

**City of West Sacramento  
Benefits Summary**

**SAFETY MANAGEMENT GROUP\***  
Budget Cycle: 07/01/2017 – 06/30/2019  
Revised: 5/23/18

<b>Auto Allowance:</b>	None
<b>Bereavement Leave:</b>	2-4 days depending upon relationship of employee to deceased. Additional 2 days discretionary. Those employees on a shift <sup>1</sup> schedule will be allowed 24-48 hours depending upon relationship of employee to deceased. Additional 24 hour discretionary. See Personnel Rules.
<b>Bilingual Pay:</b>	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.
<b>Deferred Compensation:</b>	Voluntary
<b>Emergency Call Back:</b>	For the position of Deputy Police Chief and Fire Division Chief, Emergency Call Back will be paid at the straight-time rate. The position of Fire Battalion Chief will be paid at the overtime rate (1-1/2). This includes responses pursuant to automatic aid agreements and to responses to agencies within Yolo County. <i>(See also "Mutual Aid and Other Responses" below.)</i>
<b>Holidays:</b>	10 set and 3.5 floating. Those employees on a shift <sup>1</sup> schedule will earn 120 hours plus 42 hours of floating holidays. Holidays accrue at the beginning of each calendar year; floating holidays accrued at the beginning of the fiscal year. Employees on a shift schedule may cash out up to ninety-six (96) hours of holiday leave per fiscal year.
<b>Long-Term Disability:</b>	Voluntary – Plan offered is Standard LTD.
<b>Management Leave:</b>	80 hours per fiscal year – prorated depending on date of hire (see Internal Procedures). Those employees on a shift <sup>1</sup> schedule receive 120 hours per fiscal year – prorated depending upon date of hire (see Internal Procedures). No accumulation.
<b>Medical, Dental and Vision After Retirement:</b>	City pays for CalPERS medical plan premiums up to \$800 per month. Dental and Vision paid by the retiree. Vision is offered for 18 months (COBRA). Should the retiree not elect to participate in dental after retirement or cancels coverage, he/she cannot re-elect coverage during open enrollment.
<b>Medical, Dental, Vision, Life and LTD Insurance:</b>	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.  The City will allot \$950 per month per employee towards a cafeteria plan.  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.
<b>401(a) Money Purchase Plan:</b>	For Deputy Police Chief only: 1.5% City contribution

<b>Mutual Aid and Other Responses:</b>	<p>The positions of Deputy Police Chief, Deputy Fire Chief and Fire Battalion Chief will receive overtime at the rate of time and one-half for mutual aid response through the California Mutual Aid System and for call-out and response through the California Office of Emergency Services. The City Manager may also request additional authority from the City Council for payment of overtime at time and one-half in the event of an unusual or prolonged emergency situation within the City of West Sacramento.</p>
<b>Retirement (Fire):</b>	<p>For employees hired on or after January 1, 2013, who are new CalPERS members, the retirement formula will be 2.7% @ 57 in accordance with the Public Employees’ Pension Reform Act of 2013 (PEPRA) and includes 3 year final comp; 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 December 15, 2012, or who are current CalPERS members, 3% @ 55 plan. Includes 3 year final comp; Unused Sick Leave Credit. The employee pays entire 9% of employee’s 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 pays entire 9% of employee’s contribution.</p> <p>New employees covered a public retirement system with reciprocity (i.e., 37 Act), will be placed in the 3% @ 55 plan, in accordance with PEPRA.</p>
<b>Retirement (Police):</b>	<p>For employees hired on or after January 1, 2013, who are new CalPERS members, the retirement formula will be 2.7% @ 57 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 October 8, 2011, 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 pays the entire 13.325% employee contribution.</p> <p>For employees hired before October 8, 2011, 3% at 50 plan with final year highest comp Unused Sick Leave Credit and 1959 Survivor’s Benefit (3rd Level). The employee pays the entire 13.325% 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>
<b>Salary:</b>	<p>Pay Period Inclusive of November 1, 2017 – 1.00%.</p> <p>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.</p>
<b>Sick Leave:</b>	<p>12 days per year. (144 hours per year for those employees on a shift<sup>1</sup> schedule.) 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>

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<b>Stand-By Pay:</b>	\$2.75 per hour. (For Fire personnel only)
<b>Unfunded Liability</b>	Employee contributes \$10 per month to be used to reduce the unfunded liability for retiree medical.
<b>Uniform Allowance:</b>	1% of base salary.
<b>Vacation:</b>	1-5 yrs = 10 days; 6-10 yrs = 15 days; 11-19 yrs = 20 days; 20+ yrs - 25 days. Those employees on a shift <sup>1</sup> schedule earn 120 hours per year for 1-5 years of service; 180 hours per year for 6-10 years of service; 240 hours per year for 11-19 years of service; and 300 hours per year for 20+ years of service. Maximum accumulation to 19 yrs = 296 hours per year (shift <sup>1</sup> employees = 444); maximum accumulation to 20 yrs = 356 hours per year (shift <sup>1</sup> employees = 534). Total payoff at separation. Continue suspension of vacation sell back provisions through June 30, 2019. 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 <sup>st</sup> 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 is part of the Management unit. Positions include Deputy Police Chief, Deputy Fire Chief, and Fire Battalion Chief. This benefit summary was prepared for ease of benefit administration.

<sup>1</sup>Shift means a 48/96 shift period.