

**City of West Sacramento
Benefits Summary**

STATIONARY ENGINEERS, LOCAL 39
TERM OF AGREEMENT: 07/01/2016 – 06/30/2019
Revised: 12/20/2017

| | |
|--|---|
| Acting Supervisor Differential: | Paid additional 5% of base salary after first 3 days per calendar year in acting role. |
| 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 eligible, and the qualification requirements will be determined by the City. |
| Call Back: | Paid minimum of 2 hours at 1 ½ overtime rate. |
| Deferred Compensation: | Voluntary. Exception for employees hired prior to 1/1/87. See MOU – Replacement of Social Security Benefits. |
| Educational Incentive Program: | See separate chart. |
| Emergency Stand-By: | Paid \$2.75 for each assigned hour. Water Treatment Plant Operators will receive \$2.75 per hour for up to 8 hours of sleep time in their 24-hour shift. If while on emergency stand by employee must leave home to report to work, employee will be paid minimum 2 hours at overtime rate. |
| Holidays: | 10 set and 4.5 floating. If required to work on a holiday, paid at 1 ½ overtime rate and save holiday hours to be taken off later or cashed out. |
| Life Insurance: | \$20,000 term. \$1,000 term for spouse/children ages 6 months to 19 years; \$100 term for children 14 days to 6 months. 100% paid by City. See rate chart for premium. |
| Long Term Disability Insurance: | Standard LTD paid by City (cost = 1.0% of gross wages). |
| Management Leave: | None |
| Meal Allowance: | Paid \$9.00 meal allowance after 10 hours of work. Additional \$9.00 meal allowance paid after 15 hours of work if City doesn't provide meal. |
| Medical, Dental and Vision: | <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.</p> <p>The employee must purchase dental, vision 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 insurances, 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. Cafeteria amounts are tiered based on employee only, employee + 1, and employee + 2 or more.</p> <p>Effective January 1, 2016, the cafeteria amounts are as follows: \$865/\$1,255/\$1,625 per month.</p> <p>Effective January 1, 2017, a cafeteria plan contribution using the following formulas:</p> <ul style="list-style-type: none"> • Employee Only: 100% of Kaiser rate for employee only plus 100% of dental and vision for employee only. (\$865 per month) • Employee plus one: 80% of Kaiser rate for employee plus one plus 80% of dental and vision for employee plus one. (\$1,255 per month) • Employee plus two or more: 80% of Kaiser rate for employee plus two or more plus 80% of dental and vision for employee plus two or more. (\$1,625 per month) |

City of West Sacramento Benefits Summary

Stationary Engineers, Local 39

07/01/2016 – 06/30/2019

Page 2 of 5

| | |
|--|--|
| <p>Medical, Dental and Vision (con't):</p> | <p><u>Share the Savings Provision:</u> Employees who show verification of enrollment in another group medical plan and agree not to participate in the City's medical plan will receive a "Share the Savings" benefit amount of \$300 per month plus City paid dental and vision. Effective 1/1/2017, increases to \$350. Effective 1/1/2018, increases to \$400.</p> |
| <p>Medical and Dental After Retirement:</p> | <p>Medical and dental premiums to be paid by the City according to the formula below: 10-14 years of service = \$50 + 25% of premiums 15-19 years of service = \$75 + 30% of premiums 20 or more years of service = \$100 + 50% of premiums This benefit is never to exceed 75% of total premium or \$750, whichever is less. Vision is offered for up to 18 months (COBRA) and is paid by the retiree.</p> |
| <p>Night Shift Differential:</p> | <p>Paid additional 5% of base salary if 50+% of regular work hours is after 6pm and before 7am.</p> |
| <p>Overtime:</p> | <p>Paid 1 ½ overtime rate or equivalent compensation time after 8 hours* worked in a day or 40 hours worked in a week. Overtime to be taken in cash or CTO. CTO not to accrue in excess of 80 hours. All accrued CTO to be paid off at termination. (*After 10 hours for Recreation Supervisor I/II and Recreation Coordinator.)</p> |
| <p>Retirement:</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. Effective January 1, 2014, City pays 1% of the employee's 6.25% of employee's contribution plus City portion. Employee contributes remaining 5.25% of the employee's 6.25% contribution. Effective July 1, 2014, employees pay entire 6.25% of the employee's contribution.</p> <p>For employees hired on or after February 11, 2012, the retirement program shall be the CalPERS 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. Effective January 1, 2014, City pays 1.75% of the employee's 7% contribution plus City portion. Employee contributes remaining 5.25% of the employee's 7% contribution. Effective January 1, 2015, employee contributes 6.25% of employee's 7% contribution. Effective January 1, 2016, employee contributes entire 7% of the employee's 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. Effective January 1, 2014, City pays 2.75% of the employee's 8% contribution plus City portion. Employee contributes remaining 5.25% of employee's 8% contribution. Effective January 1, 2015, employee contributes 6.75% of employee's 8% contribution. Effective January 1, 2016, employee contributes entire 8% of the employee's 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> |
| <p>Safety Shoes:</p> | <p>For specified positions. See MOU for details.</p> |

City of West Sacramento Benefits Summary

Stationary Engineers, Local 39

07/01/2016 – 06/30/2019

Page 3 of 5

| | |
|-------------------------------|--|
| Salary Increases: | <p>7/1/2016 – 1.5% increase for all classifications 7/1/2017 – 0.5% increase for all classifications 7/1/2018 – 2% increase for all classifications</p> <p>7/1/2017 – Additional Equity Adjustments as follows: 1% adjustment – Building Permit Technician I/II; Electrical Technician; Equipment Mechanic I/II; Facilities Maintenance Aide/Worker Senior; Instrumentation Technician; Planning Technician; Secretary; Stationary Engineer 2% adjustment – Accounting Technician I/II/III; Clerk/Senior Clerk; Engineering Technician I/II/II; Recreation Coordinator; Recreation Supervisor I/II; Treatment Plant Mechanic I/II 3% adjustment – Parks and Grounds Worker/Senior/Chief; Groundskeeper</p> <p>One-Time Retention Bonus Payment: A one-time, non-PERSable retention bonus payment of \$600 paid upon ratification and again the pay period inclusive of 7/1/2017.</p> |
| Sick Leave: | <p>12 days per year. Unlimited accumulation. Employees will be allowed to use full sick leave as family sick leave. An employee shall be paid one-half of the value of his/her accumulated sick leave upon retirement, layoff or death based upon his/her salary at the time of termination. At retirement, employee may choose to have 100% of unused sick leave reported to CalPERS as service credit or up to 50% cash out/remainder reported to CalPERS.</p> |
| Special Recognition: | <p>Additional \$60 per month after 2 years at "E" step.</p> |
| Tuition Reimbursement: | <p>Tuition reimbursement up to \$1,500 per fiscal year.</p> |
| Uniform Allowance: | <p>City provided.</p> |
| Vacation: | <p>1-5 yrs = 10 days; 6-10 yrs = 15 days; 11-19 yrs = 20 days; 20+ yrs - 25 days. Maximum accumulation = 240 hours per year. Maximum accumulation increases to 300 hours after 20 years. Total payoff at separation.</p> <p>Vacation Buy Back – Employees with a maximum accrual of 240 hours may sell back hours beyond 200 to maximum of 20 hours per fiscal year; Employees with a maximum accrual of 300 hours may sell back hours beyond 240 to maximum of 40 hours per fiscal year.</p> |

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.

City of West Sacramento
Local 39 Educational Incentives

General Unit: General Unit members will receive:

- 60 College Semester Units = \$75/month – OR –
- 90 College Semester Units = \$120/month

In addition, Local 39 members are eligible for the following certificate pays:

| <u>Position</u> | <u>Certificate / Incentive</u> |
|--|--|
| Chief Maintenance Worker | <ul style="list-style-type: none"> • D-3 Water Distribution Certificate = 1.5% – OR – • D-4 Water Distribution Certificate = 2.0% • Class A Commercial License = 2.5% effective 1/1/2017 (increases to 5% effective 1/1/2018) • Spray Applicator <u>or</u> Pest Applicator Certificate = 0.5% |
| Chief Treatment Plant Mechanic | <ul style="list-style-type: none"> • Grade 2 Water or Wastewater Operator Certificate = 1.0% |
| Electrical Technician | <ul style="list-style-type: none"> • Certified General Electrician = 2.0% |
| Equipment Mechanic | <ul style="list-style-type: none"> • ASE Certificate (any) = 0.5% (limit 1) • Equipment Mechanic II – Class A Commercial License = 2.5% effective 1/1/2017 (increases to 5% effective 1/1/2018) |
| Facilities Maintenance Aide/Worker/Senior | <ul style="list-style-type: none"> • Certified Pool Operator <u>or</u> Aquatics Facilities Operator Certificate = 1.0% |
| Groundskeeper | <ul style="list-style-type: none"> • Spray Applicator <u>or</u> Pest Applicator Certificate = 0.5% • Arborist Certificate = 1.25% |
| Maintenance Worker/Senior | <ul style="list-style-type: none"> • D-1 Water Distribution Certificate = 0.5% – OR – • D-2 Water Distribution Certificate = 1.0% – OR – • D-3 Water Distribution Certificate = 1.5% • Senior Maintenance Worker – Class A Commercial License = 2.5% effective 1/1/2017 (increases to 5% effective 1/1/2018) |
| Parks & Grounds Worker/Senior | <ul style="list-style-type: none"> • Spray Applicator <u>or</u> Pest Applicator Certificate = 0.5% • Arborist Certificate = 1.25% |
| Recreation Coordinator | <ul style="list-style-type: none"> • CPRS Professional Certificate = 0.5% • Certified Pool Operator or Aquatics Facilities Operator Certificate = 1.0% |
| Recreation Supervisor I/II | <ul style="list-style-type: none"> • CPRS Professional Certificate = 0.5% • Certified Pool Operator or Aquatics Facilities Operator Certificate = 1.0% |
| Treatment Plant Mechanic I/II | <ul style="list-style-type: none"> • Grade 2 Water <u>or</u> Wastewater Operator Certificate = 1.0% |
| Water Treatment Plant Apprentice | <ul style="list-style-type: none"> • T-2 Water Operator Certificate = 1.0% |
| Water Treatment Plant Operator II | <ul style="list-style-type: none"> • T-3 Water Operator Certificate = 1.5% – OR – • T-4 Water Operator Certificate = 1.75% |
| Water Treatment Plant Operator III | <ul style="list-style-type: none"> • T-4 Water Operator Certificate = 1.75% – OR – • T-5 Water Operator Certificate = 2.0% |

City of West Sacramento Benefits Summary

Stationary Engineers, Local 39

07/01/2016 – 06/30/2019

Page 5 of 5

| | |
|--|---|
| Water Treatment Plant Operator IV | <ul style="list-style-type: none">• T-5 Water Operator Certificate = 2.0% |
|--|---|