

**City of West Sacramento
Benefits Summary**

**POLICE MANAGER'S ASSOCIATION
(Police Lieutenant)
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.**

Auto Allowance:	None
Bereavement Leave:	2-4 days depending upon relationship of employee to deceased. Additional 2 days discretionary. Additional 24 hour 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.
Call Back:	For the position of Police Lieutenant, Call Back will be paid at the hourly rate. This can be in the form of pay or comp time. <i>(See also "Mutual Aid and Other Responses" below.)</i>
Deferred Compensation:	Voluntary
401(a) Money Purchase Plan:	1.5% City contribution of the employees hourly rate of pay.
Education Incentive:	4% for Bachelors Degree. (Must be accredited)
Holidays:	10 set and 3.5 floating. (80 set holiday hours, and 28 floating holiday hours)
Long-Term Disability:	Voluntary – Plan offered is Standard LTD.
Management Leave:	80 hours per fiscal year – pro-rated depending on date of hire (see Internal Procedures). No accumulation.
Medical, Dental and Vision After Retirement:	<p>Employees Retired Prior To July 1, 2018: 100% of medical premiums to be paid by the City to maximum of \$800 per month. Dental and Vision premiums to be paid by the retiree. Employees hired after July 1, 2010, must have 10 years of service with the City in order to receive this benefit. Should the retiree not elect to participate in dental after retirement or cancels coverage, he/she cannot re-elect coverage during open enrollment. Vision is offered for up to 18 months (COBRA) and is paid by the retiree.</p> <p>Employees Retired After June 30, 2018, and Active at the Time of Ratification and Approval of MOU In July 2018, and Promoted from Within The City:</p> <p><i>For employees and retirees hired before 1/1/2002:</i> 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. Should the retiree not elect to participate in dental after retirement or cancels coverage, he/she cannot re-elect coverage during open enrollment. Vision is offered for up to 18 months (COBRA) and is paid by the retiree.</p> <p><i>For employees hired between 1/1/2002 and 06/30/2018:</i> 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 15-19 years of service = 75% of premiums 20 or more years of service = 90% of premiums.</p>

<p>Medical, Dental and Vision After Retirement (cont.):</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. Dental and vision premiums to be paid by the retiree. Should the retiree not elect to participate in dental after retirement or cancels coverage, he/she cannot re-elect coverage during open enrollment. Vision is offered for up to 18 months (COBRA) and is paid by the retiree.</p> <p>For employees who fall under this section, upon reaching age 65 and Medicare eligibility, the City's reimbursement of retiree medical premiums shall be reduced and shall not exceed eight-hundred dollars \$800 per month.</p> <p>Employees Retired After June 30, 2018, and Active at the Time of Ratification and Approval of MOU In July 2018, Hired from Outside the City: 100% of medical premiums to be paid by the City to maximum of \$800 per month. Dental and Vision premiums to be paid by the retiree. Employees hired after July 1, 2010, must have 10 years of service with the City in order to receive this benefit. Should the retiree not elect to participate in dental after retirement or cancels coverage, he/she cannot re-elect coverage during open enrollment. Vision is offered for up to 18 months (COBRA) and is paid by the retiree.</p> <p>For employees first hired on or after July 1, 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. After accruing ten (10) continuous years of service with the City, and upon separation from the City, employees may draw from the City contribution in this account.</p> <p>Employees who separate from the City but are rehired into a POA or PMA classification shall be entitled to the Retiree Medical benefits tier associated with their original date of hire.</p>
<p>Medical, Dental, Vision, Life and LTD Insurance:</p>	<p>All PMA employees receive a set dollar amount to purchase benefits (cafeteria plan). The employee must purchase dental, vision and life insurance. and has the option to purchase medical insurance with the remainder of the allotment. Medical insurance is offered through the CalPERS Medical Program. 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. See current rate chart for all premiums.</p>

City of West Sacramento
 Benefits Summary
 Police Managers Association
 07/01/2017 – 12/31/2020

Page 3

<p>Medical, Dental, Vision, Life and LTD Insurance (cont.):</p>	<p>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. 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.</p> <p>After the 2019 health rates take effect, the City contribution to the cafeteria plan will be capped at up to the 2019 contribution amounts thereafter.</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 dollars (\$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 dollars (\$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>Mutual Aid and Other Responses:</p>	<p>The position of Police Lieutenant shall be paid at the rate of time and one-half (1.5) their regular rate of pay for mutual aid response through the California Mutual Aid System and for call-out and response through the California Office of Emergency Services. Employees shall be paid at the rate of time and one-half (1.5) their regular rate of pay in the event of an unusual or prolonged emergency situation within the City of West Sacramento as approved by the City Manager.</p>
<p>One-Time Retention Bonus Payment:</p>	<p>Effective the payroll period which pays on November 2, 2018, current bargaining unit members hired with the City after June 26, 2016, will receive a one-time, non-PERSable lump sum payment per person in flat dollars equivalent to five percent (5%) in salary increase.</p>

**City of West Sacramento
Benefits Summary
Police Managers Association
07/01/2017 – 12/31/2020**

Page 4

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>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>
Salary Increases:	<p>7/1/2018: 2.85% 7/1/2019: 5%* 7/1/2020: 5%*</p> <p>*If November 2018 tax measure fails to pass, these increases become void.</p>
Sick Leave Accrual:	<p>8 hours per month. Unlimited accumulation and no payoff at termination or resignation. Up to 50% payoff of hours at separation rate of pay at retirement and remaining hours reported to CalPERS as additional service credit – OR – 100% of hours to be reported to CalPERS as additional service credit. 50% payoff of hours at separation rate of pay at layoff or death.</p>
Special Event Pay:	<p>The City agrees to reopen the terms and conditions of this section within 30 days of ratification and approval by the City Council.</p>
Unfunded Liability	<p>Employee contributes \$10 per month to be used to reduce the unfunded liability for retiree medical.</p>
Uniform Allowance:	<p>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).</p>
Vacation Accrual:	<p>1-5 yrs = 80 hours per year; 6-10 yrs = 120 hours per year; 11-19 yrs = 160 hours per year; 20+ yrs = 200 hours per year. Maximum accumulation to 19 yrs = 240 hours per year; maximum accumulation to 20 yrs = 300 hours per year. Total payoff at separation. Continue suspension of vacation sell back provisions through December 31, 2020. Due to the reduction in vacation caps, employees have the option to buy down vacation hours accrued as of July 1, 2018 to 40 hours below cap to allow capacity in vacation cap accruals in the pay period following ratification and approval by the City Council.</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.