

**CITY OF MANTECA
COMPENSATION & BENEFITS MATRIX**

November 2025

Employee Unit	Manteca Technical Support Services Association (TSS)	Manteca Operating Engineers Local Union No. 3 (OE3)	Manteca Mid-Manager Association (MMA)	Manteca Police Employees' Association (MPEA)	Manteca Police Officers' Association (MPOA)	Manteca Firefighters IAFF Local 1874	Manteca Public Safety Management Association (MPSMA)	
Contract Term:	July 1, 2023-June 30, 2026	July 1, 2023-June 30, 2026	July 1, 2023-June 30, 2026	July 1, 2023-June 30, 2026	July 1, 2023-June 30, 2026	July 1, 2025 – June 30, 2026	July 1, 2023-June 30, 2026	
Salary Adjustments (COLA):	3% July 1, 2025	3% July 1, 2025	3% July 1, 2025	3% July 1, 2025	3% July 1, 2025	3% September 1, 2025	3% July 1, 2025	
CalPERS Retirement Plan Classic Tier I (hired before 5/30/12) (Fire Unit on/before 12/31/12) Classic Tier II (hired on/after 6/1/12 and qualifies as classic member) PEPRA (hired on/after 1/1/13)	Tier I: 2.7% @ 55 Tier II: 2.0% @ 60 PEPRA: 2.0% @ 62	Tier I: 2.7% @ 55 Tier II: 2.0% @ 60 PEPRA: 2.0% @ 62	Tier I: 2.7% @ 55 Tier II: 2.0% @ 60 PEPRA: 2.0% @ 62	Tier I: 2.7% @ 55 Tier II: 2.0% @ 60 PEPRA: 2.0% @ 62	Tier I: 2.7% @ 55 Tier II: 2.0% @ 60 PEPRA: 2.0% @ 62	Tier I: 3% @ 50 Tier II: 3% @ 55 PEPRA: 2.7% @ 57	Tier I: 3% @ 55 No Tier II PEPRA: 2.7 @ 57	Police Safety Tier I: 3% @ 50 Police Safety Tier II and Fire Safety Tier I: 3% @ 55 Tier I Non-Sworn: 2.7% @ 55 Tier II Non-Sworn: 2.0% @ 60 PEPRA Safety: 2.7% @ 57 PEPRA Non-Sworn: 2.0% @ 62
CalPERS Required City Contribution (Normal Cost)	11.19%	11.19%	11.19%	11.19%	20.35%-Tier I* 16.02%-Tier II* *reduced by cost-sharing CalPERS contract 14.96% PEPRA	26.36% Classic Tier I 14.96% PEPRA	Police Safety – 23.60%-Tier I* Police Safety- 19.27%-Tier II* Fire Safety – 20.61%* *reduced by cost-sharing CalPERS contract Non-Sworn – 11.19%	
Employee Contribution CalPERS Retirement (No Social Security contribution 6.2%) Employee Contribution	Tier I: 8% Tier II: 7% PEPRA: 7.75%	Tier I: 8% Tier II: 7% PEPRA: 7.75%	Tier I: 13.75% (8% member contribution + 5.75% cost-share of employer contribution) Tier II: 12.75% (7% member contribution + 5.75% cost-share of employer contribution) PEPRA: 13.5% (7.75% member contribution + 5.75% cost-share)	Tier I: 19% (8% member contribution + 11% cost-share of employer contribution) Tier II: 18% (7% member contribution + 11% cost-share of employer contribution) PEPRA: 18.75% (7.75% member contribution + 11% cost-share)	Classic Tiers: 18% (9% member contribution + 9% cost-share of employer contribution) Classic Tier I and II: cost-share contribution recorded as a member contribution via CalPERS contract. PEPRA: 14.5%	Tier I: 18% (9% member contribution + 9% cost-share of employer contribution) PEPRA: 14.5%	Safety Tier I and II: 14.75% (9% member contribution + 5.75% cost-share of employer contribution) Tier I Non-Sworn: 13.75% (8% member contribution + 5.75% cost-share of employer contribution) Tier II Non-Sworn: 12.75% (7% member contribution + 5.75% cost-share of employer contribution) Classic Tier I and II: cost-share contribution recorded as a member contribution via CalPERS contract. PEPRA Safety: 20.25% (14.5% member contribution + 5.75% cost-share-no existing members) PEPRA Non-Sworn: 13.75% (7.75% member contribution+)	

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CalPERS Employee Contribution Cont'd.							5.75% cost-share of employer contribution)
Deferred Compensation Plan	2% Base Salary City Contribution	5% Base Salary City Contribution	2% stipend or deferred compensation City contribution	4% base salary City Contribution	1% base salary City Contribution	\$20 per month City Contribution	6% stipend or deferred compensation City contribution
Other Retirement							1% 401(a) Plan -Mandatory Employee Contribution
City Medical Monthly Contribution	<u>Effective 1/1/2026:</u> Single: \$1,050 Employee +1: \$2,000 Family: \$2,700	<u>Effective 1/1/2026:</u> Single: \$1,050 Employee +1: \$2,000 Family: \$2,700	<u>Effective 1/1/2026:</u> Single: \$1,050 Employee +1: \$2,000 Family: \$2,700	<u>Effective 1/1/2026:</u> Single: \$1,050 Employee +1: \$2,000 Family: \$2,700	<u>Effective 1/1/2026:</u> Single: \$1,050 Employee +1: \$2,000 Family: \$2,700	<u>Effective 1/1/2026:</u> Single: \$1,050 Employee +1: \$2,000 Family: \$2,700	<u>Effective 1/1/2026:</u> Single: \$1,050 Employee +1: \$2,000 Family: \$2,700
CalPERS Health Plan Options							
Medical In Lieu (Monthly) (decline health coverage)	\$800/mo. contribution to deferred compensation account or cash	\$800/mo. contribution to deferred compensation account or cash	\$800/mo. contribution to deferred compensation account or cash	\$800/mo. contribution to deferred compensation account or cash	\$800/mo. contribution to deferred compensation account or cash	\$800/mo. contribution to deferred compensation account or cash	\$800/mo. contribution to deferred compensation account or cash
Dental and Vision	City Pays 100% of Premium	City Pays 100% of Premium	City Pays 100% of Premium	City Pays 100% of Premium	City Pays 100% of Premium.	City Pays 100% of Premium	City Pays 100% of Premium
Life Insurance	\$8,500 after 1 month. \$10,000: 5-9 years of svc. One Year's salary: 10+ yrs. Of svc.	\$8,500 after 1 month. \$10,000: 5-9 years of svc. One Year's salary: 10+ yrs. Of svc.	\$10,000 + annual amount equal to salary. After 1 month. Supplemental Coverage Offered as well (Total Amount)	\$8,500 after 1 month. \$10,000: 5+ years of svc Supplemental Coverage Offered as well (Total Amount)	\$8,500 after 1 month. Also, special on-duty death benefit = \$25,000 Supplemental Coverage Offered as well (Total Amount)	Employee coverage: \$5,000 new hires; after 5 yrs.= \$10,000; Spouse=\$1,000; Child up to \$1,000 Supplemental Coverage Offered as well (Total Amount)	\$10,000 plus annual salary Supplemental Coverage Offered as well (Total Amount)
Life Insurance Cont'd.	Supplemental Coverage Offered as well (Total Amount) Emp: \$30,000 – \$500,000 Spouse: \$15,000 – \$150,000 Child: Up to \$5,000 per child	Supplemental Coverage Offered as well (Total Amount) Emp: \$30,000 – \$500,000 Spouse: \$15,000 – \$150,000 Child: Up to \$5,000 per child	Emp: \$30,000 – \$500,000 Spouse: \$15,000 – \$150,000 Child: Up to \$5,000 per child	Emp: \$30,000 – \$500,000 Spouse: \$15,000 – \$150,000 Child: Up to \$5,000 per child	Emp: \$30,000 – \$500,000 Spouse: \$15,000 – \$150,000 Child: Up to \$5,000 per child	Emp: \$30,000 – \$500,000 Spouse: \$15,000 – \$150,000 Child: Up to \$5,000 per child	Emp: \$30,000 – \$500,000 Spouse: \$15,000 – \$150,000 Child: Up to \$5,000 per child
Disability Insurance	City Paid Premium – 66 2/3 monthly earnings; max. benefit \$5,000 per month	City Paid Premium – 66 2/3 monthly earnings; max. benefit \$5,000 per month	City Paid Premium – 66 2/3 monthly earnings; max. benefit \$5,000 per month	City Paid Premium – 66 2/3 monthly earnings; max. benefit \$2,000 per month	Employee pays premium for Peace Officers Research Association of California (PORAC)	Employee pays premium for California Association Professional Fire Fighters Plan (CAPF)	City Paid Premium – 66 2/3 monthly earnings; max. benefit \$5,000 per month City pays for Fire members under CAPF
Vacation Leave (accrues per pay period)	80 hrs. per yr. = 0-48 mos. 120 hrs. per yr.=49-96 mos. 152 hrs. per yr.=97-144 mos. 184 hrs. per yr. = 145+ mos.	80 hrs. per yr. = 0-48 mos. 120 hrs. per yr.=49-96 mos. 152 hrs. per yr.=97-144 mos. 184 hrs. per yr. = 145+ mos.	80 hrs. per yr. = 0-48 mos. 120 hrs. per yr.=49-96 mos. 152 hrs. per yr.=97-144 mos. 184 hrs. per yr. = 145+ mos.	80 hrs. per yr. = 0-48 mos. 120 hrs. per yr.=49-96 mos. 152 hrs. per yr.=97-144 mos. 184 hrs. per yr. = 145+ mos.	80 hrs. per yr. = 0-48 mos. 120 hrs. per yr.=49-96 mos. 152 hrs. per yr.=97-144 mos. 184 hrs. per yr. = 145+ mos.	120 hrs. per yr.= 1-4 yrs. svc. 180 hrs. per yr.=5-8 yrs. svc. 216 hrs. per yr.=9-14 yrs. svc. 264 hrs. per yr.=15+ yrs. svc.	80 hrs. per yr. = 0-48 mos. 120 hrs. per yr.=49-96 mos. 152 hrs. per yr.=97-144 mos. 184 hrs. per yr. = 145+ mos.
Sick Leave (accrues per pay period)	96 hours per year	96 hours per year	96 hours per year	96 hours per year	96 hours per year	144 hours per year	Battalion Chiefs- 144 hrs/yr. Others- 100 hours per yr.

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Wellness Leave	83.2 hours (new hires not eligible until after 6 mos. Service) Cash Out option or deferred compensation option	83.2 hours (new hires not eligible until after 6 mos. Service) Cash Out option or deferred compensation option	83.2 hours (new hires unable to use until 6 mos. Service) Cash Out option or deferred compensation option	8 hour shift = 24 + 41.6 Wellness hrs. 9 hour normal work shift = 27 + 41.6 Wellness hrs. 10 hour shift = 30 + 41.62 Wellness Hours Restrictions for new hires Cash Out option end of FY	120 hours Cash Out option (up to 80 hours) or deferred comp option	96 hours Sworn Safety Worker Leave No Cash Value	N/A
Administrative Leave	N/A	N/A	96 hours per year (accrues per pay period); can cashout up to 60 hours	N/A	N/A	N/A	96 hours per year; can cashout up to 72 hours
Holidays	12 Fixed Holidays 3 Floating Holidays Total = 15 Holidays	12 Fixed Holidays 3 Floating Holidays Total = 15 Holidays	12 Fixed Holidays 4 Floating Holidays Total = 16 Holidays	12 Fixed Holidays 3 Floating Holidays Total = 15 Holidays	3 Floating Holidays Double pay for working on 4 th of July	Annually 312 holiday hours paid; equivalent to 10.71% of regular rate of pay.	Battalion Chiefs- 13 holidays (additional full shift's pay) All others- 12 holidays All – 4 floating holidays
Uniform Allowance or Reimbursement	Fire Inspector I/II-\$1,000 each July 1 st Footwear Reimbursement- Other positions - \$300 per fiscal year	\$300 per year	N/A	\$750 per year	\$1,200 per year	\$1,000 per year	\$1,500 per year
Education Incentive	Bachelor's or Master's degree= 3% of base pay Not stackable	Bachelor's or Master's degree= 2.5% of base pay Not stackable	Bachelor's or Master's degree= 3% of base pay Not stackable	Intermediate POST certificate (Dispatch) or AA= 2.5% Advanced POST certificate (Dispatch) or BA/BS= 5%	Intermediate POST certificate or AA= 5% Advanced POST certificate or BA/BS= 10%	Associate's degree= 5% Bachelor's degree= 7.5% Master's degree= 10%	Associate's degree= 5% Bachelor's degree= 10% Master's degree= 15% Fire Members- max incentive for education and certifications=15%
Bilingual Pay	\$200 per month; or 8 hours compensated time off per month	N/A	2.5% base salary	5% base salary	5% base salary	2.5% base salary	N/A
Longevity Pay	10+ years of service= one time bonus per year of 20% one month's base monthly salary	10+ years of service= one time bonus per year of 20% one month's base monthly salary	5+ years of service= one time bonus per year of 10% one month's base monthly salary 10+ years of service= one time bonus per year of 20% one month's base monthly salary	10+ years of service= one time bonus per year of 20% one month's base monthly salary	10-14 yrs. svc.= 1% salary increase 15-19 yrs. sv.c= 3% salary increase 20+ yrs. svc.= 5% salary increase Stackable (9% total)	10-14 yrs. svc.=1.5% salary increase 15-19 yrs. svc.= 2.5% salary increase 20+ yrs. svc.= 4% salary increase	5 yrs. svc. – 2% salary increase 10 yrs. svc. – 3% salary increase Stackable (5% total)
Certification Pay	N/A	Available for select positions after Flex Staffing has been exhausted. (Parks, Water, Wastewater) All incentives will be capped at 5%	N/A	5% Training Pay 5% Relief Shift Pay K-9 Unit - 5.5 Hours per month	Traffic- 5% Training Officer- 5% Other special assignments – 5% for the period of time of assignment	Hazmat – 2.5% Fire Fighter II- 1.5% Certified Fire Officer/Company Officer – 2.5% Executive Fire Officer – 2.5% Reserve Training Officer – 2.5% Training Captain- 2.5%	Various – Fire and Police/POST 3 certifications @ 2.5%; 9 certifications @ 5% Fire Members- max incentive for education and certifications=15%

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Certification Pay Cont'd.					Cap- 7.5% of monthly base rate of pay for special assignment pays	Fire Investigator – 2.5% Tiller – 5%	
Other Pay	Call Back Pay- 3 hrs. OT	Call Back Pay- 3 hrs. OT	N/A	1.5% Shift Differential Pay Call Back Pay- 3 hrs. OT	1.5% Shift Differential (Patrol) Call Back Pay- 3 hrs. OT Standby Pay- 10 hrs./wk.	Call Back Pay- 3 hrs. OT	Mutual Aid Stipends for the FLSA exempt managers
Tuition Reimbursement Benefit	\$2,500 Max Per Fiscal Year \$7,500 Max Per Employee	\$2,500 Max Per Fiscal Year \$7,500 Max Per Employee	\$2,500 Max Per Fiscal Year \$7,500 Max Per Employee	\$2,500 Max Per Fiscal Year \$7,500 Max Per Employee	\$2,500 Max Per Fiscal Year \$7,500 Max Per Employee	\$2,500 Max Per Fiscal Year \$7,500 Max Per Employee	\$2,500 Max Per Fiscal Year \$7,500 Max Per Employee
Retiree Health Plan Contribution	Retiring employees may receive the minimum employer contribution (MEC) towards CalPERS health, pursuant to government code section 22892; adjusted annually. Employees hired prior to 12/31/11: \$675 (includes MEC)	Retiring employees may receive the minimum employer contribution (MEC) towards CalPERS health, pursuant to government code section 22892; adjusted annually. Employees hired prior to 12/31/11: \$675 (includes MEC)	Retiring employees may receive the minimum employer contribution (MEC) towards CalPERS health, pursuant to government code section 22892; adjusted annually. Employees hired prior to 12/31/11: \$675 (includes MEC)	Retiring employees may receive the minimum employer contribution (MEC) towards CalPERS health, pursuant to government code section 22892; adjusted annually. Employees hired prior to 12/31/11: \$675 (includes MEC)	Retiring employees may receive the minimum employer contribution (MEC) towards CalPERS health, pursuant to government code section 22892; adjusted annually. Employees hired prior to 12/31/11: \$675 (includes MEC)	Retiring employees may receive the minimum employer contribution (MEC) towards CalPERS health, pursuant to government code section 22892; adjusted annually. Employees hired prior to 12/31/11: \$675 (includes MEC)	Retiring employees may receive the minimum employer contribution (MEC) towards CalPERS health, pursuant to government code section 22892; adjusted annually. Employees hired prior to 12/31/11: \$675 (includes MEC)
Retiree Dental and Vision (Employee Paid)	Upon retirement, employees are eligible to continue on the City's dental and vision plans by paying 100% of the premium each month.	Upon retirement, employees are eligible to continue on the City's dental and vision plans by paying 100% of the premium each month.	Upon retirement, employees are eligible to continue on the City's dental and vision plans by paying 100% of the premium each month.	Upon retirement, employees are eligible to continue on the City's dental and vision plans by paying 100% of the premium each month.	Upon retirement, employees are eligible to continue on the City's dental and vision plans by paying 100% of the premium each month.	Upon retirement, employees are eligible to continue on the City's dental and vision plans by paying 100% of the premium each month.	Upon retirement, employees are eligible to continue on the City's dental and vision plans by paying 100% of the premium each month.
Retirement Sick Leave Cashout or CalPERS Service Credit Conversion Upon Retirement	50% sick leave cashout and remaining amount converted to CalPERS service credit, or 100% hours conversion to service credit.	50% sick leave cashout and remaining amount converted to CalPERS service credit, or 100% hours conversion to service credit.	50% sick leave cashout and remaining amount converted to CalPERS service credit, or 100% hours conversion to service credit.	50% sick leave cashout and remaining amount converted to CalPERS service credit, or 100% hours conversion to service credit.	50% sick leave cashout, or directed to health savings or deferred comp Remaining sick leave hours converted to CalPERS service credit (one-year limit); or 100% hours conversion to service credit.	50% sick leave cashout, or directed to health savings or deferred comp Remaining sick leave hours converted to CalPERS service credit (one-year limit)	50% sick leave cashout and 50% converted to CalPERS service credit, or 100% hours conversion to service credit.

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