131	Reso 2025-110: Effective 9/16/2025	Ord 700: 9/18/2007 Reso 2007-97: 9/4/2007 Reso 2021-50: 6/1/2021				
<b>Salary</b>	2.5% COLA January 2026 2.5% COLA July 2026	2.5% COLA January 2026 2.5% COLA July 2026	2.5% COLA January 2026 2.5% COLA July 2026	Market adjustments for classes below 89% median 2.5% COLA January 2026 2.5% COLA July 2026	Market adjustments for classes below 89% median 2.5% COLA January 2026 2.5% COLA July 2026	<b>Ordinance 700:</b> \$654.86/month	<b>Ordinance 700:</b> \$654.86/month	<b>Reso 2024-33:</b> \$516/month	<b>Reso 2021-50:</b> 25% of Council Salary \$163.72	
<b>Deferred Compensation</b>	<b>Police:</b> Voluntary contribution. No city match. <b>Dispatch:</b> City match up to \$100/pp (max of \$2600/year)	Voluntary contribution. City match up to 4% or \$118/pay period, whichever is greater.	Voluntary contribution. City match up to \$100/pay period up to \$2,600/FY.	Voluntary contribution. City match up to 4% or \$118/pay period, whichever is greater.	Voluntary contribution. City match up to 4%/pay period.	Voluntary contribution only				
<b>401(a)</b>	N/A	City Match \$25/pay period (\$max 600/year)	N/A	N/A	N/A	N/A				
<b>Retirement (CalPERS)<sup>1</sup></b>	<b>Safety (Police)</b> Classic - 3%@50 PEPRA - <u>2.7%@57</u> <b>Miscellaneous (Dispatch):</b> Classic: 2%@55 PEPRA: 2%@62	<b>Safety (Fire)</b> Classic - 2%@55 PEPRA - 2%@57	<b>Miscellaneous:</b> Classic: 2%@55 PEPRA: 2%@62	<b>Miscellaneous:</b> Classic: 2%@55 PEPRA: 2%@62 <b>Safety (Fire)</b> Classic: 2%@55 PEPRA: 2%@57 <b>Safety (Police)</b> Classic: 3%@50 PEPRA: 2.7%@57	<b>Miscellaneous:</b> Classic: 2%@55 PEPRA: 2%@62 <b>Safety (Fire)</b> Classic: 2%@55 PEPRA: 2%@57 <b>Safety (Police)</b> Classic: 3%@50 PEPRA: 2.7%@57	<b>Miscellaneous:</b> Classic: 2%@55 PEPRA: 2%@62				
<b>EPMC</b>	0. Eliminated 9/21/2021 Reso 2021-96 and Reso 2021-97.									
<b>Social Security</b>	The City does not participate in social security, except for the required Medicare (1.45%) portion.									
<b>Life Insurance</b>	\$200,000 of coverage for employee only, paid by the City, from the date of hire.									
<b>Core Flex Medial Plan Contribution</b>	City pays up to the CalPERS Region 1 Kaiser Rate for employee and dependent. Current amounts for 2026 calendar year: EE Only: \$1,168.86 EE + One: \$2,337.72 EE + Fam: \$3,039.04					Reso 2021-50: 75% of the Kaiser Single/Family rate EE Only: \$876.65 EE + One: \$2,279.28 EE + Fam: \$2,279.29		Reso 2021-50: 50% of Council Benefit EE Only: \$438.32 EE + One: \$1,139.64 EE + Fam: \$1,139.64		Reso 2021-50: 25% of Council Benefit EE Only: \$219.16 EE + One: \$569.82 EE + Fam: \$569.82

<sup>1</sup> Pursuant to Public Employee's Pension Reform Act (PEPRA) passed by the California Legislature in 2012 (AB340), which became effective January 1, 2013, the benefit formula employees will be enrolled in upon hire is dependent on their status with CalPERS at time of hire, i.e., a new enrollee to the CalPERS system (New) versus current CalPERS member (Classic).

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<b>Flex Benefit Credit (Waiving Medical)</b>	EE Only: \$500 EE + One/Fam: \$700					Reso 2021-50: 45% of the City-paid portion of the family Kaiser rate. <b>\$1,025.68</b>	Reso 2021-50: 50% of Council Benefit <b>\$512.84</b>	Reso 2021-50: 25% of Council Benefit <b>\$256.42</b>	
<b>Medical Insurance</b>	The City participates in PERS medical plans, with several health plans available to choose from. Dependent children are eligible for coverage until age 26. Medical coverage may begin the first of the month following hire date.								
<b>Dental &amp; Vision Insurance</b>	The City offers optional dental and vision insurance through Mutual of Omaha with 100% of the premium paid by employee. Dependent children are eligible for coverage until age 26. Employee is eligible for dental and vision first of the month following hire date. The 2026 calendar year monthly premiums for are Dental: EE Only: \$58.01, EE + One: \$116.48, EE + Fam: \$192.49 The 2026 calendar year monthly premiums for Vision: EE Only: \$8.04, EE + One: \$16.12, EE + Fam: \$22.54								
<b>Work Schedule</b>	3/12 or 4/10	48/96 schedule	9/80 4/10 or 5/8 option	9/80 4/10 or 5/8 option	9/80 4/10 or 5/8 option	N/A			
<b>FLSA Work Period</b>	Police: 7K Exemption - 14 days with overtime paid for work over 80 hours Dispatch: 7 days (Friday to Friday)	7 days with overtime paid for all hours outside of regular schedule	7 days (Friday to Friday)	7 days (Friday to Friday)	7 days (Friday to Friday)	N/A			
<b>Vacation Leave</b>	Years   Hours/Yr	Years   Hours/Yr	Years   Hours/Yr	Years   Hours/Yr	Years   Hours/Yr				
	0-5   80 6-10   120 11-15   160 16+   184	0-5   112 6-10   168 11-   224 15   257.6 16+	0-5   80 6-10   120 11-   160 15   184 16+	0-5   80 6-10   120 11-   160 15   184 16+	0-5   120 6-10   160 11+   200	N/A			
<b>Sick Leave</b>	96 hours of sick leave per year accrued at 3.69 per pay period.					N/A			
<b>Holiday Leave</b>	<b>Dispatch:</b> In lieu of observing Municipal Holidays, Holiday leave is accrued at 4 hours per pay period. Receive 8 hours of holiday leave on Juneteenth. <b>Police:</b> Receive 2% holiday pay in lieu of observing holidays	Receive 2% holiday pay in lieu of observing holidays.	12 paid holidays/year 2 floating holidays 1 birthday holiday	12 paid holidays/year 2 floating holidays	12 paid holidays/year 2 floating holidays	N/A			

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<b>Longevity Pay</b>	3% at 5 continuous years 3% at 10 continuous years (total 6%)  Sworn receive longevity credit for total years of law enforcement experience	3% at 5 continuous years 3% at 10 continuous years (total 6%)	2% at 5 continuous years 2% at 10 continuous years 2% at 15 continuous years (total 6%)	<b>Police /Fire Safety:</b> 3% at 5 continuous years 3% at 10 continuous years (total 6%).  Sworn receive longevity credit for total years of law enforcement experience.  <b>Miscellaneous:</b> 2% at 5 continuous years 2% at 10 continuous years 2% at 15 continuous years (total 6%)	3% at 5 continuous years 3% at 10 continuous years (total 6%). Police Chief receives longevity credit for total years of law enforcement experience.	N/A			
<b>Executive Leave</b>	N/A	N/A	N/A	80 hours per year (Ability to earn up to an additional 40 hour for each of work assigned (and approved by the Dept Head) and worked outside of the regular workday.)	120 hours per year, half received in January and half received in July	N/A			
<b>Physical Fitness Program</b>	Sworn receive \$250 per year.	\$250 per year.	N/A	N/A	Police and Fire Chief receive \$25/month reimbursement of health club costs	N/A			
<b>Uniform Allowance</b>	Sworn: \$1,300/year Dispatch: \$900/year	\$1,300/yr	CSO & Evidence Tech: \$900/yr Maint Workers/Code Enforcement Boot Allowance: \$250/yr	Police/Fire: 1,300/yr Dispatch Sup/Mgr: \$900/yr	Police & Fire Chief: \$1,300/yr	N/A			

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<b>Incentive Pay</b>	<b>Officer Basic POST:</b> 2% <b>Int POST:</b> 5% <b>Adv POST:</b> 5%  <b>Assignment Pay:</b> 5%: - Field Training Ofc/ -Officer in Charge/ -Detective/ -Corporal <b>Bilingual Pay:</b> \$46.15/ pp  <b>Dispatcher Basic POST:</b> 2% <b>Solo Dispatch Pay:</b> 2%	<b>Advanced degree beyond current requirement for job (AA/AS; BA/BS; master):</b> 3% <b>Chief Officer:</b> 1.5% <b>Paramedic:</b> 8% <b>EMT:</b> 2% <b>Bilingual Pay:</b> \$46.15/ pp	<b>AA degree or higher:</b> 3% <b>Certified Arborist (PW Only):</b> 5% - limited to one employee. <b>Certified Heavy Equipment Operator/Class A driver (PW Only):</b> 5% - limited to 5 ees. <b>Bilingual Pay:</b> \$50/ pp <b>Notary Pay:</b> \$50/ pp <b>Qualified Applicator License Pay:</b> \$50/ pp	<b>Advanced degree beyond current requirement for job (AA/AS; BA/BS; master):</b> 3% <b>POST Advanced (Police):</b> 5%	<b>Advanced degree beyond current requirement for job (master or doctorate):</b> 3% <b>POST Executive Management:</b> 5% <b>Notary Pay:</b> \$50/ pp	N/A			
<b>Shift Differential</b>	<b>Night:</b> 2.5% for hours worked between 6 p.m. and 6 a.m.	N/A	N/A	N/A	N/A	N/A			
<b>Standby Pay</b>	<b>Police:</b> Paid at one half of the employees base hourly rate for the period of time the employee is on standby. <b>Dispatch:</b> 2 hours at base hourly rate for weekday standby, 4 hours for weekend standby and 9 hours for standby on a recognized holiday	N/A	2 hours at base hourly rate for weekday standby, 4 hours for weekend standby and 9 hours for standby on a recognized holiday	<b>Fire Duty Chief:</b> \$200 per weekday evening shift \$200 per weekend day shift \$200 per weekend evening shift	<b>Fire Duty Chief:</b> \$200 per weekday evening shift \$200 per weekend day shift \$200 per weekend evening shift	N/A			
<b>Call Back Pay</b>	Paid 2 hrs minimum at the applicable overtime rate.	N/A	Paid 2 hrs minimum at the applicable overtime rate.	N/A	N/A	N/A			

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<b>Tuition Reimbursement</b>	Pursuing undergraduate or graduate degree: \$1,800/fiscal year Job-Related Courses not pursuing degree: \$750/fiscal year Safety Education Loan Forgiveness Program: \$10,000 loan pursuant to eligibility requirements	Pursuing College Degree: \$1,500/fiscal year	Pursuing Solano Community College Degree: \$1,000/fiscal year	Pursuing College Degree: \$1,500/fiscal year	Pursuing College Degree: \$1,800/fiscal year	N/A			
<b>Vehicle Allowance</b>	N/A				Take home vehicle or \$400/month	Reso 2007-97: \$425/month	Reso 2007-97: \$390/month	2024-33 \$100/month	N/A