

**City of West Sacramento  
Benefits Summary**

**West Sacramento Firefighter's Association  
Term of Contract: 04/01/2017 – 05/31/2019**

<b>Administrative Captain Assignment:</b>	A Fire Captain who is routinely and consistently assigned to administrative work during normal hours of employment that may differ from the work schedule of other fire suppression personnel by the Fire Chief shall receive an additional five percent (5%) during the term of their assignment.
<b>Agency Shop:</b>	Yes.
<b>Bereavement Leave:</b>	2 shifts.
<b>Deferred Compensation:</b>	Voluntary.
<b>Educational Incentive:</b>	<p>Maximum educational incentive that may be obtained is 4% per employee.</p> <p><b><u>Education/Certificate:</u></b> <b><u>Amount:</u></b></p> <p>BA/BS.....4%</p> <p>Fire Science.....2%</p> <p>AA/AS.....2%</p> <p>Fire Officer or completion of coursework .....1.5%</p> <p>Fire Apparatus Driver/Operator .....1.5%</p> <p>Fire Instructor .....0.5%</p> <p>Fire Investigator .....0.5%</p> <p>Fire Hazmat .....0.5%</p> <p>Entry probationary employees do not get incentive pay. New certificates earned after January 1, 1997 are earned off-duty. AA/AS or BA/BS cannot include Fire Science certificate. Enrollment fees are paid by employee.</p> <p>(Those employees with a BA/BS cannot include AA/AS or Fire Science Certificate.)</p>
<b>Holidays:</b>	<p>144 hours per year taken either as paid time off or cashed out.</p> <p>Shift personnel assigned to work on a City designated holiday shall receive 1-1/2 times their straight time hourly rate for a maximum of 16 hours per shift.</p>
<b>Management Leave:</b>	None
<b>Medical &amp; Dental After Retirement:</b>	City pays up to \$750 per month towards the retiree’s medical insurance through CalPERS. Retiree pays own dental premiums after retirement.
<b>Medical, Dental &amp; Vision:</b>	<p>Health plans offered through CalPERS. Dental plan is Delta Dental. Vision plan is Vision Service Plan.</p> <p>The employee must purchase dental and 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 medical, vision 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.</p> <p>Cafeteria program is a tiered amount based on employee only or medical insurance opt-out, employee +1 and employee +2+. The cafeteria amounts is as follows:</p> <p style="text-align: center;">\$750 / \$875 / \$1,025</p>
<b>Medicare Tax:</b>	1.45%

<b>Non-PERSable Retention Pay:</b>	<p>Effective the first payroll period after ratification by the Fire Association and approval by the City Council, all Fire Association members will receive a one-time, non-PERSable signing bonus of three thousand seven hundred forty dollars (\$3740).</p> <p>Effective the first pay period in July 2018, employees shall receive a one-time, non-PERSable, lump sum, mid-contract term bonus in the amount of three thousand dollars (\$3000).</p>
<b>Out-Of-Class Pay:</b>	<p>\$50 per shift or \$2.08 per hour for portion of shift acting above Firefighter; \$75 per shift or \$3.13 per hour for portion of shift for Firefighter acting as Fire Captain.</p>
<b>Overtime:</b>	<p>Paid 1-1/2 overtime rate for emergency call back or station staffing.</p>
<b>Retirement:</b>	<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), the retirement formula shall be 2.7%@57. Employees shall have a member contribution rate of fifty percent (50%) of the total normal cost rate. The current mandated and optional benefits of this retirement tier are located in Appendix B of the Memorandum of Understanding.</p> <p>For employees hired on or after December 15, 2012, and before January 1, 2013 or Classic members as defined by CalPERS, the second-tier retirement formula shall be 3%@55. Employees shall pay the entire 9% of their employee CalPERS contribution. The current mandated and optional benefits of this retirement tier are located in Appendix B of the Memorandum of Understanding.</p> <p>For employees hired before December 15, 2012, the retirement formula shall be 3%@50. Employees shall pay the entire 9% of their employee CalPERS contribution. The current mandated and optional benefits of this retirement tier are located in Appendix B of the Memorandum of Understanding.</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>Safety Equipment:</b>	<p>Department issued.</p>
<b>Salary Increases:</b>	<p>02/17/2018: 1%</p>
<b>Sick Leave:</b>	<p>1/2 shift per month. Unlimited accumulation. 50% payoff of hours at retirement, death, or layoff and 50% reported to CalPERS as additional service credit – OR – 100% of unused sick leave to be reported to CalPERS as additional service credit.</p>
<b>Stand By Pay:</b>	<p>\$2.00 per hour.</p>
<b>Uniform Allowance:</b>	<p>\$850 per year. Employees shall receive their uniform allowance in the last pay period of the calendar year after earning it.</p>
<b>Vacation:</b>	<p>1-5 years = 6 shifts; 6-10 years = 9 shifts; 11+ years = 12 shifts. No carryover. 1 - 24 hour shift = 2 - 8 hour days of vacation.</p> <p>For the term of this MOU only (for calendar years 2018 and 2019 only), shift employees may sell back seventy-two (72) hours annually and those on a forty- (40) hour workweek may sell back forty-eight (48) hours annually provided that shift employees retain at least 72 hours in their vacation bank and 40-hour workweek employees retain at least 48 hours in their vacation bank.</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.