

City of West Sacramento
Benefits Summary

WEST SACRAMENTO POLICE OFFICER'S ASSOCIATION (Sworn)
Police Officers & Police Sergeants
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
Association Time Bank:	All employees contribute ½ hour of vacation time during the first full pay period 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 Incentive:	\$27.50 per pay period for personnel who meet specified criteria.
FTO Pay:	Additional 5% of their hourly rate of pay for all regular hours worked.
Holidays:	All members will earn ninety-six (96) hours of holiday time per calendar year (the 10 listed holidays in Section 17.1.1 plus 2 floating holidays) to be used as time off. Members may cash out forty (40) hours annually until December 31, 2020. 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). Upon separation, members are not entitled to any payout for unused holiday time (no cash out).
K-9 Pay:	Paid at one-and one-half Officer's regular rate of pay for 30 minutes per day, 7 days per week. City will also reimburse for purchase of dog food, grooming supplies and veterinary expenses for service related injury or illness including routine examinations and vaccinations.
Longevity:	<p>Completion of 10th year of service = 2.5%; Completion of 15th year of service = additional 2.5% for a total of 5.0%.</p> <p><u>Effective 5/1/2019*</u></p> <p>Completion of 10th year of service = 2.5%; Completion of 12th year of service = additional 2.5%; Completion of 15th year of service = additional 2.5% for a total of 7.5%.</p> <p><u>Effective 1/1/2020*</u></p> <p>Completion of 10th year of service = 2.5%; Completion of 12th year of service = additional 2.5%; Completion of 15th year of service = additional 5.0% for a total of 10.0%.</p> <p>*If November 2018 tax measure fails to pass, these increases become void.</p>
Management Leave:	None

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<p>Medical, Dental 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 (PEHMCA) using the unequal, minimum contribution methodology. Dental plan is through Delta Dental PPO. Vision plan is through Vision Service Plan (VSP). 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, and vision 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>
<p>Medical, Dental and Vision Insurance Share the Savings (Opt Out):</p>	<p><u>Employees hired before 7/1/18:</u> 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 family rate depending on coverage selected.</p> <p><u>Employees hired after 6/30/18:</u> 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>

<p>Medical, Dental, and Vision After Retirement:</p>	<p>For employees and retirees hired before 1/1/2002: The City supplements the unequal, minimum contribution amount up to 100% of medical premiums indexed to the PORAC rate depending on coverage tier selected, not to exceed the level paid to active employees of associated coverage tier. Dental and vision premiums to be paid by the retiree.</p> <p>For employees hired between 12/31/2001 and 06/30/2018: The City supplements the unequal, minimum contribution amount so that the total amount available to the retiree for medical premiums for retirees is as follows:</p> <p style="padding-left: 40px;">10-14 years of service = 50% of premiums</p> <p style="padding-left: 40px;">15-19 years of service = 75% of premiums</p> <p style="padding-left: 40px;">20 or more years of service = 90% of premiums.</p> <p>These 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. For employees hired after 6/30/2014, the amount is capped at one thousand, two hundred dollars (\$1,200) per month.</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>Non-PERSable Retention Pay:</p>	<p>A one-time, non-PERSable retention bonus payment of 5.3% payable on 11/2/2018, for all employees active and on payroll as of 7/1/2017.</p>
<p>Off-Duty Court Time:</p>	<p>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.</p>
<p>On-Call/Stand-by:</p>	<p>\$4.00 per hour. If called out, paid at 1-1/2 regular rate of pay for a minimum of 2 hours of work.</p>
<p>Overtime Meal Allowance:</p>	<p>An additional 30 minute meal allowance will be provided if overtime exceeds 2 hours</p>
<p>Overtime:</p>	<p>1-1/2 times regular rate of pay (either 8, 9 or 10 hour days). Overtime to be taken in cash or CTO. All accrued CTO to be paid off at termination at regular rate of pay. CTO not to accrue in excess of 140 hours.</p>
<p>Probationary Period:</p>	<p>Entry Level: Eighteen months at discretion of the Chief of Police. Laterals: Twelve months at discretion of the Chief of Police.</p>

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 .
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 2.7% @ 57 in accordance with the Public Employees' Pension Reform Act of 2013 (PEPRA). Employee pays entire employee contribution as determined by CalPERS on a pre-tax basis. This tier includes 3 year final compensation.</p> <p>For employees hired between October 8, 2011, and December 31, 2012, or classic members as defined by CalPERS, the retirement formula will be 3% @ 55; employee pays entire 9% of employee's contribution on a pre-tax basis. This tier includes 3 year final compensation. These employees also pay 4.325% to cost share for the 3% @ 55 formula on a pre-tax basis.</p> <p>For employees hired before October 8, 2011, the retirement formula will be 3% @ 50; employee pays entire 9% of employee's contribution on a pre-tax basis. This tier includes 1 year final compensation. These employees also pay 4.325% to share in the cost of the 3% @ 50 formula on a pre-tax basis.</p> <p>All tiers include 1959 Survivor's Benefit – 4th level; City pays \$2.00 per month for benefit; enhanced Non-Job Related Disability options; and unused sick leave credit.</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>
Safety Equipment:	Department issued.
Salary Increases:	<p>7/1/2018: 5%</p> <p>7/1/2019: 5%*</p> <p>1/1/2020: 2.9%*</p> <p>*If November 2018 tax measure fails to pass, these increases become void.</p>
Police Liaison Officer:	Additional 5% of their hourly rate of pay for all regular hours worked.
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.
Standard Work Schedule:	For all full-time employees, the standard work day shall be from eight (8) to twelve and one-half (12-1/2) hours of work performed, not including any unpaid non-work time, as determined by the Chief of Police.
Unfunded Liability:	All employees contribute \$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.