

City of West Sacramento
Benefits Summary

MANAGEMENT GROUP

Revised: 8/6/2025

Auto Allowance:	None
Bereavement and Reproductive Loss Leave:	See Personnel Rules.
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 available, and the qualification requirement 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.
Holidays:	12 set and 3.5 floating.
Long-Term Disability:	Voluntary – Plan offered is Standard LTD.
Management Leave:	Those Management employees designated as exempt receive eighty (80) hours per fiscal year – prorated depending on date of hire (see Internal Procedures). No accumulation.
Medical, Dental and Vision After Retirement:	<p>Employees will fall under the medical retirement tier based on original date of hire as a regular employee.</p> <p>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.</p> <p>For employees and retirees hired before 7/1/2019: Medical and dental premiums to be paid by the City according to the formula below: 10-14 yrs of service = \$50 + 25% of premiums 15-19 yrs of service = \$75 + 30% of premiums 20+ yrs of service = \$100 + 50% of premiums. <i>Benefit never to exceed 75% of total premiums or \$750, whichever is less. Vision is offered for up to 18 months (COBRA) and is paid by the retiree.</i></p> <p>Effective after Council adoption in FY 25/26 and during the payroll period subsequent to the City's adoption of a new Retiree Health Savings (RHS) plan for employees first hired before July 1, 2019 and active and time of Council adoption, City will contribute one-hundred dollars (\$100) per month per qualifying employee into the RHS account.</p> <p>For employees hired after 6/30/2019: 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 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 in to 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. • 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 ten (10) years of continuous service with the City will forfeit any City contribution.</p>

<p>Medical, Dental, Vision, Life and LTD 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. 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.</p> <p>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.</p> <p>Effective pay period inclusive of January 1, 2025:</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 \$1,175 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. <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. <p>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.</p>
<p>401(a) Money Purchase Plan:</p>	<p>City contribution of 1.5% of employee's base salary.</p>

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 shall have a member contribution rate of fifty percent (50%) of the total normal cost rate.</p> <p>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. Tthe employee pays the entire 7% employee contribution.</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. The employee pays the entire 8% employee contribution. City reports value of EPMC, if applicable.</p> <p>New employees covered under by public retirement system with reciprocity (i.e., 37 Act), will be placed in the 2% @ 60 plan, in accordance with PEPRA.</p>																																																				
Salary:	<p>Salary range adjustment due to Rebanding:</p> <ul style="list-style-type: none"> FY 25/26: Effective first pay period after Council adoption: <table border="1" data-bbox="396 930 1192 1875"> <thead> <tr> <th>POSITION</th><th>ADJUSTMENT</th></tr> </thead> <tbody> <tr><td>City Clerk</td><td>5.00%</td></tr> <tr><td>Community Investment Manager</td><td>3.00%</td></tr> <tr><td>Data Services Manager</td><td>0.126%</td></tr> <tr><td>Economic Development Manager</td><td>3.00%</td></tr> <tr><td>Equipment and Facilities Superintendent</td><td>0.145%</td></tr> <tr><td>Finance Manager</td><td>5.00%</td></tr> <tr><td>Finance Supervisor</td><td>0.126%</td></tr> <tr><td>Fire Marshal</td><td>0.09%</td></tr> <tr><td>Geographical Information Systems Supervisor</td><td>0.12%</td></tr> <tr><td>Housing Manager</td><td>3.00%</td></tr> <tr><td>Human Resources Manager</td><td>5.00%</td></tr> <tr><td>Human Resources Supervisor</td><td>0.126%</td></tr> <tr><td>Information Technology Business Services Manager</td><td>0.126%</td></tr> <tr><td>Information Technology Manager</td><td>5.00%</td></tr> <tr><td>Parking Manager</td><td>3.00%</td></tr> <tr><td>Parks Facility Maintenance Supervisor</td><td>0.12%</td></tr> <tr><td>Parks Operations Superintendent</td><td>0.145%</td></tr> <tr><td>Permit Services Manager</td><td>0.12%</td></tr> <tr><td>Police Records & Property Manager</td><td>0.12%</td></tr> <tr><td>Purchasing Manager</td><td>0.126%</td></tr> <tr><td>Recreation Manager</td><td>0.126%</td></tr> <tr><td>Road Maintenance Supervisor</td><td>0.12%</td></tr> <tr><td>Senior Engineer</td><td>0.199%</td></tr> <tr><td>Senior Project Manager</td><td>0.12%</td></tr> <tr><td>Utilities Maintenance Superintendent</td><td>0.145%</td></tr> </tbody> </table> <p>General Salary Increase:</p> <ul style="list-style-type: none"> FY 25/26: Effective first pay period after Council adoption – 5.00% GSI. 	POSITION	ADJUSTMENT	City Clerk	5.00%	Community Investment Manager	3.00%	Data Services Manager	0.126%	Economic Development Manager	3.00%	Equipment and Facilities Superintendent	0.145%	Finance Manager	5.00%	Finance Supervisor	0.126%	Fire Marshal	0.09%	Geographical Information Systems Supervisor	0.12%	Housing Manager	3.00%	Human Resources Manager	5.00%	Human Resources Supervisor	0.126%	Information Technology Business Services Manager	0.126%	Information Technology Manager	5.00%	Parking Manager	3.00%	Parks Facility Maintenance Supervisor	0.12%	Parks Operations Superintendent	0.145%	Permit Services Manager	0.12%	Police Records & Property Manager	0.12%	Purchasing Manager	0.126%	Recreation Manager	0.126%	Road Maintenance Supervisor	0.12%	Senior Engineer	0.199%	Senior Project Manager	0.12%	Utilities Maintenance Superintendent	0.145%
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	<p>Retroactivity of FY 25/26 GSI: 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.</p> <p>One-Time Lump Sum Payments:</p> <ul style="list-style-type: none"> FY 25/26: A one-time, non-PERSable lump sum payment of 2% of annual base salary paid the first pay period after Council adoption. 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.
Sick Leave:	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.
Unfunded Liability:	Employee contributes \$10 per month to be used to reduce the unfunded liability for retiree medical.
Vacation:	<p>1-5 yrs = 10 days; 6-10 yrs = 15 days; 11-19 yrs = 20 days; 20+ yrs = 25 days. Maximum accumulation to 19 yrs = 296 hours; maximum accumulation to 20 yrs = 356 hours. Total payoff at separation.</p> <p>Employees will be eligible to sell back unused accrued vacation hours annually in the second pay period of January each calendar year.</p> <p>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.</p> <p>If qualified, employees can sell back up to 80 hours of accrued vacation time each calendar year.</p> <p>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.</p>

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