

**City of West Sacramento
Benefits Summary**

**CITY MANAGER
EFFECTIVE: 07/01/2018**

Annual Physical:	Employee agrees to submit to an annual physical at city expense. Cost not to exceed \$500.
Car Allowance:	City shall pay employee \$500 per month as a car allowance.
Cellular Phone:	City provided phone or stipend (\$75 per month).
Holidays:	Ten (10) set in Personnel Rules and 3.5 floating holidays. Floating holidays are credited each July.
Life Insurance:	City pays premium for \$300,000 term life insurance policy.
Long-Term Disability:	City pays premium for Standard LTD program offered to management employees.
Management Leave:	Eighty (80) hours per fiscal year. No accumulation. Eighty (80) hours is credited at the beginning of each fiscal year.
Medical, Dental & Vision Insurance:	City shall pay 100% of the premiums for coverage for employee and family.
Medical after Retirement:	City shall pay 100% of the premiums for medical and dental coverage for employee and family. Vision is offered for up to 18 months (COBRA) and is paid by the retiree.
Money Purchase Plan (401a) and Deferred Compensation (457):	<p>For employees hired into classification before July 1, 2018: City shall contribute a total of \$24,000 to the City's 401 (a) and 457 plans. The contribution shall take the form of a 4.5% of employee's base salary to the 401(a) plan with the remainder to the 457 plan. Employee shall contribute 5.5% of employee's base salary to the 401 (a) plan. Contributions to be in equal, proportional amounts each pay period.</p> <p>For employees hired into classification after June 30, 2018: City contributes 4.5% of base salary, mandatory employee contribution of 5.5%. Contributions to be in equal, proportional amounts each pay period.</p>
Retirement:	<p>For employees hired on or after January 1, 2013, who are new CalPERS members, 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. 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 February 11, 2012, the retirement program 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, the Unused Sick Leave Credit option. The employee pays the entire 7% employee contribution.</p> <p>For employees hired before February 11, 2012, the retirement program shall be the CalPERS 2.5% @ 55 plan, includes highest thirty-six months for final compensation determination, 1959 Survivor's Benefit (3rd Level) and Unused Sick Leave Credit. The employee pays the entire 8% employee contribution.</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>
Salary:	\$200,000 - \$240,000 annually.

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Sick Leave:	Accrual rate is eight (8) hours a month
Vacation:	<p>For employees hired into classification before July 1, 2018: Accrual rate is 13.33 hours a month. Maximum accrual is 400 hours. Employee shall accrue 16.67 hours a month after 10 years of employment with the City.</p> <p>For employees hired into classification after June 30, 2018: Accrual per year based on years of employment with the City. 1-5 yrs = 10 days; 6-10 yrs = 15 days; 11-19 yrs = 20 days; 20+ yrs = 25 days. Maximum accumulation = 456 hours per year. Total payoff at separation.</p>

See City Personnel Rules for further information on Employer/Employee relations, personnel practices, and terms and conditions of employment.