



TEAMSTERS LOCAL 439, I.B.T.

Benefits Summary

Contract Term: July 1, 2025 through June 30, 2029

SALARY AND COMPENSATION

General Wage Increases	June 28, 2026 4% June 27, 2027 4% June 25, 2028 4%
Education Expense Reimbursement	Reimbursed up to a maximum of \$5,000 per fiscal year to a lifetime maximum of \$20,000.
Cafeteria Plan Contribution	The City contributes \$1,942.00/mo. for Kaiser plan participants and \$2,589.00/mo. for Blue Shield of California plan participants into Teamsters Managed Health Care Trust to pay for medical, dental, vision, & life insurance. This contribution covers the full premium for all coverage for employee plus family!
Bilingual Pay	2% of base rate of pay for eligible employees.
Cell Phone Allowance	Up to \$55.00 per month prorated per pay period.
Longevity	1% of base hourly pay after 10 years of service 2.5% of base hourly pay after 15 years of service 4.5% of base hourly pay after 20 years of service 7% of base hourly pay after 25 years of service 10% of base hourly pay after 30 years of service After 30 years, employees will receive an additional 3% to their base hourly rate for every 5 years of service
Uniform Allowance	Employees required to wear uniforms in eligible classifications as part of their regular duties receive \$800.00 on the payday following their appointment and \$30.77 per pay period thereafter.
Boot Allowance & Prescription Safety Glasses	The City will purchase or reimburse up to \$230.00 per fiscal year for those employees required to wear safety boots. The maximum reimbursable value for prescription safety glasses is one \$190.00 every 24 months.
Shift Differential	Evening Shift \$1.10 per hour Night Shift \$2.00 per hour
Training Pay	Public Safety Dispatchers, Community Service Officers, Crime Scene Technicians, and Animal Services Officers assigned training duties by the department are entitled to 5% of base rate of pay for hours training.
Building Inspectors and Plans Examiners Certificate Pay	Up to a maximum of 9% of base rate of pay for certifications listed in MOU.

Code Enforcement Certificate Pay	3% of base rate of pay for all Code Enforcement officers who are certified through California Association of Code Enforcement Officers (CACEO).
Construction Inspector Certificate Pay	Up to a maximum of 3% of base rate of pay for receiving and maintaining City Manager-approved certifications that are not required by the position's job description.
Commercial Driver's License Pay	\$900.00 per year, prorated per pay period, for employees required to maintain a Class A Driver's License.
Crane Assignment Pay	Up to 1.5% of base rate of pay for employees assigned Crane Operator duties and maintain the required Crane Operator certification.
Equipment Mechanic Certificate	Up to 3% of base rate of pay for receiving and maintaining City Manager-approved certifications that are not required by the position's job description.
Hazard Pay for CPU	3% hazard pay for time worked in the Community Preservation Unit.
Pesticide Applicator's Certificate Pay	2.5% of base rate of pay for employees assigned pesticide application duties who possess a QAC, QAL, or PCA.
Public Safety Dispatcher Certificate Pay	3% of base rate of pay for receiving and maintaining a Dispatcher Intermediate POST Certificate.
Universal EPA Certificate Pay	\$1400.00 per year, prorated per pay period, for Building Maintenance Workers and the Utilities Mechanics assigned duties related to refrigeration and HVAC systems who hold the Universal EPA certification.
Water Distribution Operator Certification Pay	Up to a maximum of 2.5% of base rate of pay for Laboratory Technicians I/II or Electricians who possess a Grade 1 or 2 Water Distribution Operator Certificate. Electricians who obtain a Grade 3 Water Distribution Operator Certificate are eligible for an additional 1% (not to exceed 3.5% of base rate of pay).
Wastewater Certification Pay	2.5% of base rate of pay for Utilities Operators and Senior Wastewater Plant Operations in possession of a valid Grade IV or V Wastewater Treatment Plant Operator certification. 2.5% of base rate of pay for Utilities Operators and Senior Wastewater Plant Operations in possession of a valid Grade IV or V Water Treatment Plant Operator certification.
Water & Wastewater Treatment Plant Cross Training Pay	Utility Operators will receive 5% incentive pay after 6 months of cross training and upon passing all exams for certifications required.

HEALTH AND INSURANCE PLANS

Health Insurance	Teamsters Managed Health Care Trust provides benefit-eligible employees with health insurance coverage through Kaiser Permanente or Blue Shield of California plans. All health benefits have a three-month waiting period before coverage begins.
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Dental and Vision Insurance	Teamsters Managed Health Care Trust provides employees with the choice between United Healthcare Dental and Liberty Dental. <i>Delta Dental coverage is available to the employee after 12 months of enrollment if one of the other plans.</i> Vision Service Plan (VSP) is the vision plan provider.
Life and AD&D Insurance	City-paid maximum of \$30,000.00 life insurance policy is provided at no cost to the employee thru Teamsters Managed Trust.
Flexible Spending Account	The City offers eligible employees the opportunity to elect pre-tax dollars for dependent care and/or qualifying out-of-pocket medical expenses. Employees must designate annually the voluntary pre-tax payroll contributions to their Dependent Care and/or Medical Flexible Spending Accounts (FSA).
Employee Assistance Program (EAP)	The Employee Assistance Program (EAP) is a benefit provided and paid for by the City for benefit-eligible employees, spouse/registered domestic partner, and/or children under the age of 26. Includes 6 counseling sessions per year (3 per six months). <i>Employee also receives additional EAP benefits through Teamsters Managed Trust.</i>

PAID TIME OFF

	Months of Cont. Service	Accrued Hours Per Pay Period	Hours Cap	Vacation Cash Out
Vacation Leave	0 - 5 years	3.69	Maximum accrual of vacation = 400 hours of vacation leave	On November 1 st of each year, employees can make an irrevocable election to cash out vacation that will accrue in the next calendar year.
	6 - 10 years	5.23		
	11 - 15 years	6.76		
	16 - 20 years	7.38		
Sick Leave	3.69 hours per pay period with no limit on accrual.			
Holidays	12 holidays per calendar year plus all holidays proclaimed by the President of the United States or the Governor of California. Plus, 16 hours of vacation in lieu of floating holidays when hired between January and June; 12 hours when hired between July and September; 8 hours when hired between October and December.			
Bereavement Leave	Up to five working days of paid leave for immediate family and one paid day for non-immediate family.			
Short Term Disability (STD)	Employee enrolled in State Disability Insurance (SDI). There is a seven-day waiting period for benefit. The benefit is based on prior quarter earnings.			

LIFE SAVINGS PLANNING

CalPERS Retirement	Retirement Tier	Date of Hire	Formula	Employee Paid Member Contribution	City Contribution
Misc. Employee	Tier 1	On or Before 12/16/2010	2.5% @ 55	8%	
	Tier 2	On or After 12/17/2010 and on or before 12/31/2012	2% @ 55	7%	25.72%
	Tier 3 - PEPRA	On or After 1/1/2013	2% @ 62	50% of normal costs	
Pension Plan	The City of Tracy's pension plans are administered by CalPERS. The tier an employee is placed in is dependent upon the hire date and CalPERS membership date. New hires will generally be placed as Tier 3 PEPRA members. Pensionable compensation limits are set each calendar year by CalPERS. Please see www.calpers.ca.gov for questions regarding compensation limits. For questions regarding employee and employer CalPERS pension contribution amounts, please contact the Human Resources Department. Retirement is based on the employee's 3-year final compensation average.				
Social Security	6.2% contributed by both employer and employee.				
Medicare	1.45% contributed by both employer and employee.				
Deferred Compensation	The City offers a voluntary 457 deferred compensation program. Employees can elect pre-tax and Roth after-tax contributions up to the IRS annual limit. The City will match up to 2.5% of the employee's compensation to the program.				
Retiree Medical Leave Bank	Employees with at least 10 years of service may convert all accrued sick leave at time of retirement to a medical insurance bank (number of hours x hourly rate of pay).				

The summary of compensation & benefits provided in this document does not constitute a contract, express or implied, and any provisions contained in this document may be modified or revoked without notice. For more information, please refer to the appropriate MOU's, Compensation & Benefits Plans, City of Tracy Administrative Policies & Procedures and City of Tracy Personnel Rules.

*PEPRA (Public Employee Pension Reform Act) is applicable to employees who have never been a member of the CalPERS retirement system prior to January 1, 2013 OR employees who have moved between public retirement systems or public employers within the same retirement system after more than a 6-month break in service prior to employment with the City of Tracy.

Copies of the contracts and agreements can be found at <https://www.cityoftracy.org/our-city/departments/human-resources/salary-schedules-mous-and-benefits>