

2026 Calendar Year City FBP Credits

Unrepresented Employees				
Medical Dependent Coverage Level	Semi-monthly FBP Credit (24 pay periods)			Notes
	1/2 Time (40)	3/4 Time (60)	Full Time (80 or 112)	
Most recent hire date prior to July 1, 2020				
Waive	\$207.85	\$311.78	\$415.71	Credits may be used for dental, vision, basic life insurance, flexible spending accounts, or 401k flex. Any remaining flex credits may be cashed-out as taxable income.
Employee Only	\$274.54	\$411.81	\$549.08	Credits may be used for medical, dental, and vision insurance, basic life insurance, flexible spending accounts, or 401k flex. Any remaining flex credits may be cashed- out as taxable income.
Employee and Spouse/Domestic Partner	\$389.58	\$584.38	\$779.17	Credits may be used for medical, dental, vision, basic life insurance, or flexible spending accounts only. Any remaining flex credits may not be cashed-out or allocated to 401k flex.
Employee and Children	\$359.38	\$539.06	\$718.75	
Family	\$538.54	\$807.81	\$1,077.08	
Most recent hire date on or after July 1, 2020				
Waive	\$20.83	\$31.25	\$41.67	Credits may be used for dental, vision, basic life insurance, flexible spending accounts, or 401k flex. Any remaining flex credits may be cashed-out as taxable income. During enrollment, employees must certify they have qualifying medical coverage in order to receive the cash-out option.
Employee Only	\$183.33	\$275.00	\$366.67	Credits may be used for medical, dental, vision, basic life insurance, or flexible spending accounts only. Any remaining flex credits may not be cashed-out or allocated to 401k flex.
Employee and Spouse/Domestic Partner	\$389.58	\$584.38	\$779.17	
Employee & Children	\$359.38	\$539.06	\$718.75	
Family	\$538.54	\$807.81	\$1,077.08	