

**City of West Sacramento
Benefits Summary**

MANAGEMENT GROUP*

Budget Cycle: 07/01/2017 – 06/30/2019

Revised: 5/23/18

Auto Allowance:	None
Bereavement Leave:	2-4 days depending upon relationship of employee to deceased. Additional 2 days discretionary. 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.
Deferred Compensation:	Voluntary
Holidays:	10 set and 3.5 floating.
Long-Term Disability:	Voluntary – Plan offered is Standard LTD.
Management Leave:	Those Management employees designated as exempt receive eighty (80) hours per fiscal year – prorated depending on date of hire (see Internal Procedures). No accumulation.
Medical, Dental and Vision After Retirement:	<p>Medical and dental premiums to be paid by the City according to the formula below:</p> <p>10-14 yrs of service = \$50 + 25% of premiums 15-19 yrs of service = \$75 + 30% of premiums 20+ yrs of service = \$100 + 50% of premiums.</p> <p><i>Benefit never to exceed 75% of total premiums or \$750, whichever is less. Vision is offered for up to 18 months (COBRA) and is paid by the retiree.</i></p>
Medical, Dental, Vision, Life and LTD Insurance:	<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>
401(a) Money Purchase Plan:	City contribution of 1.5% of employee's base salary.
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>

Retirement: (continued)	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. City reports value of EPMC, if applicable. New employees covered under by a public retirement system with reciprocity (i.e., 37 Act), will be placed in the 2% @ 60 plan, in accordance with PEPRA.
Salary:	Pay Period Inclusive of November 1, 2017 – 1.00%. One-Time Retention Bonus Payment: A one-time, non-PERSable retention bonus payment of 1% of annual base salary paid on the first pay date in December 2017 and one-time, non-PERSable retention bonus payments of 2.1% of annual base salary paid on both the first pay date in July 2018 and the first pay date in December 2018.
Sick Leave:	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.
Unfunded Liability:	Employee contributes \$10 per month to be used to reduce the unfunded liability for retiree medical.
Vacation:	1-5 yrs = 10 days; 6-10 yrs = 15 days; 11-19 yrs = 20 days; 20+ yrs - 25 days. Maximum accumulation to 19 yrs = 296 hours per year; maximum accumulation to 20 yrs = 356 hours per year. Total payoff at separation. Continue suspension of vacation sell back provisions through June 30, 2019. For those employees on a traditional school year, there will be no vacation accruals. 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.

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.

*Safety Management (other than Police Managers Association) is part of the Management unit. This benefit summary was prepared for ease of benefit administration.