

Labor Agreement Total Compensation Matrix

Labor Agreement/Rep Unit(s)	CalPERS Classic Formula	CalPERS Classic Employee Contribution	CalPERS PEPRA Formula	CalPERS PEPRA Employee Contribution	Social Security	Medicare	Health & Welfare City Contribution ¹	Basic Term Life + AD&D (City provided) ³	State Disability Insurance	Long Term Disability (City Paid)	Longevity Pay
Sacramento City Exempt Employees Association (SCXEA) (Rep Units 01, 10, & 14)	Miscellaneous: 2% @ 55 Police Safety: 3% @ 50 Fire Safety: 3% @ 55	Misc.: EE 7% + 1% cost share Safety: EE 9% + 3% cost share	Misc.: 2% @ 62 Safety: 2.7% @ 57	Misc.: 7.5% Safety: 13%	Misc.: Yes Safety: No	1.45% contribution, both City and employee	E Only: \$829.46/mo E+1: \$1318.38/mo E+2: \$1758.00/mo	\$50,000.00	Rep Unit 01: No Rep Unit 10: Yes Rep Unit 14: No	Rep Unit 01: Yes Rep Unit 10: No Rep Unit 14: Yes	\$100 per year @ 20 YOS; \$200 per year @ 25 YOS (for total of \$300 per year).
Sacramento Police Officers Association (SPOA) (Rep Unit 02)	Safety: 3% @ 50 Miscellaneous: 2% @ 55	Safety: Employee 9% + 3% cost share Misc.: Employee 7% + 3% cost share	Safety: 2.7% @ 57 Misc.: 2% @ 62	Safety: 13% Misc.: 7.5%	Safety: No Misc.: Yes	1.45% contribution, both City and employee	E Only: \$829.46/mo E+1: \$1318.38/mo E+2: \$1758.00/mo	\$25,000.00	No	No	3% @ 17 years of service. In addition, \$100 per year @ 20 YOS; \$200 per year @ 25 YOS (for total of \$300 per year).
Stationary Engineers, Local 39: Miscellaneous (Rep Units 03, 16, & 17)	2% @ 55	Employee 7% + 1% cost share	2% @ 62	7.5%	Yes	1.45% contribution, both City and employee	E Only: \$829.46/mo E+1: \$1318.38/mo E+2: \$1758.00/mo	\$20,000.00	Yes	No	\$100 per year @ 20 YOS; \$200 per year @ 25 YOS (for total of \$300 per year).
Stationary Engineers, Local 39: Plant Operators (Rep Unit 04)	2% @ 55	Employee 7% + 1% cost share	2% @ 62	7.5%	Yes	1.45% contribution, both City and employee	E Only: \$829.46/mo E+1: \$1318.38/mo E+2: \$1758.00/mo	\$20,000.00	Yes	No	\$100 per year @ 20 YOS; \$200 per year @ 25 YOS (for total of \$300 per year).
Stationary Engineers, Local 39: General Supervisors (Rep Unit 15)	2% @ 55	Employee 7% + 1% cost share	2% @ 62	7.5%	Yes	1.45% contribution, both City and employee	E Only: \$829.46/mo E+1: \$1318.38/mo E+2: \$1758.00/mo	\$35,000.00	Yes	No	\$100 per year @ 20 YOS; \$200 per year @ 25 YOS (for total of \$300 per year).
Sacramento Area Firefighters, Local 522 (Rep Unit 05)	3% @ 55 with EPMC	Employee 9% + 3% cost share	2.7% @ 57	13%	No	1.45% contribution, both City and employee	E Only: \$829.46/mo E+1: \$1318.38/mo E+2: \$1758.00/mo	\$15,000.00	No	No	3% @ 17 years of service. In addition, \$100 per year @ 20 YOS; \$200 per year @ 25 YOS (for total of \$300 per year).
Sacramento-Sierra's Building and Construction Trades Council (BT) (Rep Unit 06)	2% @ 55	Employee 7% + 1% cost share	2% @ 62	7.5%	Yes	1.45% contribution, both City and employee	E Only: \$829.46/mo E+1: \$1318.38/mo E+2: \$1758.00/mo	\$10,000	Yes	No	\$100 per year @ 20 YOS; \$200 per year @ 25 YOS (for total of \$300 per year).
Plumbers and Pipefitters, Local 447 (Rep Unit 07)	2% @ 55	Employee 7% + 1% cost share	2% @ 62	7.5%	Yes	1.45% contribution, both City and employee	E Only: \$829.46/mo E+1: \$1318.38/mo E+2: \$1758.00/mo	\$10,000	No	No	\$100 per year @ 20 YOS; \$200 per year @ 25 YOS (for total of \$300 per year).
Auto, Marine and Speciality Painters, Local 1176 (Rep Unit 08)	2% @ 55	Employee 7% + 1% cost share	2% @ 62	7.5%	Yes	1.45% contribution, both City and employee	E Only: \$829.46/mo E+1: \$1318.38/mo E+2: \$1758.00/mo	\$10,000	Yes	No	\$100 per year @ 20 YOS; \$200 per year @ 25 YOS (for total of \$300 per year).
Western Council of Engineers (WCE) (Rep Unit 11)	2% @ 55	Employee 7% + 1% cost share	2% @ 62	7.5%	Yes	1.45% contribution, both City and employee	E Only: \$829.46/mo E+1: \$1318.38/mo E+2: \$1758.00/mo	\$35,000	No	No	\$100 per year @ 20 YOS; \$200 per year @ 25 YOS (for total of \$300 per year).
International Association of Machinists and Aerospace Workers (IAMAW) (Rep Unit 12)	2% @ 55	Employee 7% + 1% cost share	2% @ 62	7.5%	Yes	1.45% contribution, both City and employee	E Only: \$829.46/mo E+1: \$1318.38/mo E+2: \$1758.00/mo	\$10,000	No	No	\$100 per year @ 20 YOS; \$200 per year @ 25 YOS (for total of \$300 per year).
Unrepresented Employees (Unrep Units 20, 21, & 22) ²	Miscellaneous: 2% @ 55 Police Safety: 3% @ 50 Fire Safety: 3% @ 55	Misc.: EE 7% + 1% cost share Safety: EE 9% + 3% cost share	Misc.: 2% @ 62 Safety: 2.7% @ 57	Misc.: 7.5% Safety: 13%	Misc.: Yes Safety: No	1.45% contribution, both City and employee	E Only: \$829.46/mo E+1: \$1318.38/mo E+2: \$1758.00/mo	\$50,000	No	Rep Unit 20: Yes Rep Unit 21: Yes Rep Unit 22: No	\$100 per year @ 20 YOS; \$200 per year @ 25 YOS (for total of \$300 per year).

1. The City of Sacramento has a Section 125 Cafeteria Plan. After being applied toward purchase of medical coverage, any excess contribution amount may be applied toward purchase of dental and/or vision coverage.

2. In addition to the City contribution, the City Manager and Charter Officers receive 3% of base salary to apply toward optional benefits.

3. Charter Officers receive \$100,000 and City Manager receives \$150,000 coverage.