

**City of West Sacramento
Benefits Summary**

WEST SACRAMENTO POLICE OFFICER'S ASSOCIATION (Civilian)
 Police Records Technician, Community Services Officer I/II,
 Code Enforcement Officer I/II/Senior, Crime Scene Investigator I/II/III,
 Property & Evidence Technician I/II
TERM OF AGREEMENT: 07/01/2017 – 12/31/2020

***If the November 2018 Tax Measure fails to pass, then the term of the agreement will expire on 12/31/2019, and all economic provisions of the contract effective after November 3, 2018, will be void.**

Agency Shop:	Yes.
Alternate Work Schedule:	Alternate work schedule of 4-10 or 9-80 as approved by the Chief.
Association Time Bank:	All employees contribute ½ hour of vacation time during the first full payperiod that begins in January of each year to an Association Time Bank.
Auto Allowance:	None
Bereavement Leave:	2-4 days depending upon relationship of employee to deceased. Additional 2 days discretionary. See Personnel Rules.
Bilingual Pay:	Employees possessing and utilizing bilingual skills on duty shall receive an additional 5% of their hourly rate of pay. 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 1-1/2 regular rate of pay.
Deferred Compensation:	Voluntary
POST Certificate/Educational Incentive Program:	2% for Intermediate POST certificate/Associate's Degree OR 4% for a Bachelor's Degree; and 2.5% for an Advanced POST certificate. Maximum POST certificate/educational incentive is 6.5%.
Fitness Center:	All civilian employees may workout at the department or the City's recreation facility at no cost.
Holidays:	All members earn 96 hours of holiday time per calendar year (10 listed holidays plus 2 floating holidays) to be used as time off. The holiday time can be taken at any time after it is earned (the pay period in which the holiday occurs or July 1 for floating holidays). Members may cash out forty (40) hours annually until December 31, 2020. Upon separation, members are not entitled to any pay-out for unused holiday time (no cash out).
Longevity:	Completion of 10 th year of service = 2.5%; Completion of 15 th year of service = additional 2.5% for total of 5%.
Long-Term Disability:	Voluntary
Management Leave:	None
Meal Allowance:	An additional 30-minute meal allowance will be provided if overtime exceeds 2 hours.

<p>Medical and Dental After Retirement:</p>	<p>For employees and retirees hired before 7/1/2018: The premiums will be paid, indexed to the CalPERS PORAC rate depending on coverage tier selected, not to exceed the level paid to active employees of associated coverage tier.</p> <p>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</p> <p>Benefit never to exceed 75% of total premium or seven hundred fifty dollars (\$750), whichever is less.</p> <p>For employees hired after 6/30/2018: The City's maximum monthly medical contribution for each eligible retiree shall be equal to the minimum employer contribution required for active employees pursuant to the Public Employees Medical and Hospital Care Act (PEMHCA). In addition to the PEMHCA minimum, employees will receive the following contributions to their Retiree Health Savings account:</p> <ul style="list-style-type: none">• From zero (0) to five (5) years of service, employees shall receive twenty-five (\$25) per month in to be deposited to the employee's RHS account• After completion of five (5) years of continuous service with the City, employees shall receive one hundred dollars (\$100.00) per month to be deposited into their RHS account.• After completion of ten (10) years of continuous service with the City, employees shall receive one hundred and fifty dollars (\$150.00) per month to be deposited into their RHS account.• After completion of twenty (20) years of continuous service with the City, employees shall receive two hundred dollars (\$200.00) per month to be deposited into their RHS account. <p>Employees who terminate City service for reasons other than retirement or layoff prior to ten (10) years of continuous service with the City will forfeit any City contribution.</p>
<p>Medical, Dental, Life and Vision Insurance:</p>	<p>All POA employees receive a set dollar amount to purchase benefits (cafeteria plan). Health plans are offered through the CalPERS medical program (PEMHCA) using the unequal, minimum contribution methodology. Dental plan is through Delta Dental. Vision plan is through Vision Service Plan (VSP). The life insurance is a \$16,000 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's contribution to the cafeteria plan for employee only will be equal to cover one hundred percent (100%) of the PORAC plan for employee only and the cost of employee only dental and vision; for employee plus one, the cafeteria plan will be an amount equal to eighty-five percent (85%) of the PORAC plan for employee plus one and eighty-five percent (85%) of the employee plus one dental and vision plans; and, for employee plus two or more, the cafeteria plan will be an amount equal to eighty five percent (85%) of the PORAC plan for employee plus two or more and eighty five percent (85%) of the employee plus two or more dental and vision plans. The City supplements the unequal, minimum contribution amount so that the total dollar amount available to an employee for medical, dental, vision and life is as follows:</p> <p style="text-align: center;"><u>01/01/2018:</u> \$783 / \$1,392 / \$1,790</p> <p>These cafeteria amounts are tiered based on employee only, employee plus one and employee plus two or more.</p>

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Medical, Dental and Vision Insurance Share the Savings (Opt Out):	<p>Employees hired before 7/1/18: Employees who choose not to participate in any of the City's medical plans (opt out) and show proof of health care coverage shall receive four hundred seventy five dollars (\$475) per month. The Share the Savings dollars may be diverted to a deferred compensation plan or supplemental salary according to the procedures governing cafeteria plans as established by law. In addition, the City will pay 100% of the premiums for dental, vision and life insurance up to the family rate depending on coverage selected.</p> <p>Employees hired after 6/30/18: Employees who choose not to participate in any of the City's medical plans (opt out) and show proof of health care coverage shall receive four hundred, seventy five (\$475). The Share the Savings dollars may be diverted to a deferred compensation plan or supplemental salary according to the procedures governing cafeteria plans as established by law. In addition, the City will pay 100% of the premiums for dental and vision up to the employee only rate. Employees can purchase up to the family rate with the opt out funds.</p>
Non-PERSable Retention Pay:	A one-time, non-PERSable retention bonus payment of \$4163 on 7/1/2018, for all employees active and on payroll as of 7/1/2017.
Off-Duty Court Time:	Paid at 1-1/2 regular rate of pay for a minimum of 4 hours. Applies to hours that are non-contiguous to the employee's regular duty hours.
On-Call/Stand-by:	\$4.00 per hour. If called out, paid at 1-1/2 regular rate of pay for a minimum of 2 hours of work.
Overtime:	1-1/2 times regular rate of pay (either 8, 9 or 10 hour days). 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.
Probationary Period:	12 months.
Records Trainer Differential:	A Records Trainer, while actually training a new Police Records Technician for the Department will be compensated an additional 5% of their hourly rate of pay for every training day. Record Trainers are expected to perform their training duties during their normal tour of duty and will not receive overtime for training duties unless specifically authorized by the Chief of Police or their designee. A Records Trainer called upon to act in the capacity of a supervisor will be compensated an additional 5% of their hourly rate of pay after working one (1) regular work shift (eight (8), nine (9) or ten (10) consecutive hours) in the supervisory capacity. During these periods, the Records Trainer will have the same authority and responsibility as the supervisor they replace. The Records Trainer training compensation will not be compounded with the supervisory compensation.
Code Enforcement Officer Trainer Differential:	A Code Enforcement Officer Trainer, while actually training a new Code Enforcement Officer for the Department will be compensated an additional 5% of their hourly rate of pay for every training day. Code Enforcement Officer Trainers are expected to perform their training duties during their normal tour of duty and will not receive overtime for training duties unless specifically authorized by the Director of Community Development or their designee.
Retiree Health Savings:	The City shall contribute \$15 per pay period on behalf of each employee hired before 7/1/2018 to the VantageCare Retiree Health Savings plan. The Association may set or adjust the employee contribution amount annually by November 15 th .

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Retirement:	<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), and are not a rehire who is formerly a classic member, 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. Employee pays entire contribution as determined by CalPERS on a pre-tax basis.</p> <p>For employees hired between February 11, 2012, and December 31, 2012, or classic members as defined by CalPERS, the retirement formula 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, and Unused Sick Leave Credit. Employee pays entire 7% employee contribution on a pre-tax basis.</p> <p>For employees hired before February 11, 2012, the retirement formula shall be the 2.5% @ 55 plan, includes highest thirty-six months for final compensation determination, 1959 Survivor's Benefit (3rd Level) and Unused Sick Leave Credit. Employee pays entire 8% employee contribution on a pre-tax basis.</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>
Safety Equipment:	Department issue
Salary Increases:	7/1/2018: 2.2% 7/1/2019: 3% for Crime Scene Investigator series
Shift Differential:	Paid additional 5% of hourly rate of pay if ½ of work period is before regular shift starts or after regular shift ends.
Sick Leave:	12 days per year. Unlimited accumulation. Up to 50% payoff of hours at separation rate of pay at retirement, layoff or death and remaining hours reported to CalPERS as additional service credit – OR – 100% of hours to be reported to CalPERS as additional service credit.
Unfunded Liability:	Employee contributes \$10 per month to be used to reduce the unfunded liability for retiree medical.
Uniform Allowance:	When hired, an employee shall be directed to the appropriate vendor(s) where they will obtain the required uniforms and/or equipment, which will be paid for by the City directly to the vendor(s).
Vacation:	1-5 yrs = 10 days; 6-10 yrs = 15 days; 11-19 yrs = 20 days; 20+ yrs - 25 days. Effective 7/1/2014, maximum accumulation to 19 years of service = 240 hours per year; maximum accumulation 20+ years of service = 300 hours per year. Total payoff at separation.

Employees in this group should refer to the City Personnel Rules or Memorandum of Understanding for further information on Employer/Employee relations, personnel practices, and terms and conditions of employment.