

**City of West Sacramento
Benefits Summary**

STATIONARY ENGINEERS, LOCAL 39
 TERM OF AGREEMENT: 07/01/2024 – 06/30/2027
 Revised: 4/15/2026

Acting Supervisor Differential:	Paid additional 5% of base salary after first 3 days per calendar year in acting role.
Auto Allowance:	None
Bereavement Leave & Reproductive Loss:	<p>When a death occurs in an employee's immediate family the City will provide time off, with pay, up to a maximum of four (4) days. An additional one (1) day may be taken, however, this additional time shall be charged against the employees vacation, floating holiday, or sick leave, or taken without pay if no leave time exists. The employee may elect which accrued leave to use.</p> <p>An additional five (5) days may be granted by the Department Head in their discretion, depending upon the circumstances; however, this additional time shall be charged against the employees' vacation, floating holiday, or sick leave, or taken without pay if no leave time exists. The employee may elect which accrued leave to use.</p> <p>When a reproductive loss event is experienced by an employee the City will provide time off, with pay, up to a maximum of four (4) days per loss event. An additional two (2) days of leave may be taken per loss event; however, this additional time shall be charged against the employee's vacation, floating holiday, or sick leave accruals, as designated by the employee, or taken without pay if no leave time exists.</p>
Bilingual Pay:	A premium pay of 5% will be added for employees possessing and utilizing bilingual skills on duty. The number of individuals to receive this pay, the languages eligible, and the qualification requirements will be determined by the City.
Call Back:	<p>Paid minimum of 2 hours at the overtime rate of time and one-half.</p> <p>Employees who are called back on the New Year's Day, Independence Day, Thanksgiving Day and Christmas Day holidays shall retain the holiday hours actually worked, not to exceed eight (8) hours. The holidays hours are to be taken at a later date within the same fiscal year earned and if not taken will be paid to the employee following the end of the current fiscal year.</p>
Career Enhancement & Wellness:	Reimbursement for various career enhancing (education, home office equipment, etc.) and wellness related expenses that qualify under the policy up to \$1,000 per employee annually.
Deferred Compensation:	Voluntary.
Educational Incentive Program:	See separate chart.
Holidays:	12 set and 4.5 floating. If required to work on a holiday, paid at 1 ½ overtime rate and save holiday hours to be taken off later or cashed out.
Life Insurance:	\$20,000 term. \$1,000 term for spouse/children ages 6 months to 19 years; \$100 term for children 14 days to 6 months. 100% paid by City. See rate chart for premium.
Long Term Disability Insurance:	Standard LTD paid by City (cost = 1.0% of gross wages).
Management Leave:	None
Meal Allowance:	Paid \$18.00 meal allowance after 10 hours of work. Additional \$18.00 meal allowance paid after 15 hours of work if City doesn't provide meal.

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<p>Medical, Dental and Vision Insurance:</p>	<p>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.</p> <p>The cafeteria plan amount for health benefits (medical, dental and vision) for Employee Only shall either be equal to one hundred percent (100%) of the cost of the Kaiser plan for employee only and one hundred percent (100%) of the cost of employee only basic dental and vision or equal to \$865, whichever is greater; for Employee plus One, the cafeteria plan amount shall either be equal to eighty percent (80%) of the Kaiser plan for employee plus one and eighty percent (80%) of the cost of employee plus one basic dental and vision or equal to \$1255, whichever is greater; and for Employee plus Two or more, the cafeteria plan amount shall either be equal to eighty percent (80%) of the costs of employee plus two or more and eighty percent (80%) of the cost of employee plus two or more basic dental and vision or equal to \$1625, whichever is greater. In no event shall any of the cafeteria plan contributions exceed 100% of the selected plan premium cost.</p>
<p>Medical, Dental and Vision Insurance: Share the Savings (Opt Out)</p>	<p>Employees hired prior to August 21, 2019, who opt out of the City's medical plans and show proof of enrollment in another group medical plan shall receive four hundred dollars (\$400) per month plus City paid basic dental/vision up to the Employee Plus Two or More rate depending on coverage selected. This shall be referred to as "Share the Savings."</p> <p>Employees hired on or after August 21, 2019, who participate in Share the Savings will receive four hundred dollars (\$400) plus City paid basic dental/vision at the Employee Only rate. Employees may purchase dental/vision coverage up to the family rate with the Share the Savings funds.</p>
<p>Medical and Dental After Retirement:</p>	<p>For employees and retirees hired before August 21, 2019: Medical and dental premiums to be paid by the City according to the formula below: 10-14 years of service = \$50 + 25% of premiums 15-19 years of service = \$75 + 30% of premiums 20 or more years of service = \$100 + 50% of premiums This benefit is never to exceed 75% of total premium or \$750, whichever is less. Vision is offered for up to 18 months (COBRA) and is paid by the retiree.</p> <p>For employees hired on or after August 21, 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, employees shall receive Twenty-five (\$25) per month into be deposited to the employee's RHS account• After completion of five (5) years of continuous service with the City, employees shall receive One hundred dollars (\$100.00) per month to be deposited into their RHS account.• After completion of ten (10) years of continuous service with the City, employees shall receive One hundred and fifty dollars (\$150.00) per month to be deposited into their RHS account.

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	<ul style="list-style-type: none">• After completion of twenty (20) years of continuous service with the City, employees shall receive Two hundred dollars (\$200.00) per month to be deposited into their RHS account. <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>
Night Shift Differential:	Paid additional 5% of base salary if 50+% of regular work hours is after 6pm and before 7am.
Overtime:	Paid 1 ½ overtime rate or equivalent compensation time after 8 hours* worked in a day or 40 hours worked in a week. Overtime to be taken in cash or CTO. CTO not to accrue in excess of 80 hours. All accrued CTO to be paid off at termination. (*After 10 hours for Recreation Supervisor I/II and Recreation Coordinator.)
Retirement:	<p>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 pay the contribution rate of fifty percent (50%) of the total normal cost rate on a pre-tax basis. For employees hired on or after February 11, 2012, the retirement program shall be the CalPERS 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. Employee contributes entire 7% of the employee’s contribution on a pre-tax basis.</p> <p>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. Employee contributes entire 8% of the employee’s contribution on a pre-tax basis.</p> <p>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.</p>
Safety Equipment:	For specified positions. See MOU for details.
Salary Increases:	<p>Effective the pay period inclusive of July 1, 2024, a general salary increase of five percent (5.0%).</p> <p>Effective the pay period inclusive of July 1, 2025, a general salary increase of five percent (5.0%).</p> <p>Effective the pay period inclusive of July 1, 2026, a general salary increase of five percent (5.0%).</p>
Sick Leave:	12 days per year. Unlimited accumulation. Employees will be allowed to use sick leave as family sick leave. An employee shall be paid one-half of the value of their accumulated sick leave upon retirement, layoff or death based upon their salary at the time of termination. At retirement, employee may choose to have 100% of unused sick leave reported to CalPERS as service credit or up to 50% cash out/remainder reported to CalPERS.

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Signing Bonus	<p>Effective the pay period inclusive of July 1, 2024, all employees will receive a one-time, non-PERSable lump sum retention payment in the amount of two thousand five hundred dollars (\$2,500).</p> <p>Effective the pay period inclusive of July 1, 2025, all employees will receive a one-time, non-PERSable lump sum retention payment in the amount of one thousand five hundred dollars (\$1,500).</p> <p>Effective the pay period inclusive of July 1, 2026, all employees will receive a one-time, non-PERSable lump sum retention payment in the amount of one thousand two hundred dollars (\$1,200).</p>
Special Recognition Pay:	<p>Employees hired prior to August 21, 2019, have completed five (5) years with the City based on their original hire date as a regular employee will receive sixty dollars (\$60) per month in Special Recognition Pay.</p> <p>Employees hired on or after the August 21, 2019, who have completed ten (10) years with the City based on their original hire date as a regular employee will receive an amount equal to sixty dollars (\$60) per month in Special Recognition Pay.</p>
Standby:	<p>Paid \$3.00 for each assigned hour. Water Treatment Plant Operators will receive \$3.00 per hour for up to 8 hours of sleep time in their 24-hour shift. If while on stand by employee must leave home to report to work, employee will be paid minimum 2 hours at overtime rate.</p> <p>Employees who are required to be available for standby duty on the New Year's Day, Independence Day, Thanksgiving Day and Christmas Day holidays shall retain four (4) holiday hours in addition to standby pay. The holidays hours are to be taken at a later date within the same fiscal year earned and if not taken will be paid to the employee following the end of the current fiscal year.</p>
Uniform Allowance:	City provided.
Vacation:	<p>1-5 yrs = 10 days; 6-10 yrs = 15 days; 11-19 yrs = 20 days; 20+ yrs - 25 days. Maximum accumulation = 240 hours per year. Maximum accumulation increases to 300 hours after 20 years. Total payoff at separation.</p> <p>Employees with a maximum accrual of two-hundred forty (240) hours may sell back a maximum of twenty (20) hours per calendar year.</p> <p>Employees with a maximum accrual of three-hundred (300) hours may sell back a maximum of forty (40) hours per calendar year.</p> <p>Eligible employees electing to cash out vacation hours may do so by completing the process implemented by Human Resources no later than December for the next calendar year. The decision by an employee to cash out vacation hours is irrevocable.</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.

City of West Sacramento
Local 39 Educational Incentives

General Unit: General Unit members will receive:

- 60 College Semester Units = \$75/month – OR –
- 90 College Semester Units = \$120/month

In addition, Local 39 members are eligible for the following certificate pays:

<u>Position</u>	<u>Certificate / Incentive</u>
Chief Facilities Maintenance Worker	<ul style="list-style-type: none"> • Certificate of Completion of coursework in mechanical-electrical technology from an accredited college or university = 2.0%
Chief Parks & Grounds Worker	<ul style="list-style-type: none"> • Spray Applicator <u>or</u> Pest Applicator Certificate = 0.5% • Arborist Certificate = 1.25%
Chief Treatment Plant Mechanic	<ul style="list-style-type: none"> • D-2 Water Distribution Certificate = 1.0% • Class A Commercial License = 5.0% • CWEA Grade I Mechanical Technologist Certificate = 1%
Electrical Technician	<ul style="list-style-type: none"> • Certified General Electrician = 5.0%
Equipment Mechanic I/II	<ul style="list-style-type: none"> • ASE Certificate (any) = 0.5% (limit 8) <ul style="list-style-type: none"> ○ Upon completion of a Master Certification, five (5%) per month, and any incentive pay for individual ASE certifications will cease. • Equipment Mechanic II – Class A Commercial License = 5.0%
Facilities Maintenance Aide/Worker/Senior	<ul style="list-style-type: none"> • Certified Pool Operator <u>or</u> Aquatics Facilities Operator Certificate = 1.0% • Certificate of Completion of coursework in mechanical-electrical technology from an accredited college or university = 2.0%
Groundskeeper	<ul style="list-style-type: none"> • Spray Applicator <u>or</u> Pest Applicator Certificate = 0.5% • Arborist Certificate = 1.25%
Lead Road Maintenance Worker	<ul style="list-style-type: none"> • D-3 Water Distribution Certificate = 1.5% – OR – • D-4 Water Distribution Certificate = 2.0% • Class A Commercial License = 5.0% • Grade II CWEA Collection System Maintenance Certification = 1.0% • Spray Applicator <u>or</u> Pest Applicator Certificate = 0.5%
Lead Sewer Maintenance Worker	<ul style="list-style-type: none"> • D-3 Water Distribution Certificate = 1.5% – OR – • D-4 Water Distribution Certificate = 2.0% • Class A Commercial License = 5.0% • Spray Applicator <u>or</u> Pest Applicator Certificate = 0.5%
Lead Water Maintenance Worker	<ul style="list-style-type: none"> • D-4 Water Distribution Certificate = 2.0% • Class A Commercial License = 5.0% • Grade II CWEA Collection System Maintenance Certification = 1.0% • Spray Applicator <u>or</u> Pest Applicator Certificate = 0.5%
Maintenance Worker/Senior	<ul style="list-style-type: none"> • Spray Applicator <u>or</u> Pest Applicator Certificate = 0.5% • Grade II CWEA Collection System Maintenance Certification = 1.0%

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	<ul style="list-style-type: none"> • D-1 Water Distribution Certificate = 0.5% – OR – • D-2 Water Distribution Certificate = 1.0% – OR – • D-3 Water Distribution Certificate = 1.5% • Senior Maintenance Worker – Class A Commercial License = 5.0%
Parks & Grounds Worker/Senior	<ul style="list-style-type: none"> • Spray Applicator <u>or</u> Pest Applicator Certificate = 0.5% • Arborist Certificate = 1.25%
Recreation Coordinator	<ul style="list-style-type: none"> • CPRS Professional Certificate = 0.5% • Certified Pool Operator or Aquatics Facilities Operator Certificate = 1.0%
Recreation Supervisor I/II	<ul style="list-style-type: none"> • CPRS Professional Certificate = 0.5% • Certified Pool Operator or Aquatics Facilities Operator Certificate = 1.0%
Treatment Plant Mechanic I/II	<ul style="list-style-type: none"> • D-2 Water Distribution Certificate = 1.0% • Class A Commercial License = 5.0% • CWEA Grade I Mechanical Technologist Certificate = 1%
Water Meter Technician:	<ul style="list-style-type: none"> • D-2 Water Distribution Certificate = 1.0%
Water Treatment Plant Apprentice	<ul style="list-style-type: none"> • T-2 Water Operator Certificate = 1.0% • Class A Commercial License = 5.0%
Water Treatment Plant Operator II	<ul style="list-style-type: none"> • D-3 Water Distribution Certificate = 1.5% – OR – • D-4 Water Distribution Certificate = 2.0% • T-3 Water Operator Certificate = 1.5% – OR – • T-4 Water Operator Certificate = 1.75% • Class A Commercial License = 5.0%
Water Treatment Plant Operator III	<ul style="list-style-type: none"> • D-4 Water Distribution Certificate = 2.0% • T-4 Water Operator Certificate = 1.75% – OR – • T-5 Water Operator Certificate = 2.0% • Class A Commercial License = 5.0%
Senior Water Treatment Plant Operator	<ul style="list-style-type: none"> • D-4 Water Distribution Certificate = 2.0% • T-5 Water Operator Certificate = 2.0% • Class A Commercial License = 5.0%
Water Treatment Plant Operator Apprentice - Senior	<ul style="list-style-type: none"> • Laboratory Analyst/Water Quality Analyst Certificate Grade I = 2.0% • Water Treatment Plant Operator Apprentice - IV shall be eligible to receive certificate incentives concurrently. The total number of employees who receive the Laboratory Analyst/Water Quality Analyst Certificate Grade I incentive is limited to one (1) employee at any given time.