



TRACY MID-MANAGERS BARGAINING UNIT

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	City monthly contribution that covers the premium of some plans depending on the plan selected and the number of people in the plan. Total contribution is \$3,592.66/mo. per employee. This contribution covers the full premium for Kaiser HMO or Sutter Plus HMO, dental, <u>and</u> vision coverage for employee plus family!
Management & Professional Development	\$36.92 per pay period, at the discretion of each employee, for job-related expenses or professional development.
Cell Phone Allowance	Up to \$55.00 per month prorated per pay period.
Longevity	1% of base hourly pay after 10 years of continuous service 2.5% of base hourly pay after 15 years of continuous service 4.5% of base hourly pay after 20 years of continuous service
Uniform & Boot Allowance	Employees required to wear uniforms in eligible classifications as part of their regular duties are eligible for \$30.77 per pay period. The City reimburses employees required to wear safety boots up to \$190.00 for the purchase of safety boots.
Certification Pays	Associate Engineer - 5% of base pay for Professional Engineer (PE) License Public Safety Dispatcher - 2.5% of base pay for POST Dispatch Supervisor Certification Plan Check Engineer - 5% of base pay for Structural Engineer License

HEALTH AND INSURANCE PLANS

Health Insurance	Benefit-eligible employees have the choice of health insurance coverage through Kaiser Permanente (HMO, POS, PPO) and Sutter Health Plus (HMO) plans.
Dental and Vision Insurance	Employees have the choice between Delta Dental and Bright Now Dental for dental coverage. Vision Service Plan (VSP) is the vision plan provider.
Eligible Opt-Out of Health Coverage	For employees hired after 12/01/2007, a benefit plan must be selected for at least the employee and are not eligible for a cash benefit.

Life and AD&D Insurance	City-paid maximum of \$50,000.00 life insurance policy is provided at no cost to the employee. Supplemental coverage and Accidental Death & Dismemberment are available for purchase for the employee and qualified dependents.
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).

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 = 488 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		
Management Leave	For exempt employees only. 104 hours annually (prorated at the time of hire). Management leave hours can be taken as time off or cashed out at the end of the year.			
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 annually.			
Bereavement Leave	Up to 40 hours of paid leave for immediate family.			
Short Term Disability (STD)	Employee paid at 0.83% of employee's salary, per pay period, prior to applying taxes. There is a seven-day waiting period for benefit. The benefit is equal to 60% of the first \$3,077.00 of weekly earnings.			
Long Term Disability (LTD)	City paid premium of 0.452% of employee's monthly salary. There is a 365-day waiting period and the benefit is equal to 60% of the first \$13,333.00 of monthly 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 5% to the program.				
Retiree Medical Leave Bank	Employees 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/Departments/Human-Resources/Employee-and-Labor-Relations>