City of West Sacramento
Benefits Summary

EXECUTIVE MANAGEMENT
Revised: 2/18/2026

Auto Allowance:	Police and Fire Chiefs have the option of a city vehicle or a car allowance of $500 per month.
Bereavement and Reproductive Loss Leave:	See Personnel Rules.
Bilingual Pay:	Effective July 1, 2020, employees possessing and utilizing bilingual skills on duty shall receive an additional 5% of their hourly rate of pay. The number of individuals to receive this pay, the languages eligible, and the qualification requirements will be determined by the City.
Career Enhancement & Wellness:	The City will reimburse up to one thousand dollars ($1000) per fiscal year to all eligible employees (pro-rated for new hires) for materials and fees for career enhancement & wellness activities per Admin Policy II-E-01.
Deferred Compensation:	Voluntary
Educational Incentive Program:	Five percent (5%) of base rate of pay annually for a Master's Degree or above from an accredited program related to the employee's field of work upon verification by supervisor/Department Head and Human Resources.
401(a) Money Purchase Plan:	City contributes 4.5% of base salary, mandatory employee contribution of 5.5%.
Holidays:	12 set and 3.5 floating.
Long-Term Disability:	Standard LTD paid by City (cost = 1.0% of gross wages).
Management Leave:	80 hours per fiscal year – prorated depending upon date of hire (see Internal Procedures). No accumulation.
Medical, Dental & Vision After Retirement:	*Medical and dental premiums to be paid by the City according to the formula below:* For Executive Management <u>other</u> than Police Chief and Fire Chief: 5-10 years of service = $75 + 30% of the premium 10-14 years of service = $100 + 50% of the premium 15 – 19 years of service = $150 + 75% of the premium 20+ years of service = 100% of premiums Benefit never to exceed 100% of total premium or $1500 per month, whichever is less. The City Manager has the authority to advance the executive management employee with less than 5 years of service to the 5 year level prior to that individual's attainment of 5 years of actual service. For executive management employees with 20+ years of service as of July 1, 2011, benefit never to exceed 100% of total premiums. *Vision is offered for up to 18 months (COBRA) and is paid by the retiree.* <u>Police Chief</u>: Effective January 1, 2012, 100% of medical premiums up to CalPERS Health Plan, Blue Shield Access+ plan. May access dental after retirement at retiree's expense. Should the retiree not elect to participate in dental after retirement or cancels coverage, they cannot re-elect coverage during open enrollment. <u>Fire Chief</u>: For employees retired prior to January 1, 2022, Medical after retirement pursuant to provisions in the City's medical plan for Fire Management with CalPERS which is $800 per month. For employees who retire after January 1, 2022, 100% of medical premiums up to CalPERS Health Plan, Blue Shield Access+ plan. May access dental after retirement at retiree's expense. Should the retiree not elect to participate in dental after retirement or cancels coverage, they cannot re-elect coverage during open enrollment. All Executive Management: Additionally, individuals who have access to a medical and dental after retirement program from a previous employer would not be eligible for this benefit if the plan is at least as beneficial as the City plan(s) as determined by the level of coverage and cost to the employee.

	If employee was rehired, prior years of city service from original date of hire as a regular employee, will count towards total years of city service.
Medical, Dental, Vision, and Life Insurance:	Medical plans are offered through the CalPERS medical program (PEHMCA) using the unequal, minimum contribution methodology. Dental plan is self-insured through Delta Dental. Vision plan is Vision Service Plan. The life insurance is a $24,000 term life insurance with $1,000 coverage for a spouse and children aged 6 months to 23 years, and $100 coverage for children aged 14 days to 6 months. Premium paid for by employee. The employer contributed cafeteria plan amounts for employees to apply toward health benefits (medical, dental and vision) shall be as listed below. The employee must purchase dental, vision and life at the employee only level at minimum. • Effective pay period inclusive of January 1, 2025: • Employee only: City will pay up to actual premium amount of medical, dental, and vision for employee only, not to exceed $1,175 per month. • Employee plus one: City will pay up to actual premium amount of medical, dental, and vision for employee plus one, not to exceed $1,922 per month. • Employee plus two or more: City will pay up to actual premium amount of medical, dental, and vision for employee plus two or more, not to exceed $2,477 per month. • In no event shall the City contribution exceed 100% of the selected plan premium cost including dental and vision. Effective the pay period inclusive of January 1, 2026: • Employee only: City will pay up to actual premium amount of medical, dental, and vision for employee only, not to exceed $1,234 per month. • Employee plus one: City will pay up to actual premium amount of medical, dental, and vision for employee plus one, not to exceed $2,018 per month. • Employee plus two or more: City will pay up to actual premium amount of medical, dental, and vision for employee plus two or more, not to exceed $2,601 per month. • In no event shall the City contribution exceed 100% of the selected plan premium cost including dental and vision. Effective the pay period inclusive of January 1, 2027: • Employee only: City will pay up to actual premium amount of medical, dental, and vision for employee only, not to exceed $1,296 per month. • Employee plus one: City will pay up to actual premium amount of medical, dental, and vision for employee plus one, not to exceed $2,119 per month. • Employee plus two or more: City will pay up to actual premium amount of medical, dental, and vision for employee plus two or more, not to exceed $2,731 per month. • In no event shall the City contribution exceed 100% of the selected plan premium cost including dental and vision. Effective the pay period inclusive of January 1, 2028: • Employee only: City will pay up to actual premium amount of medical, dental, and vision for employee only, not to exceed $1,361 per month. • Employee plus one: City will pay up to actual premium amount of medical, dental, and vision for employee plus one, not to exceed $2,225 per month. • Employee plus two or more: City will pay up to actual premium amount of medical, dental, and vision for employee plus two or more, not to exceed $2,868 per month.

	• In no event shall the City contribution exceed 100% of the selected plan premium cost including dental and vision.
	Medical Opt Out: City will pay $865 per month upon showing proof of other group medical coverage, but employee must purchase dental, vision and life at the employee-only level. Remainder may be diverted to supplemental salary according to the procedures governing cafeteria plans as established by law.
Non-recurring Pay for Performance:	Non-recurring Pay for Performance Program is an additional component of the compensation plan. Maximum annual percentage amount is 10%. The Pay for Performance compensation is non-PERSable pay and eligilbity is based on annual evaluation by the City Manager.
Retirement:	Miscellaneous (Non-Safety): For employees hired on or after January 1, 2013, who are new CalPERS members, the retirement formula will be 2% @ 62, in accordance with the Public Employees' Pension Reform Act of 2013 (PEPRA) and includes highest thirty-six months for final compensation determination and Unused Sick Leave Credit. Employees shall have a member contribution rate of fifty percent (50%) of the total normal cost rate. For employees hired on or after February 11, 2012, the retirement program shall be the 2% @ 60 formula, highest thirty-six months for final compensation determination, 3rd level of the 1959 Survivor Benefit, Military Service Credit as Public Service, the Unused Sick Leave Credit option. The employee pays the entire 7% employee contribution. For employees hired before February 11, 2012, the retirement program shall be the CalPERS 2.5% @ 55 plan, includes highest thirty-six months for final compensation determination, 1959 Survivor's Benefit (3rd Level) and Unused Sick Leave Credit. The employee pays the entire 8% employee contribution. New employees covered by a public retirement system with reciprocity (i.e., 37 Act), will be placed in the 2% @ 60 plan, in accordance with PEPRA. Fire Chief: For employees hired on or after January 1, 2013, who have never been a CalPERS member, have not been a CalPERS member in the past 180 days, and who are not eligible for reciprocity with another California public retirement system as defined by the Public Employees' Pension Reform Act (PEPRA), the retirement formula shall be 2.7%@57. Employees shall have a member contribution rate of fifty percent (50%) of the total normal cost rate. For employees hired on or after December 15, 2012, or who are current CalPERS members, 3% @ 55 plan. Includes highest thirty-six months for final compensation determination and Unused Sick Leave Credit. The employee contributes entire 9% of employee contribution. For employees hired before December 15, 2012, 3% @ 50 with final year highest comp, enhanced non-industrial disability, 1959 Survivor's Benefit (3rd level), and Unused Sick Leave Credit. The employee contributes entire 9% of employee contribution. New employees covered by a public retirement system with reciprocity (i.e., 37 Act), will be placed in the 3% @ 55 plan, in accordance with PEPRA. Police Chief: For employees hired on or after January 1, 2013, who have never been a CalPERS member, have not been a CalPERS member in the past 180 days, and who are not eligible for reciprocity with another California public retirement system as defined by the Public Employees' Pension Reform Act (PEPRA), the retirement formula shall be 2.7%@57. Employees shall have a member contribution rate of fifty percent (50%) of the total normal cost rate. For employees hired on or after October 8, 2011, or who are current CalPERS members, the retirement formula shall be 3% @ 55. Includes highest thirty-six months for final compensation determination and Unused Sick Leave Credit. Employee contributes entire 13.325% of employee's contribution. (Increase of 4.325% of employee share pursuant to cost sharing agreement.)

<table>
<tr><td></td><td>For employees hired before October 8, 2011 the retirement formula shall be 3% @ 50 with final year highest comp, and Unused Sick Leave Credit. Employee contributes entire 13.325% of employee's contribution. (Increase of 4.325% of employee share pursuant to cost sharing agreement.)

New employees covered by a public retirement system with reciprocity (i.e., 37 Act), will be placed in the 3% @ 55 plan, in accordance with PEPRA.</td></tr>
<tr><td>Salary:</td><td>Salary range increases due to Equity Adjustment:
FY 25/26: Effective the pay period inclusive of August 6, 2025:
<table>
<tr><td></td><td></td></tr>
<tr><td>Police Chief</td><td>5.00%</td></tr>
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Effective the pay period inclusive of February 18, 2026:
<table>
<tr><th>Position Title</th><th>Increase</th></tr>
<tr><td>Fire Chief</td><td>5.00%</td></tr>
<tr><td>Police Chief</td><td>5.00%</td></tr>
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General Salary Increase:
FY 25/26: Effective the pay period inclusive of August 6, 2025 – 5.00% GSI.
FY 26/27: Pay Period Inclusive of July 1, 2026 – 5.00% GSI.
FY 27/28: Pay Period Inclusive of July 1, 2027 – 5.00% GSI.
Retroactivity of FY 25/26 GSI Adjustment: Effective the first pay period after approval by the City Council, employees will receive a one-time, non-PERSable lump sum equivalent payment of the base pay general salary increase adjustments retroactive to pay period inclusive of July 1, 2025.

One-Time Lump Sum Payments:
FY 25/26: A one-time, non-PERSable lump sum payment of 2% of annual base salary paid the pay period inclusive of August 6, 2025.
FY 26/27: A one-time, non-PERSable lump sum payment of 2% of annual base salary paid in the pay period inclusive of July 1, 2026.
FY 27/28: A one-time, non-PERSable lump sum payment of 2% of annual base salary paid in the pay period inclusive of July 1, 2027.</td></tr>
<tr><td>Sick Leave:</td><td>12 days per year. Unlimited accumulation and no payoff. However, an employee shall be paid one-half of the value of their accumulated sick leave upon layoff or death based upon their salary at the time of termination. At retirement, employee may choose to have up to 50% of the value of their accumulated sick leave paid out in cash or have up to 100% of unused sick leave reported to CalPERS as service credit.</td></tr>
<tr><td>Unfunded Liability:</td><td>Employee contributes $10 per month to be used to reduce the unfunded liability for retiree medical.</td></tr>
<tr><td>Uniform Allowance:</td><td>Applicable to Fire and Police Chiefs only = 1% of base salary.</td></tr>
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Vacation:	1-5 yrs = 10 days; 6-10 yrs = 15 days; 11-19 yrs = 20 days; 20+ yrs - 25 days. Maximum accumulation = 456 hours. Total payoff at separation. Those Executive Management employees at the minimum vacation accrual may be placed at the next accrual level at the discretion of the City Manager. Employees will be eligible to sell back unused accrued vacation hours annually in the second pay period of January each calendar year. To qualify to participate in the vacation sell back program, the employee must use a minimum of 40 hours of accrued leave time (not including sick leave or paid holidays) in the preceding calendar year, and submit a request form by December prior to the sell back. If qualified, employees can sell back up to 80 hours of accrued vacation time each calendar year. If employee was rehired, prior years of city service from original date of hire as a regular employee, will count towards total years of city service.

Employees in this group should refer to the City Personnel Rules for further information on personnel practices, and terms and conditions of employment.