City of West Sacramento
Benefits Summary

POLICE MANAGER'S ASSOCIATION
(Police Lieutenant)
TERM OF AGREEMENT: 01/01/2025 – 12/31/2027

Auto Allowance:	None
Bereavement & 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.
Call Back:	For the position of Police Lieutenant, Call Back will be paid at the hourly rate of pay. This can be in the form of pay or comp time. *(See also "Mutual Aid and Other Responses" below.)*
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
401(a) Money Purchase Plan:	City contributes 3% of the employees hourly rate of pay.
Education/POST Incentive:	Employees shall receive 5% for Bachelors Degree, and additional 5% for Master's Degree. (Must be accredited) Employees shall receive 5% of their hourly rate of pay for issuance of a POST Management Certificate plus completion a professional development course that is pre-approved by the Police Chief. The maximum incentive under this section shall be 15%.
Holidays:	12 set and 3.5 floating. (96 set holiday hours, and 28 floating holiday hours). 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).
Long-Term Disability:	Voluntary – Plan offered is Standard LTD.
Management Leave:	80 hours per fiscal year – pro-rated depending on date of hire (see Internal Procedures). No accumulation.

Medical, Dental and Vision After Retirement:	**Employees Retired Prior To July 1, 2018:** 100% of medical premiums to be paid by the City to maximum of $800 per month. Dental and Vision premiums to be paid by the retiree. Employees hired after July 1, 2010, must have 10 years of service with the City in order to receive this benefit. Should the retiree not elect to participate in dental after retirement or cancels coverage, they cannot re-elect coverage during open enrollment. Vision is offered for up to 18 months (COBRA) and is paid by the retiree. **Employees Retired After June 30, 2018, and Active at the Time of Ratification and Approval of MOU In July 2018, and Promoted from Within The City:** *For employees and retirees hired before 1/1/2002:* The City supplements the unequal, minimum contribution amount up to 100% of medical premiums up to the level paid to active employees for the 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, they 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 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 depending on coverage tier selected, up to the level paid to active employees for the 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, they 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 between July 1, 2014 and June 30, 2018 and retired at the time of ratification and City Council approval of the 2025 successor MOU, these premiums will be paid up to the level paid to active employees for the associated coverage tier not to exceed one thousand two hundred ($1,200) dollars per month. 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. **Employees Retired After June 30, 2018, and Active at the Time of Ratification and Approval of MOU In July 2018, Hired from Outside the City:** 100% of medical premiums to be paid by the City to maximum of $800 per month. Dental and Vision premiums to be paid by the retiree. Employees hired after July 1, 2010, must have 10 years of service with the City in order to receive this benefit. Should the retiree not elect to participate in dental after retirement or cancels coverage, they cannot re-elect coverage during open enrollment. Vision is offered for up to 18 months (COBRA) and is paid by the retiree. **For employees first hired on or after July 1, 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:

	• 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. 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. **Employees who separate from the City but are rehired into a POA or PMA classification shall be entitled to the Retiree Medical benefits tier associated with their original date of hire.**

Medical, Dental, Vision, Life and LTD Insurance:	All PMA employees receive a set dollar amount to purchase benefits (cafeteria plan). The employee must purchase dental, vision and life insurance. and has the option to purchase medical insurance with the remainder of the allotment. Medical insurance is offered through the CalPERS Medical Program. 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. See current rate chart for all premiums. Effective January 13, 2024, 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. • 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. • 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. • 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. In no event shall the City contribution exceed 100% of the selected plan premium cost including dental and vision. Effective February 22, 2025, 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. • 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 $2,377 per month. In no event shall the City contribution exceed 100% of the selected plan premium cost including dental and vision. Effective 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. • 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.

	Effective 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. • 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.
Medical, Dental and Vision Insurance Share the Savings (Opt Out):	**Employees hired before 7/1/18:** 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. **Employees hired after 6/30/18:** 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.
Mutual Aid and Other Responses:	The position of Police Lieutenant shall be paid at the rate of time and one-half (1.5) their regular rate of pay for mutual aid response through the California Mutual Aid System and for call-out and response through the California Office of Emergency Services. Employees shall be paid at the rate of time and one-half (1.5) their regular rate of pay in the event of an unusual or prolonged emergency situation within the City of West Sacramento as approved by the City Manager.
One-Time Retention Bonus Payment:	Effective the first payroll period after ratification and approval by the City Council in 2025, employees will receive a one-time, non-PERSable lump sum signing bonus of two thousand dollars ($2,000).
Retirement:	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. 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. 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. 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.

Salary Increases:	• Effective the first payroll period after ratification and approval by the City Council in 2025, employees shall receive a general salary increase of six percent (6.0%). • Effective the first payroll period after ratification and inclusive of approval by the City Council in 2025, employees shall receive an equity adjustment of four percent (4.0%) o Retroactivity of 2025 GSI and Equity Adjustments: Effective the first pay period after ratification and approval by the City Council, employees will receive a one-time, non-PERSable lump sum equivalent payment of the general salary increase and equity adjustment retroactive to the pay period inclusive of January 1, 2025. • Effective pay period inclusive of January 1, 2026, employees shall receive a general salary increase of three percent (3.0%). • Effective pay period inclusive of January 1, 2027, employees shall receive a general salary increase of three percent (3.0%).
Sick Leave Accural:	8 hours per month. Unlimited accumulation and no payoff at termination or resignation. Up to 50% payoff of hours at separation rate of pay at retirement and remaining hours reported to CalPERS as additional service credit – OR – 100% of hours to be reported to CalPERS as additional service credit. 50% payoff of hours at separation rate of pay at layoff or death.
Special Event & OTS Pay:	An Employee who is required by the Department to work at a Special Event or an event funded by a California Office of Traffic Safety (OTS) grant during hours outside their normally scheduled work day shall be paid at the rate of time and one-half their regular rate of pay for time worked at the Special Event/OTS Event. The Employee shall only be compensated under this section if the Employee is deployed to: • Special Event for which the special event permitee is required to pay city support and/or public services costs under West Sacramento Municipal Code Chapter 12.08. Special Events, such that the full cost of the Employee's time working the event is recouped by the City. • An OTS event (e.g., DUI checkpoint) for which the costs of the event, including all staffing, is fully funded by the OTS grant, such that the full cost of the Employee's time working the event is reimbursed to the City. The need for an Employee to be deployed to work such a Special Event/OTS event will be identified by the Department through the City of West Sacramento Special Event permitting process and OTS event staffing process, respectively. Overtime accrued from Special Event and OTS deployments is excluded from being provided as CTO.
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).

Vacation Accural:	1-5 yrs = 80 hours per year; 6-10 yrs = 120 hours per year; 11-19 yrs = 160 hours per year; 20+ yrs = 200 hours per year. Maximum accumulation to 19 yrs = 240 hours per year; maximum accumulation to 20 yrs = 300 hours per year. Total payoff at separation. 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. 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 preceding calendar year and submit a request form by December in the year prior to the year of sell back. Eligible employees may sell back up to 40 hours, twice a year (for a total 80 hours max) of accrued vacation time. 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.

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.