

**City of West Sacramento
Benefits Summary**

DEPARTMENT HEADS

Budget Cycle: 07/01/2017 – 06/30/2019

Revised: 5/23/18

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| Auto Allowance: | Police and Fire Chiefs have the option of a city vehicle or a car allowance of \$500 per month. |
| Bereavement Leave: | 2-4 days depending upon relationship of employee to deceased. Additional 2 days discretionary. See Personnel Rules. |
| Compensation Plan: | <p>The salary range for Department Heads is \$150,000 - \$180,000 annually. Movement within the salary range is limited to an increase of 2% per year.</p> <p>Non-recurring Pay for Performance Program is an additional component of the compensation plan. Maximum annual percentage amount is 10% effective July 2015. The Pay for Performance compensation is non-PERSable pay and based on annual evaluation by the City Manager.</p> |
| Deferred Compensation: | Voluntary |
| 401(a) Money Purchase Plan: | City contributes 4.5% of base salary, mandatory employee contribution of 5.5%. |
| Holidays: | 10 set and 3.5 floating. |
| Long-Term Disability: | Standard LTD paid by City. (cost = 1.0% of gross wages) |
| Management Leave: | 80 hours per fiscal year – prorated depending upon date of hire (see Internal Procedures). No accumulation. |
| Medical, Dental & Vision After Retirement: | <p><i>Medical and dental premiums to be paid by the City according to the formula below:</i></p> <p>For Department Heads <u>other</u> than Police Chief and Fire Chief:</p> <p style="padding-left: 40px;">5-10 years of service = \$75 + 30% of the premium</p> <p style="padding-left: 40px;">10-14 years of service = \$100 + 50% of the premium</p> <p style="padding-left: 40px;">15 – 19 years of service = \$150 + 75% of the premium</p> <p style="padding-left: 40px;">20+ years of service = 100% of premiums</p> <p>The City Manager has the authority to advance the department head with less than 5 years of service to the 5 year level prior to that individual’s attainment of 5 years of actual service. Benefit never to exceed \$1,500 in total premiums, except for Department Heads with 20+ years of service as of July 1, 2011.</p> <p><i>Vision is offered for up to 18 months (COBRA) and is paid by the retiree.</i></p> <p><u>Police Chief:</u> Effective January 1, 2012, 100% of medical premiums up to CalPERS Health Plan, Blue Shield Access+ plan. May access dental after retirement at retiree’s expense. Should the retiree not elect to participate in dental after retirement or cancels coverage, he/she cannot re-elect coverage during open enrollment.</p> |

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| <p>Medical, Dental & Vision After Retirement (con't):</p> | <p><u>Fire Chief:</u> Medical after retirement pursuant to provisions in the City's medical plan for Fire Management with CalPERS which is currently \$800 per month. May access dental after retirement at retiree's expense. Should the retiree not elect to participate in dental after retirement or cancels coverage, he/she cannot re-elect coverage during open enrollment.</p> <p><u>All Department Heads:</u> <i>Additionally, individuals who have access to a medical and dental after retirement program from a previous employer would not be eligible for this benefit if the plan is at least as beneficial as the City plan(s) as determined by the level of coverage and cost to the employee.</i></p> |
| <p>Medical, Dental, Vision, and Life Insurance:</p> | <p>Medical plans are offered through the CalPERS medical program (PEHMCA) using the unequal, minimum contribution methodology. 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.</p> <p>The City will allot \$950 per month per employee towards a cafeteria plan.</p> <p>The employee must purchase dental, vision and life and has the option to purchase medical insurance with the remainder of the allotment. If the employee still has money left over after the purchase of medical, vision, life, and dental insurance plans, the employee can divert the remainder to a city deferred compensation plan or supplemental salary according to the procedures governing cafeteria plans as established by law. See current rate chart for all premiums.</p> |
| <p>Retirement:</p> | <p><u>Miscellaneous (Non-Safety):</u></p> <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> |

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| <p>Retirement: (continued)</p> | <p><u>Fire Chief:</u></p> <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), the retirement formula shall be 2.7%@57. 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 December 15, 2012, or who are current CalPERS members, 3% @ 55 plan. Includes highest thirty-six months for final compensation determination and Unused Sick Leave Credit. The employee contributes entire 9% of employee contribution.</p> <p>For employees hired before December 15, 2012, 3% @ 50 with final year highest comp, enhanced non-industrial disability, 1959 Survivor’s Benefit (3rd level), and Unused Sick Leave Credit. The employee contributes entire 9% of employee contribution.</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> <p><u>Police Chief:</u></p> <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), the retirement formula shall be 2.7%@57. 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 October 8, 2011, or who are current CalPERS members, the retirement formula shall be 3% @ 55. Includes highest thirty-six months for final compensation determination and Unused Sick Leave Credit. Employee contributes entire 13.325% of employee’s contribution. (Increase of 4.325% of employee share pursuant to cost sharing agreement.)</p> <p>For employees hired before October 8, 2011 the retirement formula shall be 3% @ 50 with final year highest comp, and Unused Sick Leave Credit. Employee contributes entire 13.325% of employee’s contribution. (Increase of 4.325% of employee share pursuant to cost sharing agreement.)</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> |
| <p>Sick Leave:</p> | <p>12 days per year. Unlimited accumulation and no payoff. However, an employee shall be paid one-half of the value of his/her accumulated sick leave upon layoff or death based upon his/her salary at the time of termination. At retirement, employee may choose to have up to 50% of the value of his/her accumulated sick leave paid out in cash or have up to 100% of unused sick leave reported to CalPERS as service credit..</p> |
| <p>Unfunded Liability:</p> | <p>Employee contributes \$10 per month to be used to reduce the unfunded liability for retiree medical.</p> |
| <p>Uniform Allowance:</p> | <p>Applicable to Fire and Police Chiefs only = 1% of base salary.</p> |

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| Vacation: | 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. Continue suspension of vacation sell back provisions through June 30, 2019. Those Department Heads at the minimum vacation accrual may be placed at the next accrual level at the discretion of the City Manager. Employees are allowed to go over their vacation caps during the calendar year as long as they are at or below their vacation cap on December 31 st of each year. |
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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.