

**City of West Sacramento
Benefits Summary**

**West Sacramento Firefighter's Association
Term of Contract: 06/01/2024 – 06/30/2025**

Bereavement Leave:	2 shifts.																																
Bilingual Pay:	Employee's possessing and utilizing bilingual skills on duty shall receive bilingual pay in the amount of five percent (5%) of their hourly rate of pay. The number of employees, languages available, and the qualification requirements will be determined by the City.																																
Deferred Compensation:	Voluntary.																																
Educational/Certificate Incentive:	<p>Maximum educational/certificate incentive that may be obtained is 10% per employee. New certificates must be earned off duty. Employees possessing both an AA/AS and BA/BS will be paid at the highest certificate amount.</p> <table> <tr> <td><u>Education/Certificate:</u></td><td><u>Amount:</u></td></tr> <tr> <td>BA/BS.....</td><td>4%</td></tr> <tr> <td>Fire Science/Fire Technology.....</td><td>2%</td></tr> <tr> <td>AA/AS.....</td><td>2%</td></tr> <tr> <td>Fire Officer or completion of coursework</td><td>2%</td></tr> <tr> <td>Fire Apparatus Driver/Operator</td><td>2%</td></tr> <tr> <td>Fire Instructor I</td><td>1%</td></tr> <tr> <td>Fire Investigator I</td><td>1.5%</td></tr> <tr> <td>Hazmat Technician</td><td>1%</td></tr> <tr> <td>HazMat Specialist Certificate.....</td><td>1.5%</td></tr> <tr> <td>Boat Operator Certificate</td><td>1.5%</td></tr> <tr> <td>Swift/River and Flood Water Rescue Certificate</td><td>1%</td></tr> <tr> <td>Rescues Systems 1/Structural Collapse</td><td>0.5%</td></tr> <tr> <td>Paramedic License.....</td><td>2.5%</td></tr> <tr> <td>Chainsaw Operations.....</td><td>1%</td></tr> <tr> <td>Rope Rescue Technician.....</td><td>1%</td></tr> </table>	<u>Education/Certificate:</u>	<u>Amount:</u>	BA/BS.....	4%	Fire Science/Fire Technology.....	2%	AA/AS.....	2%	Fire Officer or completion of coursework	2%	Fire Apparatus Driver/Operator	2%	Fire Instructor I	1%	Fire Investigator I	1.5%	Hazmat Technician	1%	HazMat Specialist Certificate.....	1.5%	Boat Operator Certificate	1.5%	Swift/River and Flood Water Rescue Certificate	1%	Rescues Systems 1/Structural Collapse	0.5%	Paramedic License.....	2.5%	Chainsaw Operations.....	1%	Rope Rescue Technician.....	1%
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Fire Staff Premium Assignment:	Fire Personnel who are routinely and consistently assigned to administrative work during normal hours of employment that may differ from the work schedule of other fire suppression personnel by the Fire Chief shall receive an additional five percent (5%) during the term of their assignment.																																
Holidays:	<p>All forty-eight (48)/ninety-six (96) hour personnel will receive seven (7) twenty-four (24) hour shifts per year as holidays. Holidays may be taken in the form of compensation or time off or any combination thereof.</p> <p>Unit personnel assigned to forty (40) hour work schedules shall have their leave converted pursuant to Appendix A.</p> <p>Shift personnel assigned to work on a City designated holiday shall receive 1-1/2 times their straight time hourly rate for a maximum of 16 hours per shift.</p> <p>For personnel assigned to a 40-hour week, when a City designated holiday falls on regularly scheduled weekday, if they elect to work the holiday, they shall receive one and one-half (1-1/2) times their straight time hourly rate. If they elect to not work the holiday, they will receive holiday pay at their hourly rate for their hours on that day.</p>																																
Management Leave:	None																																

<p>Medical & Dental After Retirement:</p>	<p>For employees and retirees hired on or before 6/30/2019: City pays up to \$750 per month towards the retiree's medical insurance through CalPERS. Retiree pays own dental premiums after retirement.</p> <p>For employees hired on or after 7/1/2019: The City's maximum monthly medical contribution for each eligible retiree shall be equal to the minimum employer contribution required for active employees pursuant to the Public Employees Medical and Hospital Care Act (PEMHCA). In addition to the PEMHCA minimum, employees will receive the following contributions to their Retiree Health Savings (RHS) account:</p> <ul style="list-style-type: none"> • From zero (0) to five (5) years of service: Twenty-five (\$25) per month. • After completion of five (5) years of continuous service with the City:, One hundred dollars (\$100.00) per month. • After completion of ten (10) years of continuous service with the City: One hundred and fifty dollars (\$150.00) per month. • After completion of twenty (20) years of continuous service with the City: , Two hundred dollars (\$200.00) per month to be deposited into their RHS account. <p>Effective the first pay period after ratification and approval by the City Council, employees may have prior years of qualifying service included in their City years of service to count toward their accrual tier if they previously worked as a full time paid Firefighter/EMT or above. Prior years of service must be verified by submitting employment documentation outlining previous dates of employment. Additional documentation may be requested if necessary.</p> <p>Employees who terminate City service for reasons other than retirement or layoff prior to completing ten (10) years of continuous service with the City will forfeit any City contribution.</p> <p>Employees will fall under the medical retirement tier based on original date of hire as a regular employee.</p>
<p>Medical, Dental & Vision Insurance:</p>	<p>Health plans offered through CalPERS. Dental plan is Delta Dental. Vision plan is Vision Service Plan.</p> <p>The employer contributed cafeteria plan amounts for employees to apply toward health benefits (medical, dental and vision) shall be as listed below. At a minimum, the employee must purchase dental, vision and life insurance at the employee only level.</p> <ul style="list-style-type: none"> • Employee Only: City will pay up to actual premium amount of medical, dental, and vision, not to exceed \$1,075 per month. • Employee Plus One: City will pay up to actual premium amount of medical, dental, and vision, not to exceed \$1,822 per month. • Employee Plus Two or More: City will pay up to actual premium amount of medical, dental, and vision, not to exceed \$2,377 per month. • In no event shall the City contribution exceed 100% of the selected plan premium cost including dental and vision.

Medical, Dental and Vision Insurance Share the Savings (Opt Out):	<p>Employees hired into the Firefighter classification before 7/1/19: Employees who choose to opt out of any of the City's medical plans and show proof of enrollment in another group medical plan shall receive four hundred and seventy-five dollars (\$475) per month plus City paid basic dental/vision up to the family rate depending on coverage selected.</p> <p>Employees hired into the Firefighter classification on or after 7/1/19: Employees who choose to opt-out of any of the City's medical plans (opt out) and show proof of health care coverage shall receive four hundred and seventy five dollars (\$475) plus City paid basic dental/vision up to the employee only coverage. Employees can purchase up to the Employee Plus Two or More rate with the opt out funds.</p> <p>Effective pay period inclusive of January 1, 2025, the employer contributed cafeteria plan amounts for employees to apply toward health benefits (medical, dental and vision) shall be as listed below. At a minimum, the employee must purchase dental, vision and life insurance at the employee only level.</p> <ul style="list-style-type: none"> • Employee Only: City will pay up to actual premium amount of medical, dental, and vision, not to exceed \$1,175 per month. • Employee Plus One: City will pay up to actual premium amount of medical, dental, and vision, 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, 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. <p>Employees hired into the Firefighter classification before 7/1/19: Employees who choose to opt out of any of the City's medical plans and show proof of enrollment in another group medical plan shall receive four hundred and seventy-five dollars (\$475) per month plus City paid basic dental/vision up to the family rate depending on coverage selected.</p> <p>Employees hired into the Firefighter classification on or after 7/1/19: Employees who choose to opt-out of any of the City's medical plans (opt out) and show proof of health care coverage shall receive four hundred and seventy five dollars (\$475) plus City paid basic dental/vision up to the employee only coverage. Employees can purchase up to the Employee Plus Two or More rate with the opt out funds.</p>
Medicare Tax:	1.45%
Longevity Bonus:	<p>Effective the pay period inclusive of June 1, 2024, Fire Association members with more than 15 years of service but less than 20 years of service as of June 1, 2024, with the City of West Sacramento, and who are at the top of their pay range, will receive a one-time, non-PERSable lump sum bonus in the amount of one and one-half percent (1.5%) of their annual base rate of pay.</p> <p>Effective the pay period inclusive of June 1, 2024, Fire Association members with more than 20 years of service as of June 1, 2024, with the City of West Sacramento, and who are at the top of their pay range, will receive a one-time, non-PERSable lump sum bonus in the amount of three and one-half percent (3.5%) of their annual base rate of pay (which includes the above referenced 1.5%).</p>

Strike Team/Overhead Deployments	Employees assigned to a reimbursable strike team/overhead deployments (Line EMT, PIO, Overhead or other recognized positions) shall receive a ten percent (10%) differential for any reimbursable incident. The differential shall apply from the time of deployment to the employee's return from the deployment. USAR deployments are excluded from this pay differential.
Out-Of-Class Pay:	\$50 per shift or \$2.08 per hour for portion of shift acting above Firefighter; \$75 per shift or \$3.13 per hour for portion of shift for Firefighter acting as Fire Captain.
Out of County Return	For the term of this MOU only a program will be available to employees who participate in a strike team or other out of county assignment for a minimum of ten (10) days, and upon return to the City during their regularly schedule shift, shall be placed on City-paid rest and recovery up to a maximum of twelve (12) hours and shall not be required to utilize their accrued paid leave for the rest and recovery time. Employees may participate in the program once annually
Overtime:	Paid 1-1/2 overtime rate for emergency call back or station staffing.
Retirement:	<p>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 on a pre-tax basis. The current mandated and optional benefits of this retirement tier are located in Appendix B of the Memorandum of Understanding.</p> <p>For employees hired on or after December 15, 2012, and before January 1, 2013 or Classic members as defined by CalPERS, the second-tier retirement formula shall be 3%@55. Employees shall pay the entire 9% of their employee CalPERS contribution on a pre-tax basis. The current mandated and optional benefits of this retirement tier are located in Appendix B of the Memorandum of Understanding.</p> <p>For employees hired before December 15, 2012, the retirement formula shall be 3%@50. Employees shall pay the entire 9% of their employee CalPERS contribution on a pre-tax basis. The current mandated and optional benefits of this retirement tier are located in Appendix B of the Memorandum of Understanding.</p> <p>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.</p> <p>All employees shall continue to pay an additional one percent (1%), of PERSable compensation towards the employer share of CalPERS retirement pursuant to PERS Code Section 20516.</p>
Safety Equipment:	Department issued.
Salary Increases:	Effective pay period inclusive of June 1, 2024, the classifications of Firefighter, Fire Engineer and Fire Captain shall receive a general salary increase of ten percent (10.0%).
Sick Leave:	1/2 shift per month. Unlimited accumulation. 50% payoff of hours at retirement, death, or layoff and 50% reported to CalPERS as additional service credit – OR – 100% of unused sick leave to be reported to CalPERS as additional service credit.
Stand By Pay:	\$2.00 per hour.
Uniform Allowance:	\$1000 per year. Employees shall receive their uniform allowance in equal installments paid in each regular biweekly payroll.

Vacation:	<p>1-5 years = 6 shifts; 6-10 years = 9 shifts; 11+ years = 12 shifts. No carryover. 1 - 24 hour shift = 2 - 8 hour days of vacation.</p> <p>Shift employees may sell back seventy-two (72) hours annually and those on a forty- (40) hour workweek may sell back forty-eight (48) hours annually.</p> <p>Employees may have prior years of qualifying service included in their City years of service to count toward their accrual tier if they previously worked as a full time paid Firefighter/EMT or above. Prior years of service must be verified by submitting employment documentation outlining previous dates of employment. Additional documentation may be requested if necessary.</p>
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Employees in this group should refer to the City Personnel Rules for further information on Employer/Employee relations, personnel practices, and terms and conditions of employment.