

**City of West Sacramento
Benefits Summary**

**West Sacramento Firefighter's Association
Term of Contract: 07/01/2025 – 06/30/2028**

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.
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.
Deferred Compensation:	Voluntary.
Educational/Certificate Incentive:	<p>Upon verification, employees shall receive four and one-quarter percent (4.25%) of their base hourly rate of pay for a Bachelor’s degree OR two percent (2%) of their base hourly rate of pay for an Associate's degree. New education and certificates must be earned off duty. Employees possessing both an AA/AS and BA/BS will be paid at the highest certificate amount.</p> <p><u>Education:</u> <u>Amount:</u></p> <p>BA/BS.....4.25%</p> <p>AA/AS.....2%</p> <p>Maximum certificate incentive that may be obtained is ten percent (10%) of base hourly rate of pay per employee.</p> <p><u>Certificate:</u> <u>Amount:</u></p> <p>Fire Science/Fire Technology 2%</p> <p>Fire Officer or completion of coursework..... 2%</p> <p>Fire Apparatus Driver/Operator 2%</p> <p>Fire Instructor I 1%</p> <p>Fire Investigator I 2.5%</p> <p>Hazmat Technician 1%</p> <p>HazMat Specialist Certificate 1.5%</p> <p>Boat Operator Certificate 1.5%</p> <p>Swift/River and Flood Water Rescue Certificate ... 2%</p> <p>Rescues Systems 1/Structural Collapse 1%</p> <p>Paramedic License.....2.5%</p> <p>Chainsaw Operations.....1%</p> <p>Rope Rescue Technician.....1.5%</p> <p>Confined Space Tech/Operations 1.5%</p> <p>Trench Rescue..... 1.5%</p> <p>S231 Engine Boss 1.0%</p>
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>
Longevity:	<p>Completion of 10th year of service = 1%; Completion of 15th year of service = additional 2.5%; Completion of 20th year of service = additional 4% Total of 7.5%.</p> <p>Employees may have prior years of qualifying service included in their City years of service to count toward their longevity 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>
Management Leave:	None

<p>Medical & Dental After Retirement:</p>	<p>For employees and retirees hired on or before 6/30/2019 and Retired Prior to July 1, 2025: City pays up to \$750 per month towards the retiree’s medical insurance through CalPERS. Retiree pays own dental premiums after retirement.</p> <p>Employees first hired on or before June 30, 2019 and Active at the time of Ratification and Approval of the MOU in July 2025</p> <p>Pursuant to provisions of the CalPERS Health Insurance Program, the City shall pay up to \$750 per month for employees retired on the CalPERS Retirement Program. Dental insurance coverage may continue upon retirement, at the retiree’s own expense. Vision insurance is only available for eighteen months, per COBRA, and is at the retiree’s own expense.</p> <p>Effective the pay period inclusive of July 1, 2025, the Association shall establish a MERP (Medical Expense Reimbursement Plan) account for the benefit of qualified employees under this section. Beginning the payroll period subsequent to the Association notifying the City in writing that the MERP account set up is complete, the City shall deposit one hundred dollars (\$100) per month per qualifying employee into the MERP. An additional monthly contribution to the MERP by employee payroll deduction can be established at the determination of the Association. Such deduction must apply to all employees. The Association may set or adjust an employee contribution amount annually by November 15, to be effective the first pay period in February of the following year. The City shall have no administrative responsibilities for the MERP account other than ensuring the appropriate contributions are made to the fund each payroll period.</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>
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<p>Medical, Dental & Vision Insurance:</p>	<p>Health plans offered through CalPERS. Dental plan is Delta Dental. Vision plan is Vision Service Plan. The employee must purchase dental, vision and life (if applicable) at the employee only level at minimum.</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>Effective the pay period inclusive of January 1, 2026:</p> <ul style="list-style-type: none"> • 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. <p>Effective the pay period inclusive of January 1, 2027:</p> <ul style="list-style-type: none"> • 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. <p>Effective the pay period inclusive of January 1, 2028:</p> <ul style="list-style-type: none"> • 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.
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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>
Medicare Tax:	1.45%
Strike Team/Overhead Deployments	<p>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.</p>
Out-Of-Class Pay:	<p>\$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.</p>
Out of County Return	<p>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</p>
Overtime:	<p>Paid 1-1/2 overtime rate for emergency call back or station staffing. Overtime to be taken in cash or CTO. CTO not to accrue in excess of 120 hours.</p>
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:	<ul style="list-style-type: none"> • Effective pay period inclusive of July 1, 2025, the classifications of Firefighter, Fire Engineer and Fire Captain shall receive a general salary increase of six percent (6.0%). • Effective the pay period inclusive of July 1, 2025, the classifications of Firefighter, Fire Engineer and Fire Captain shall each receive an equity adjustment of three percent (3%). • Effective the pay period inclusive of July 1, 2026, the classifications of Firefighter, Fire Engineer and Fire Captain shall receive a general salary increase of four percent (4.0%). • Effective the pay period inclusive of July 1, 2027, the classifications of Firefighter, Fire Engineer and Fire Captain shall receive a general salary increase of four percent (4.0%). • Effective the pay period inclusive of July 1, 2027, the classifications of Firefighter, Fire Engineer and Fire Captain shall each receive an equity adjustment of one-half percent (0.5%).
Sick Leave:	<p>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.</p> <p>Effective the payroll period inclusive of July 1, 2025 and during the term of this contract (through June 30, 2028) only, personnel assigned to the forty-eight (48)/ninety-six (96) schedule shall earn additional sick leave at the rate of one and one-half (1.5) hours per month.</p>
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>

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.