

**POLICE RECRUIT
Benefit Schedule
(Effective 04/30/2025)**

Medical/Dental/Vision Insurance:	<p>The employer contribution toward a cafeteria plan amounts for employees to apply toward health benefits (medical, dental and vision) shall be aligned with those benefits provided to employees in the classification of Police Officer.</p> <p>In no event shall the contribution exceed 100% of the selected plan premium cost including dental and vision.</p> <p>Employees who choose not to participate in any of the City's medical plans (opt out) and show proof of other group health care coverage shall receive City paid dental and vision insurance up to the employee only amount.</p>
PERS Retirement:	<p>Depending upon employment status with CalPERS, CalPERS 2% @ 62 or 2% @ 60 plan, Miscellaneous Group. Coverage will be converted to PERS 2.7% @ 57 or 3% @ 55 plan, Local Safety Group upon appointment to probationary Police Officer.</p>
Uniform Costs:	<p>The City will purchase any Police Academy required uniforms.</p>
Vacation and Sick Leave Accrual:	<p>No vacation or sick leave accrual during Recruit status.</p>
Holidays:	<p>If the Police Academy is closed for a designated holiday, the Police Recruit will receive pay for that day.</p>
Unfunded Liability:	<p>Employee contributes \$10 per month to be used to reduce the unfunded liability for retiree medical.</p>
West Sacramento Police Officer's Association:	<p>The classification of Police Recruit is not represented by the Association until such time as the individual is appointed to probationary status as a Police Officer.</p> <p>If a regular City of West Sacramento employee is appointed to the classification of Police Recruit, they will continue to retain and accrue the benefits of their previous classification.</p>