



# South Placer Fire District

6900 Eureka Road  
 Granite Bay, California 95746  
 Phone (916) 791-7059 Fax (916) 791-2199

## BENEFIT SUMMARY 2026

|  | <b>SAFETY EMPLOYEES</b>   | <b>40 Hour Safety Administrative Positions</b>                           | <b>NON-SAFETY 40 HOUR EMPLOYEES</b>  |
|--|---|--|--|
| <b>Education Incentive</b>               | 2% Fire Officer Cert  | 2% Fire Officer Cert   | 3% CSFM Fire Inspector 1 Certificate                                       |
| To a max of 12% of base                  | 2% Chief Officer Cert.  | 2% Chief Officer Cert.   | 2% ICC Fire Inspector 1  |
|  | 4% AA/AS Degree   | 4% AA/AS Degree  | 1% Business Certificate or Emergency Vehicle technician (EVT)1 Certificate |
|  | 6% BA/BS Degree   | 6% BA/BS Degree  | 2% Board Clerk from CSDA   |
|  | Incentives max =12% applied to base salary                              | Incentives max =12% applied to base salary                               | 2% for EVT 2   |
|  |   |  | 3% for EVT 3   |
|  |   |  | 4% AA/AS Degree  |
|  |   |  | 6% BA/BS Degree  |
|  |   |  | Incentives max =12% applied to base salary                                 |
|  |   |  |  |
| <b>Longevity Pay</b>                     | 5 Years of Service=1% of base salary annually                           | 5 Years of Service=1% of base salary annually                            | 5 Years of Service=1% of base salary annually                              |
| 1% for each 5 yrs of service             | 10 Years of Service=3% of base salary annually                          | 10 Years of Service=3% of base salary annually                           | 10 Years of Service=3% of base salary annually                             |
|  | 15 Years of Service=5% of base salary annually                          | 15 Years of Service=5% of base salary annually                           | 15 Years of Service=5% of base salary annually                             |
|  | 20 Years of Service=7% of base salary annually                          | 20 Years of Service=7% of base salary annually                           | 20 Years of Service=7% of base salary annually                             |
|  |   |  |  |
| <b>Paramedic Stipend</b>                 | Firefighter = \$800 per month   |  |  |
|  | Engineer = \$650 per month  |  |  |
|  | Captain = \$650 per month   |  |  |
|  |   |  |  |
| <b>Uniform Allowance</b>                 | \$1000/Annual Allowance + \$1000 additional after probation for Class A | No Annual allowance  | \$1000/Annual Allowance + \$1000 additional after probation for Class A    |
|  | Eff. 7/1/26 no annual uniform allowance                                 |  | Eff. 7/1/26 no annual uniform allowance                                    |
|  | No Annual Allowance for Battalion Chief Unit                            |  |  |
|  |   |  |  |
| <b>125 Pre-Tax Flexible Benefit Plan</b> |   |  |  |
| CalPERS Medical Plans                    | \$1169/month allowance medical for Employee only                        | \$1169/month allowance medical for Employee only                         | \$1169/month allowance medical for Employee only                           |
|  | \$1987/month allowance medical for Employee+1                           | \$1987/month allowance medical for Employee+1                            | \$1987/month allowance medical for Employee+1                              |
|  | \$2583/month allowance medical for Employee +2 or more                  | \$2583/month allowance medical for Employee +2 or more                   | \$2583/month allowance medical for Employee +2 or more                     |
|  | Medical waiver receives \$300/month credit to 125 plan accounts         | Medical waiver receives \$300/month credit to 125 plan accounts          | Medical waiver receives \$300/month credit to 125 plan accounts            |
|  | Any remaining amount not used on health benefits may be applied towards | the medical or dependent care reimbursement accounts. Any unused amounts | are forfeited  |
| <b>Dental/Vision Coverage</b>            | Fully paid by District  | Fully paid by District   | Fully paid by District   |
|  |   |  |  |
|  |   |  |  |
| <b>Vacation Leave</b>                    | 1-5 Years=13.26 hrs per month   | 1-5 Years=9.47 hrs per month   | 1-5 Years=9.47 hrs per month   |
| option to cash out bi-annually           | 6-10 Years=17.93 hrs per month  | 6-10 Years=12.81 hrs per month   | 6-10 Years=12.81 hrs per month   |
|  | 11 Years or more=22.59 hrs per month                                    | 11 Years or more=16.14 hrs per month                                     | 11 Years or more=16.14 hrs per month                                       |
|  |   |  |  |
| <b>Administrative Leave</b>              | None  | 120 hrs/yr-administrative leave  | 120.00 hrs/ yr-Business Manager position                                   |
|  |   |  |  |
| <b>Sick Leave</b>                        | 14.00 hrs per month   | 10.00 hrs per month  | 10.00 hours per month  |
|  |   |  |  |
| <b>Holidays</b>                          | 6% holiday pay in lieu of holidays                                      | 130 hrs/yr in lieu of holidays *   | 130 hrs/yr in lieu of holidays *   |
| *hours cashed out annually               |   | *Required to work all holiays unless taken off using approved method     |  |
|  |   |  |  |
| <b>PERS Retirement</b>                   | 3% @ 55 Classic, 2.7% @ 57 Pepra  | 3% @ 55 Classic, 2.7% @ 57 Pepra   | 3% @ 60 Classic, 2% @ 62 Pepra   |
|  | Classic: Employer pays employer share/Employee pays 12%                 | Classic: Employer pays employer share/Employee pays 12%                  | Classic: Employer pays employer share/Employee pays 11%                    |
|  | Pepra: Employer pays employer share/employee pays 13.75%                | Pepra: Employer pays employer share/employee pays 13.75%                 | Pepra: Employer pays employer share/employee pays 7.75%                    |
| <b>457 Deferred Compensation</b>         | Pre-tax contributions employer matched up to \$100/month                | Pre-tax contributions employer matched up to \$100/month                 | Pre-tax contributions employer matched up to \$100/month                   |
| <b>Employee Assistance Program</b>       | Fully paid by District  | Fully paid by District   | Fully paid by District   |
|  | <b>24 Hour Safety Positions</b>   | <b>40 Hour Safety Administrative Positions</b>                           | <b>40 Hour Non-Safety Positions</b>  |
|  | Battalion Chief   | Fire Chief   | Administrative Assistant/Fire Inspector I                                  |
|  | Captain   | Deputy Chief   | Journeyperson Mechanic   |
|  | Engineer  | Division Chief   | Business Manager   |
|  | Firefighter   | Fire Marshal   | Apprentice Mechanic  |
|  | Apprentice Firefighter  |  | District Secretary   |
|  |   |  | Executive Assistant  |