

City of West Sacramento
Benefits Summary

WEST SACRAMENTO POLICE OFFICER'S ASSOCIATION (Civilian)
Police Records Technician I/II/Senior, Community Services Officer I/II/Senior,
Code Enforcement Officer I/II/Senior, Crime Scene Investigator I/II/III,
Property & Evidence Technician I/II, Youth Counselor, Crime Analyst I/II/Senior, Police Services Coordinator
TERM OF AGREEMENT: 01/01/2025 - 12/31/2027

Agency Shop:	Yes.
Alternate Work Schedule:	Alternate work schedule of 4-10 or 9-80 as approved by the Chief.
Association Time Bank:	All employees contribute ½ hour of vacation time during the first full payperiod that begins in January of each year to an Association Time Bank.
Auto Allowance:	None
Bereavement & Reproductive Loss Leave:	See Personnel Rules.
Bilingual Pay:	Employees possessing and utilizing bilingual skills on duty shall receive an additional 5% of their hourly rate of pay. The number of individuals to receive this pay, the languages eligible, and the qualification requirements will be determined by the City.
Call Back:	Paid minimum of 2 hours at 1-1/2 regular rate of pay.
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 Incentive Program:	2.5% for Associate's Degree OR 5% for a Bachelor's Degree; and 2.5% for a Master's Degree. Maximum educational incentive is 7.5%.
Fitness Center:	All civilian employees may workout at the department or the City's recreation facility at no cost.
Holidays:	All members earn 112 hours of holiday time per calendar year (12 listed holidays plus 2 floating holidays) to be used as time off. The holiday time can be taken at any time after it is earned (the pay period in which the holiday occurs or July 1 for floating holidays). Upon separation, employees are only entitled to payout for any unused floating holiday time. Upon retirement, employees are entitled to cash out all unused holiday time at their separation rate of pay. Upon resignation, layoff or lawful termination, employees are not entitled to any payout for unused holiday time (no cash out).
Longevity:	Completion of 10 th year of service = 2.5%; Completion of 15 th year of service = additional 2.5% for total of 5%.
Long-Term Disability:	Voluntary
Management Leave:	None
Meal Allowance:	An additional 30-minute meal allowance will be provided if overtime exceeds 2 hours.

Medical and Dental After Retirement:	<p>For employees and retirees hired before 7/1/2018: The 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.</p> <p>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 Benefit never to exceed 75% of total premium or seven hundred fifty dollars (\$750), whichever is less.</p> <p>For employees hired after 6/30/2018: 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>
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Medical, Dental, Life and Vision Insurance:	<p>All POA employees receive a set dollar amount to purchase benefits (cafeteria plan). Health plans are offered through the CalPERS medical program (PEHMCA) using the unequal, minimum contribution methodology. Dental plan is through Delta Dental. Vision plan is through Vision Service Plan (VSP). The life insurance is a \$16,000 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.</p> <p>The employer contribution toward a cafeteria plan amounts for employees to apply toward health benefits (medical, dental and vision) shall be as follows:</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. <p>In no event shall the contribution exceed 100% of the selected plan premium cost including dental and vision.</p> <p>Effective the pay period inclusive of January 1, 2026, the employer contribution toward a 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 (if applicable) at the employee only level at minimum.</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. <p>In no event shall the City contribution exceed 100% of the selected plan premium cost including dental and vision.</p> <p>Effective the pay period inclusive of January 1, 2027, the employer contribution toward a 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 (if applicable) at the employee only level at minimum.</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. <p>In no event shall the City contribution exceed 100% of the selected plan premium cost including dental and vision.</p>
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Medical, Dental and Vision Insurance Share the Savings (Opt Out):	<p><u>Employees hired before 7/1/18:</u> Employees who choose not to participate in any of the City's medical plans (opt out) and show proof of health care coverage shall receive four hundred seventy five dollars (\$475) per month. In addition, the City will pay 100% of the premiums for basic dental and basic vision up to the family rate depending on coverage selected.</p> <p><u>Employees hired after 6/30/18:</u> Employees who choose not to participate in any of the City's medical plans (opt out) and show proof of health care coverage shall receive four hundred, seventy five (\$475). In addition, the City will pay 100% of the premiums for basic dental and basic vision up to the employee only rate. Employees can purchase up to the family rate with the opt out funds.</p>
Non-PERSable Pay:	<p>Effective the payroll period after ratification and inclusive of approval by the City Council in 2025, all sworn employees will receive a one-time, non-PERSable lump sum payment of two-thousand and seven-hundred dollars (\$2,700) and civilian employees will receive a one-time, non-PERSable lump sum payment of one-thousand and seven-hundred and fifty dollars (\$1,750).</p> <p>Effective the pay period inclusive of January 1, 2026, sworn and civilian employees shall receive a one-time, non-PERSable lump sum payment equal to one percent (1%) of annual base pay.</p> <p>Effective pay period inclusive of December 1, 2027, sworn employees will receive a one-time, non-PERSable lump sum payment of four thousand dollars (\$4,000) and civilian employees will receive a one-time, non-PERSable lump sum payment of one-thousand and seven-hundred and fifty dollars (\$1,750).</p>
Off-Duty Court Time:	<p>Paid at 1-1/2 regular rate of pay for a minimum of 4 hours. Applies to hours that are non-contiguous to the employee's regular duty hours.</p>
On-Call/Stand-by:	<p>\$4.00 per hour. If called out, paid at 1-1/2 regular rate of pay for a minimum of 2 hours of work.</p>
Overtime:	<p>1-1/2 times regular rate of pay (either 8, 9 or 10 hour days). 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.</p> <p>An employee may only use or cash out compensatory time off during the calendar year in which it is earned. All accrued and unused compensatory time off balances will be cashed out on the last pay date of each calendar year so that the employee's compensatory time off account is reduced to a zero balance. No unused compensatory time off hours may be carried over to a subsequent calendar year. No compensatory time off can be elected for overtime worked during the last pay period of the calendar year.</p>
Probationary Period:	<p>12 months.</p>

Trainer Differential:	<ul style="list-style-type: none"> • A Records Trainer, while actually training a new Police Records Technician for the Department will be compensated an additional 5% of their hourly rate of pay for every training day. Record Trainers are expected to perform their training duties during their normal tour of duty and will not receive overtime for training duties unless specifically authorized by the Chief of Police or their designee. A Records Trainer called upon to act in the capacity of a supervisor will be compensated an additional 5% of their hourly rate of pay after working one (1) regular work shift (eight (8), nine (9) or ten (10) consecutive hours) in the supervisory capacity. During these periods, the Records Trainer will have the same authority and responsibility as the supervisor they replace. The Records Trainer training compensation will not be compounded with the supervisory compensation. • A Code Enforcement Officer Trainer, while actually training a new Code Enforcement Officer for the Department will be compensated an additional 5% of their hourly rate of pay for every training day. Code Enforcement Officer Trainers are expected to perform their training duties during their normal tour of duty and will not receive overtime for training duties unless specifically authorized by the Director of Community Development or their designee. • A Community Services Officer Trainer, while actually training a new Community Services Officer for the Department will be compensated an additional 5% of their hourly rate of pay for every training day. Community Services Officer Trainers are expected to perform their training duties during their normal tour of duty and will not receive overtime for training duties unless specifically authorized by the Police Chief or their designee.
Retiree Health Savings:	The City shall contribute \$15 per pay period on behalf of each employee hired before 7/1/2018 to the VantageCare Retiree Health Savings plan. The Association may set or adjust the employee contribution amount annually by November 15 th .
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), and are not a rehire who is formerly a classic member, 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. Employee pays entire contribution as determined by CalPERS on a pre-tax basis.</p> <p>For employees hired between February 11, 2012, and December 31, 2012, or classic members as defined by CalPERS, the retirement formula 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, and Unused Sick Leave Credit. Employee pays entire 7% employee contribution on a pre-tax basis.</p> <p>For employees hired before February 11, 2012, the retirement formula shall be the 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 pays entire 8% employee 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:	Department issue

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Salary Increases:	<p>Effective the first payroll period after ratification and inclusive of approval by the City Council in 2025, Civilian employees shall receive a general salary increase of six percent (6.0%).</p> <p>Effective the first payroll period after ratification and inclusive of approval by the City Council in 2025, the following classifications shall receive an equity salary adjustment as identified:</p> <table><tr><th>Position</th><th>Equity Adjustment</th></tr><tr><td>Code Enforcement Officer I</td><td>5.00%</td></tr><tr><td>Code Enforcement Officer II</td><td>5.00%</td></tr><tr><td>Code Enforcement Officer, Senior</td><td>5.00%</td></tr><tr><td>Property & Evidence Technician I</td><td>5.00%</td></tr><tr><td>Property & Evidence Technician II</td><td>5.00%</td></tr><tr><td>Crime Scene Investigator I</td><td>5.00%</td></tr><tr><td>Crime Scene Investigator II</td><td>5.00%</td></tr><tr><td>Crime Scene Investigator III</td><td>5.00%</td></tr><tr><td>Community Services Officer</td><td>1.00%</td></tr><tr><td>Police Services Coordinator</td><td>1.00%</td></tr></table> <p>Effective the payroll period inclusive of January 1, 2026, Civilian employees shall receive a general salary increase of three percent (3.0%).</p> <p>Effective the payroll period inclusive of January 1, 2027, Civilian employees shall receive a general salary increase of four percent (4.0%).</p>	Position	Equity Adjustment	Code Enforcement Officer I	5.00%	Code Enforcement Officer II	5.00%	Code Enforcement Officer, Senior	5.00%	Property & Evidence Technician I	5.00%	Property & Evidence Technician II	5.00%	Crime Scene Investigator I	5.00%	Crime Scene Investigator II	5.00%	Crime Scene Investigator III	5.00%	Community Services Officer	1.00%	Police Services Coordinator	1.00%
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Code Enforcement Officer I	5.00%																						
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Crime Scene Investigator III	5.00%																						
Community Services Officer	1.00%																						
Police Services Coordinator	1.00%																						
Shift Differential:	A civilian employee shall receive a night shift differential of five percent (5%) of their hourly rate of pay as additional compensation if more than one-half (.5) of their standard workday is before 8:00 a.m. or after 5:00 p.m.																						
Sick Leave:	12 days per year. Unlimited accumulation. Up to 50% payoff of hours at separation rate of pay at retirement, layoff or death and remaining hours reported to CalPERS as additional service credit – OR – 100% of hours to be reported to CalPERS as additional service credit.																						
Unfunded Liability:	Employee contributes \$10 per month to be used to reduce the unfunded liability for retiree medical.																						
Uniform Allowance:	When hired, an employee shall be directed to the appropriate vendor(s) where they will obtain the required uniforms and/or equipment, which will be paid for by the City directly to the vendor(s).																						

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Vacation:	<p>1-5 yrs = 10 days; 6-10 yrs = 15 days; 11-19 yrs = 20 days; 20+ yrs - 25 days. Effective 7/1/2014, maximum accumulation to 19 years of service = 240 hours per year; maximum accumulation 20+ years of service = 300 hours per year. Total payoff at separation.</p> <p>If rehired, all employees may count prior years of city service from original date of hire as a regular employee toward total years of city service in determining their vacation accrual tier.</p> <p>For the term of this MOU, eligible employees will have the opportunity to sell back unused accrued vacation hours. To be eligible for 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 calendar year and submit a request form by December of that calendar year, which will be paid in January of the following year. Eligible employees may sell back up to 80 hours of accrued vacation time in the second pay period of January each calendar year. The decision by an employee to cash out vacation hours is irrevocable. The hours shall be converted to a dollar amount based on the employee's regular rate of pay at the time of buy back.</p>
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Employees in this group should refer to the City Personnel Rules or Memorandum of Understanding for further information on Employer/Employee relations, personnel practices, and terms and conditions of employment.