

**City of West Sacramento
Benefits Summary**

WEST SACRAMENTO POLICE OFFICER'S ASSOCIATION (Sworn)
Police Officers & Police Sergeants
TERM OF AGREEMENT: 1/1/2025 – 12/31/2027

Agency Shop:	Yes
Association Time Bank:	All employees contribute ½ hour of vacation time during the first full pay period 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 & POST Certificates:	<p>Upon verification, employees shall receive four point two five percent (4.25%) of their hourly rate of pay for a Bachelor's degree.</p> <p>Upon verification, employees shall receive an additional two and one-half percent (2.5%) of their hourly rate of pay for a Master's degree.</p> <p>Maximum incentive under Educational Incentive Program is six point seven five percent (6.75%).</p> <p>Upon verification, employees shall receive four point eight five percent (4.85%) of their hourly rate of pay for an Intermediate POST certificate.</p> <p>Upon verification, employees shall receive an additional five percent (5%) of their hourly rate of pay for an Advanced POST certificate.</p> <p>Maximum incentive under POST Certificate Incentives is nine point eight five percent (9.85%).</p> <p>The incentives Education Incentive Program and POST Certificate Incentives shall be cumulative and not compounded. The maximum incentive under these sections shall be sixteen point six percent (16.6%).</p>
Fitness Incentive:	\$27.50 per pay period for personnel who meet specified criteria.
FTO Pay:	<p>Senior Field Training Officer: Additional 5% of their hourly rate of pay for all regular hours worked.</p> <p>Field Training Officer: When assigned, an Field Training Officer shall be compensated an additional five percent (5%) of their hourly rate of pay for every training hour while actually training for the Department.</p>

City of West Sacramento

Benefits Summary

West Sacramento Police Officer's Association (Sworn)

1/1/2025 – 12/31/2027

Page 2

Holidays:	All members will earn one hundred and twelve (112) hours of holiday time per calendar year (the 12 listed holidays in Section 16.1.1 plus 2 floating holidays) to be used as time off. 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).
K-9 Pay:	Paid at one-and one-half Officer's regular rate of pay for 30 minutes per day, 7 days per week. City will also reimburse for purchase of dog food, grooming supplies and veterinary expenses for service related injury or illness including routine examinations and vaccinations.
Longevity:	Completion of 10 th year of service = 5%; Completion of 12 th year of service = additional 2.5%; Completion of 15 th year of service = additional 2.5% Total of 10.0%. Sworn employees 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.
Management Leave:	None

Medical, Dental 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 PPO. Vision plan is through Vision Service Plan (VSP).</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>
--	---

<p>Medical, Dental and Vision Insurance Share the Savings (Opt Out):</p>	<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). 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 dollars (\$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>
<p>Medical, Dental, and Vision After Retirement:</p>	<p>For employees and retirees hired 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.</p> <p>For employees hired between 12/31/2001 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:</p> <p style="padding-left: 40px;">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.</p> <p>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.</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>Sworn employees 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>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>

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).</p> <p>Effective the pay period inclusive of January 1, 2026, sworn 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).</p>
Off-Duty Court Time:	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.
Officer In Charge:	Additional 5% of their hourly rate of pay for all regular hours worked.
On-Call/Stand-by:	\$4.00 per hour. If called out, paid at 1-1/2 regular rate of pay for a minimum of 2 hours of work.
Overtime Meal Allowance:	An additional 30 minute meal allowance will be provided if overtime exceeds 2 hours
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. All accrued CTO to be paid off at termination at regular rate of pay. CTO not to accrue in excess of 140 hours.</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>Entry Level: Eighteen months at discretion of the Chief of Police.</p> <p>Laterals: Twelve months at discretion of the Chief of Police.</p>
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 2.7% @ 57 in accordance with the Public Employees' Pension Reform Act of 2013 (PEPRA). Employee pays entire employee contribution as determined by CalPERS on a pre-tax basis. This tier includes 3 year final compensation.</p> <p>For employees hired between October 8, 2011, and December 31, 2012, or classic members as defined by CalPERS, the retirement formula will be 3% @ 55; employee pays entire 9% of employee's contribution on a pre-tax basis. This tier includes 3 year final compensation. These employees also pay 4.325% to cost share for the 3% @ 55 formula on a pre-tax basis.</p> <p>For employees hired before October 8, 2011, the retirement formula will be 3% @ 50; employee pays entire 9% of employee's contribution on a pre-tax basis. This tier includes 1 year final compensation. These employees also pay 4.325% to share in the cost of the 3% @ 50 formula on a pre-tax basis.</p> <p>All tiers include 1959 Survivor's Benefit – 4th level; City pays \$2.00 per month for benefit; enhanced Non-Job Related Disability options; and unused sick leave credit.</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>				
Safety Equipment:	Department issued.				
Salary Increases:	<p>Effective the first payroll period after ratification and inclusive of approval by the City Council in 2025, Sworn 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 border="1"> <tr> <th>Position</th><th>Equity Adjust ment</th></tr> <tr> <td>Police Sergeant</td><td>0.75%</td></tr> </table> <p>Effective the payroll period inclusive of January 1, 2026, Sworn employees shall receive a general salary increase of three percent (3.0%).</p> <p>Effective the payroll period inclusive of January 1, 2027, Sworn employees shall receive a general salary increase of four percent (4.0%).</p>	Position	Equity Adjust ment	Police Sergeant	0.75%
Position	Equity Adjust ment				
Police Sergeant	0.75%				
Police Liaison Officer:	Additional 5% of their hourly rate of pay for all regular hours worked.				
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.				
Standard Work Schedule:	For all full-time employees, the standard work day shall be from eight (8) to twelve and one-half (12-1/2) hours of work performed, not including any unpaid non-work time, as determined by the Chief of Police.				

Unfunded Liability:	All employees contribute \$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).
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>Sworn employees 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>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>

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.