

City of West Sacramento  
Benefits Summary

**SAFETY MANAGEMENT GROUP\***  
Revised: 8/21/2024

<b>Auto Allowance:</b>	None
<b>Bereavement and Reproductive Loss Leave:</b>	See Personnel Rules.
<b>Bilingual Pay:</b>	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.
<b>Career Enhancement &amp; Wellness:</b>	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.
<b>Deferred Compensation:</b>	Voluntary
<b>Educational Incentive Program</b>	<p>For the position of Deputy Fire Chief: 2% for an Associate's Degree, <b>OR</b> 5% for a Bachelor's Degree; <b>AND</b> 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. Maximum incentive is 10%.</p> <p>Deputy Police Chief: 4% for POST Management Certificate <b>AND</b> additional 0.5% for completion of a professional development course that is pre-approved by the Police Chief; <b>AND</b> 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. Maximum incentive is 9.5%.</p>
<b>Emergency Call Back:</b>	Emergency Call Back will be paid at the straight-time rate. includes responses pursuant to automatic aid agreements and to responses to agencies within Yolo County. <i>(See also "Mutual Aid and Other Responses" below.)</i>
<b>Holidays:</b>	<p>12 set and 3.5 floating.</p> <p>At the end of each fiscal year, any unused accrued holiday time, up to 80 hours shall be paid out to employees in the last pay period of the fiscal year.</p>
<b>Long-Term Disability:</b>	Voluntary – Plan offered is Standard LTD.
<b>Management Leave:</b>	80 hours per fiscal year – prorated depending on date of hire (see Internal Procedures). No accumulation.
<b>Medical, Dental and Vision After Retirement:</b>	<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><b>For employees and retirees hired before 7/1/2019:</b> City pays for CalPERS medical plan premiums up to \$800 per month. Dental and Vision paid by the retiree. Vision is offered for 18 months (COBRA). Should the retiree not elect to participate in dental after retirement or cancels coverage, they cannot re-elect coverage during open enrollment.</p> <p><b>For employees hired after 6/30/2019:</b> 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).</p>

In addition to the PEMHCA minimum, employees will receive the following contributions to their Retiree Health Savings account:

- 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.

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.

**Deputy Police Chiefs who previously held a Police Officer's Association or Police Manager's Association classification and retired after January 1, 2022:**

**For employees and retirees hired by the City before 1/1/2002:** The City supplements the unequal, minimum contribution amount up to 100% of medical premiums indexed to the PORAC rate depending on coverage tier selected, not to exceed the level paid to active employees of associated coverage tier. Dental and vision premiums to be paid by the retiree. Should the retiree not elect to participate in dental after retirement or cancels coverage, he/she cannot re-elect coverage during open enrollment. Vision is offered for up to 18 months (COBRA) and is paid by the retiree.

**For employees hired by the City between 1/1/2002 and 06/30/2018:** The City supplements the unequal, minimum contribution amount so that the total amount available to the retiree for medical premiums for retirees is as follows:

10-14 years of service = 50% of premiums  
15-19 years of service = 75% of premiums  
20 or more years of service = 90% of premiums.

These premiums will be paid, indexed to the CalPERS PORAC rate depending on coverage tier selected, not to exceed the level paid to active employees of associated coverage tier. For employees hired after 6/30/2014 the amount is capped at one thousand, two hundred dollars (\$1,200) per month. Dental and vision premiums to be paid by the retiree. Should the retiree not elect to participate in dental after retirement or cancels coverage, he/she cannot re-elect coverage during open enrollment. Vision is offered for up to 18 months (COBRA) and is paid by the retiree.

For employees who fall under this section, upon reaching age 65 and Medicare eligibility, the City's reimbursement of retiree medical premiums shall be reduced and shall not exceed eight-hundred dollars \$800 per month.

	<p><b>For employees first hired on or after July 1, 2018:</b> 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"> <li>• 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</li> <li>• 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.</li> <li>• 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.</li> <li>• 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.</li> </ul> <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. After accruing ten (10) continuous years of service with the City, and upon separation from the City, employees may draw from the City contribution in this account.</p>
<b>Medical, Dental, Vision, Life and LTD Insurance:</b>	<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> <ul style="list-style-type: none"> <li>• Employee only: City will pay up to actual premium amount of medical, dental, and vision for employee only, not to exceed \$905 per month.</li> <li>• Employee plus one: City will pay up to actual premium amount of medical, dental, and vision for employee plus one, not to exceed \$1,358 per month.</li> <li>• 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 \$1,773 per month.</li> <li>• In no event shall the City contribution exceed 100% of the selected plan premium cost including dental and vision.</li> <li>• 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.</li> </ul>

	<p>Effective pay period inclusive of January 1, 2024:</p> <ul style="list-style-type: none"> <li>Employee only: City will pay up to actual premium amount of medical, dental, and vision for employee only, not to exceed \$1,075 per month.</li> <li>Employee plus one: City will pay up to actual premium amount of medical, dental, and vision for employee plus one, not to exceed \$1,822 per month.</li> <li>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 \$2,377 per month.</li> <li>In no event shall the City contribution exceed 100% of the selected plan premium cost including dental and vision.</li> <li>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.</li> </ul> <p>Effective pay period inclusive of January 1, 2025:</p> <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> </ul> <p>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.</p>
<b>401(a) Money Purchase Plan:</b>	City contributes 3% of the employees hourly rate of pay, and the employee has a mandatory contribution of 4% of the employees hourly rate of pay.
<b>Mutual Aid and Other Responses:</b>	Employees will receive overtime at the rate of time and one-half for mutual aid response through the California Mutual Aid System and for call-out and response through the California Office of Emergency Services. The City Manager may also request additional authority from the City Council for payment of overtime at time and one-half in the event of an unusual or prolonged emergency situation within the City of West Sacramento.
<b>Retirement (Fire):</b>	<p>For employees hired on or after January 1, 2013, who are new CalPERS members, the retirement formula will be 2.7% @ 57 in accordance with the Public Employees' Pension Reform Act of 2013 (PEPRA) and includes 3 year final comp; 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 December 15, 2012, or who are current CalPERS members, 3% @ 55 plan. Includes 3 year final comp; Unused Sick Leave Credit. The employee pays entire 9% of employee's contribution.</p> <p>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 pays entire 9% of employee's contribution.</p> <p>New employees covered a public retirement system with reciprocity (i.e., 37 Act), will be placed in the 3% @ 55 plan, in accordance with PEPRA.</p>

<b>Retirement (Police):</b>	<p>For employees hired on or after January 1, 2013, who are new CalPERS members, the retirement formula will be 2.7% @ 57 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 October 8, 2011, 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 pays the entire 13.325% employee contribution.</p> <p>For employees hired before October 8, 2011, 3% at 50 plan with final year highest comp Unused Sick Leave Credit and 1959 Survivor's Benefit (3rd Level). The employee pays the entire 13.325% employee contribution.</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>						
<b>Salary:</b>	<p>Equity Increases:</p> <ul style="list-style-type: none"> <li>FY 23/24: Effective first pay period after Council adoption:</li> </ul> <table border="1"> <thead> <tr> <th>POSITION</th><th>EQUITY INCREASE</th></tr> </thead> <tbody> <tr> <td>DEPUTY FIRE CHIEF</td><td>4.00%</td></tr> <tr> <td>DEPUTY POLICE CHIEF</td><td>4.00%</td></tr> </tbody> </table> <p>General Salary Increase:</p> <ul style="list-style-type: none"> <li>FY 23/24: Effective first pay period after Council adoption – 3.00% GSI.</li> <li>FY 24/25: Pay Period Inclusive of July 1, 2024 – 3.00% GSI.</li> </ul> <p>Retroactivity of FY 23/24 GSI and Equity Adjustments: 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 general salary increase and equity adjustments retroactive to pay period inclusive of July 1, 2023.</p> <p>One-Time Lump Sum Payments:</p> <ul style="list-style-type: none"> <li>FY 23/24: A one-time, non-PERSable lump sum payment of 2% of annual base salary paid the first pay period after Council adoption.</li> <li>FY 24/25: A one-time, non-PERSable lump sum payment of 2% of annual base salary paid in the pay period inclusive of July 1, 2022.</li> </ul>	POSITION	EQUITY INCREASE	DEPUTY FIRE CHIEF	4.00%	DEPUTY POLICE CHIEF	4.00%
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<b>Sick Leave:</b>	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.						
<b>Stand-By Pay:</b>	\$2.75 per hour. (For Fire personnel only)						
<b>Unfunded Liability</b>	Employee contributes \$10 per month to be used to reduce the unfunded liability for retiree medical.						
<b>Uniform Allowance:</b>	1% of base salary.						

<b>Vacation:</b>	<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>Deputy Police Chief may have prior years of qualifying service included in their City years of service if they previously worked in a sworn capacity with a POST participating agency. Prior years of service must be verified by submitting a copy of POST Profile. Additional documentation may be requested if necessary;</p> <p>Deputy Fire Chief 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>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>
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Employees in this group should refer to the City Personnel Rules for further information on personnel practices, and terms and conditions of employment.

\*Safety Management is part of the Management employee group. Positions include Deputy Police Chief and Deputy Fire Chief. This benefit summary was prepared for ease of benefit administration.