

Labor Agreement Benefits Matrix - Represented and Unrepresented Unit Listing

Unit #	Job Codes Begin With	Unit Description	Represented By	Barg Unit	Unit Code	Current MOU Term	FLSA Exempt	Civil Service Board Exempt ¹
01	001	Exempt Management	Sacramento City Exempt Employees Association (SCXEA)	MGMT	MGM	09/23/2023 - 09/15/2025	Yes	Yes
02	002	Police Department Unit	Sacramento Police Officers Association (SPOA)	SPOA	POA	03/25/2023 - 01/24/2025	No	No
03	003	Operations and Maintenance Unit	Stationary Engineers, Local 39 (Misc.)	L39A	OPS	09/23/2023 - 09/19/2025	No	No
04	004	Plant Operator Unit	Stationary Engineers, Local 39	L39B	PLT	12/30/2023 - 12/26/2025	No	No
05	005	Fire Department Unit	Sacramento Area Fire Fighters, Local 522	L522	522	03/25/2023 - 10/03/2025	No	No
06	006	Building Trades and Craft Unit	Sacramento-Sierra Building and Construction Trades Council (BTC)	BULT	BLT	07/01/2023 - 07/11/2025	No	No
07	007	Water and Sewer Unit	Plumbers and Pipefitters, Local 447	L447	447	07/01/2023 - 07/11/2025	No	No
08	008	Traffic Engineering Unit	Auto, Marine and Specialty Painters, Local 1176	TRAF	TRF	12/30/2023 - 01/09/2026	No	No
09	009	Unrepresented Non-Career	Unrepresented	TEMP	TMP	N/A	No	Yes
10	010	Confidential/Administrative Unit	Sacramento City Exempt Employees Association (SCXEA)	CONF	CON	09/23/2023 - 09/15/2025	No	No ²
11	011	Engineering Unit	Western Council of Engineers (WCE)	WCOE	WCE	12/30/2023 - 12/26/2025	No	No
12	012	Automotive/Equipment Mechanics Unit	International Association of Machinists and Aerospace Workers	IAMA	IAM	07/01/2023 - 07/11/2025	No	No
14	014	Exempt Management Support Unit	Sacramento City Exempt Employees Association (SCXEA)	MSUP	MSP	09/23/2023 - 09/15/2025	No	No
15	015	General Supervisory Unit	Stationary Engineers, Local 39	L39C	SUP	09/23/2023 - 09/19/2025	Yes ³	No
16	016	Office and Technical Unit	Stationary Engineers, Local 39 (Misc.)	L39A	OFF	09/23/2023 - 09/19/2025	No	No
17	017	Professional Unit	Stationary Engineers, Local 39 (Misc.)	L39A	PRO	09/23/2023 - 09/19/2025	No	No
20	020	Executive Management	Unrepresented	EXMG	EXM	Effective 01/09/2024	Yes	Yes
21	021	Mayor/Council Support	Unrepresented	MCSU	MCS	Effective 01/09/2024	Yes	Yes
22	022	Executive Management Support	Unrepresented	EMSU	EMS	Effective 01/09/2024	No	Yes
23	023	Mayor/Council	Unrepresented/Elected	MCNL	MCN	Effective 05/03/2023	Yes	Yes

1. Civil Service Board Rules do not apply to Civil Service Board **Exempt** Employees, also referred to as At-Will Employees, though the employee may have 10.8 return rights

2. All classifications in Rep Unit 10 are covered by Civil Service Board Rules unless "exempt" or "ex" is anywhere in the title

3. FLSA overtime exempt. However, Rep Unit 15 employees are eligible for contract overtime.

Labor Agreement Benefits Matrix

Rep Unit(s)	Unit Code	Health & Welfare City Contribution ¹	Term Life & AD&D (City Provided) ²	State Disability Insurance	Long-Term Disability (City Paid)	Longevity Pay	Uniform Allowance	Technology Allowance	Bilingual Pay
01	MGM	E Only: \$971/mo. E+1: \$1,545/mo. E+2: \$2,051/mo.	\$50,000.00	No	Yes	17 YOS: 3% 20 YOS: 3% + \$100/yr 25 YOS: 3% + \$200/yr (for total of 3% + \$300/yr)	PD Safety Mgmt: \$35/pp Fire Safety Mgmt: \$35/pp PD Public Safety Communications Manager: \$22/pp PD Records Administrative Officer: \$20/pp	Yes (City's discretion) Up to \$100/mo.	\$50/mo.
10	CON	E Only: \$971/mo. E+1: \$1,545/mo. E+2: \$2,051/mo.	\$50,000.00	Yes	No	17 YOS: 3% 20 YOS: 3% + \$100/yr 25 YOS: 3% + \$200/yr (for total of 3% + \$300/yr)	None	None	\$50/mo.
14	MSP	E Only: \$971/mo. E+1: \$1,545/mo. E+2: \$2,051/mo.	\$50,000.00	Yes	Yes	17 YOS: 3% 20 YOS: 3% + \$100/yr 25 YOS: 3% + \$200/yr (for total of 3% + \$300/yr)	None	Yes (City's discretion) Up to \$100/mo.	\$50/mo.
02	POA	E Only: \$971/mo. E+1: \$1,545/mo. E+2: \$2,051/mo.	\$50,000.00	No	No	17 YOS: 3% 20 YOS: 3% + \$100/yr 25 YOS: 3% + \$200/yr (for total of 3% + \$300/yr)	New Hires/Rehires: \$1,000 (Police Officer and Park Safety Rangers only)	None	2% base rate
03, 16, & 17	OPS, OFF, PRO	E Only: \$971/mo. E+1: \$1,545/mo. E+2: \$2,051/mo.	\$20,000.00	Yes	No	20 YOS: \$100/yr 25 YOS: \$200/yr (for total of \$300/yr)	New Hire: \$250 + \$20/pp or \$22/pp (Designated positions only)	None	\$20/pp
04	PLT	E Only: \$971/mo. E+1: \$1,545/mo. E+2: \$2,051/mo.	\$20,000.00	Yes	No	20 YOS: \$100/yr 25 YOS: \$200/yr (for total of \$300/yr)	None	Yes (City's discretion) Up to \$100/mo.	No
15	SUP	E Only: \$971/mo. E+1: \$1,545/mo.	\$35,000.00	Yes	No	20 YOS: \$100/yr 25 YOS: \$200/yr (for total of \$300/yr)	None	Supervising Dispatcher: \$50/mo. Survey Party Chief: \$50/mo.	\$20/pp
05	522	E Only: \$971/mo. E+1: \$1,545/mo. E+2: \$2,051/mo.	\$15,000.00	No	No	17 YOS: 3% 20 YOS: 3% + \$100/yr 25 YOS: 3% + \$200/yr (for total of 3% + \$300/yr)	\$35/pp	None	2% base rate
06	BLT	E Only: \$971/mo. E+1: \$1,545/mo.	\$10,000.00	Yes	No	20 YOS: \$100/yr 25 YOS: \$200/yr (for total of \$300/yr)	None	Designated Supervisors: \$100/mo. Other Designated Positions: \$50/mo.	No
07	447	E Only: \$971/mo. E+1: \$1,545/mo. E+2: \$2,051/mo.	\$10,000.00	No	No	20 YOS: \$100/yr 25 YOS: \$200/yr (for total of \$300/yr)	Safety Shoes: Reimb. up to \$200/FY	None	\$20/pp
08	TRF	E Only: \$971/mo. E+1: \$1,545/mo.	\$10,000.00	Yes	No	20 YOS: \$100/yr 25 YOS: \$200/yr (for total of \$300/yr)	None	None	No
11	WCE	E Only: \$971/mo. E+1: \$1,545/mo.	\$50,000.00	No	No	20 YOS: \$100/yr 25 YOS: \$200/yr (for total of \$300/yr)	None	Yes (City's discretion) \$25/mo.	\$20/pp
12	IAM	E Only: \$971/mo. E+1: \$1,545/mo.	\$10,000.00	No	No	20 YOS: \$100/yr 25 YOS: \$200/yr (for total of \$300/yr)	None	None	No
20	EXM	E Only: \$971/mo. E+1: \$1,545/mo. E+2: \$2,051/mo.	\$50,000.00	No	Yes	17 YOS: 3% 20 YOS: 3% + \$100/yr 25 YOS: 3% + \$200/yr (for total of 3% + \$300/yr)	PD Safety Mgmt: \$35/pp Fire Management: \$35/pp	Yes (City's discretion) Up to \$100/mo.	\$40/mo.
21	MCS	E Only: \$971/mo. E+1: \$1,545/mo. E+2: \$2,051/mo.	\$50,000.00	No	Yes	17 YOS: 3% 20 YOS: 3% + \$100/yr 25 YOS: 3% + \$200/yr (for total of 3% + \$300/yr)	None	Yes (City's discretion) Up to \$100/mo.	\$40/mo.
22	EMS	E Only: \$971/mo. E+1: \$1,545/mo. E+2: \$2,051/mo.	\$50,000.00	No	No	17 YOS: 3% 20 YOS: 3% + \$100/yr 25 YOS: 3% + \$200/yr (for total of 3% + \$300/yr)	None	Yes (City's discretion) Up to \$100/mo.	\$40/mo.

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. Charter Officers receive \$100,000 and City Manager receives \$150,000 coverage.
3. In addition to the City contribution, the City Manager and Charter Officers receive 3% of base salary to apply toward optional benefits.

Labor Agreement Benefits Matrix - Retirement Benefits

Rep Unit(s)	Unit Code	Retirement - CALPERS						Social Security (Misc. Employees) ⁴	Medicare	Retirement Plan 401(a)	Retiree Health Reimbursement Arrangement (HRA) (Employee Paid)
		Classic Members			PEPRA Members						
		Formula	Employee Contribution ¹	City Contribution ²	Formula	Employee Contribution	City Contribution				
01	MGM	Misc: 2% @ 55 Police Safety: 3% @ 50 Fire Safety: 3% @ 55	Misc: 7% + 1% cs Police: 9% + 3% cs Fire: 0% +12% cs	Misc: 8.97% Safety: 17.99% Fire: 8.99% + 9% EPMC ³	Misc: 2% @ 62 Police Safety: 2.7% @ 57 Fire Safety: 2.7% @ 57	Misc: 8% Safety: 13%	Misc: 9.97% Safety: 20.99%	City: 6.2% Employee: 6.2%	City: 1.45% Employee: 1.45%	City: 4% Employee: 5%	Hired before 08/08/15: \$25/pp Hired after 08/08/15: 2%/pp
10	CON	2% @ 55	7% + 1% cs	8.97%	Misc: 2% @ 62 Safety: 2.7% @ 57	8%	9.97%	City: 6.2% Employee: 6.2%	City: 1.45% Employee: 1.45%	City: 2% Employee: 2%	Hired before 08/08/15: \$25/pp Hired after 08/08/15: 2%/pp
14	MSP	2% @ 55	7% + 1% cs	8.97%	Misc: 2% @ 62 Safety: 2.7% @ 57	8%	8.82%	City: 6.2% Employee: 6.2%	City: 1.45% Employee: 1.45%	City: 4% Employee: 5%	Hired before 08/08/15: \$25/pp Hired after 08/08/15: 2%/pp
02	POA	Police Safety: 3% @ 50 Misc: 2% @ 55	Misc: 7% + 3% cs Safety: 9% + 3% cs	Misc: 6.97% Safety: 17.99%	Safety: 2.7% @ 57 Misc: 2% @ 62	Misc: 8% Safety: 13%	Misc: 9.97% Safety: 20.99%	City: 6.2% Employee: 6.2%	City: 1.45% Employee: 1.45%	None	Hired before 09/03/13: \$87.50/pp Hired after 09/03/13: \$87.50/pp
03, 16, & 17	OPS, OFF, PRO	2% @ 55	7% + 1% cs	8.97%	2% @ 62	8%	9.97%	City: 6.2% Employee: 6.2%	City: 1.45% Employee: 1.45%	None	None
04	PLT	2% @ 55	7% + 1% cs	8.97%	2% @ 62	8%	9.97%	City: 6.2% Employee: 6.2%	City: 1.45% Employee: 1.45%	None	None
15	SUP	2% @ 55	7% + 1% cs	8.97%	2% @ 62	8%	9.97%	City: 6.2% Employee: 6.2%	City: 1.45% Employee: 1.45%	City: 2% Employee: 2%	None
05	522	3% @ 55	0% + 12% cs	8.99% + 9% EMPC ³	2.7% @ 57	13%	19.05%	No	City: 1.45% Employee: 1.45%	None	\$37.50/pp
06	BLT	2% @ 55	7% + 1% cs	8.97%	2% @ 62	8%	9.97%	City: 6.2% Employee: 6.2%	City: 1.45% Employee: 1.45%	City: 2% Employee: 2%	None
07	447	2% @ 55	7% + 1% cs	8.97%	2% @ 62	8%	9.97%	City: 6.2% Employee: 6.2%	City: 1.45% Employee: 1.45%	None	\$10/pp
08	TRF	2% @ 55	7% + 1% cs	8.97%	2% @ 62	8%	9.97%	City: 6.2% Employee: 6.2%	City: 1.45% Employee: 1.45%	None	None
11	WCE	2% @ 55	7% + 1% cs	8.97%	2% @ 62	8%	9.97%	City: 6.2% Employee: 6.2%	City: 1.45% Employee: 1.45%	City: 2% Employee: 2%	\$20/pp
12	IAM	2% @ 55	7% + 1% cs	8.97%	2% @ 62	8%	9.97%	City: 6.2% Employee: 6.2%	City: 1.45% Employee: 1.45%	None	None
20	EXM	Misc: 2% @ 55 Police Safety: 3% @ 50 Fire Safety: 3% @ 55	Misc: 7% + 1% cs Safety: 9% + 3% cs	Misc: 8.97% Safety: 17.99%	Misc: 2% @ 62 Police Safety: 2.7% @ 57 Fire Safety: 2.7% @ 57	Misc: 8% Safety: 13%	Misc: 9.97% Safety: 20.99%	City: 6.2% Employee: 6.2%	City: 1.45% Employee: 1.45%	City: 4% Employee: 5%	None
21	MCS	Misc: 2% @ 55	7% + 1% cs	8.97%	Misc: 2% @ 62 Safety: 2.7% @ 57	8%	9.97%	City: 6.2% Employee: 6.2%	City: 1.45% Employee: 1.45%	City: 4% Employee: 5%	None
22	EMS	Misc: 2% @ 55	7% + 1% cs	8.97%	Misc: 2% @ 62 Safety: 2.7% @ 57	8%	9.97%	City: 6.2% Employee: 6.2%	City: 1.45% Employee: 1.45%	City: 2% Employee: 2%	None

1. cs = Employee cost sharing of employer rate.
2. Employer rate - employee cost share
3. Paying and reporting EPMC rate
4. Safety employees do not participate in Social Security

Labor Agreement Benefits Matrix - Transportation Benefits

Rep Unit(s)	Unit Code	Car/Vehicle Allowance	City-Provided Parking (Downtown)	Discounted Parking: Memorial Garage ¹	Transportation Allowance (Downtown Employees)	Transportation Allowance (Non-Downtown Employees)	Sac Regional Transit monthly Pass & Other Public Transportation Reimbursement ²	Out-Of-Town Travel Reimbursement
01	MGM	Yes (City's discretion) Division Managers: \$250/mo. Exempt Managers: Up to \$175/mo.	Yes	No	No	No	Yes - in lieu of City-paid parking; Up to a max of \$120/mo.	Yes - minus 25 miles for EEs w/car allowance of \$175/mo. or less
10	CON	Yes (City's discretion) Up to \$100/mo.	No ³	Yes (City's discretion) 1st come, 1st serve	FT: \$90/mo. PT: \$60/mo.	No	Yes - in lieu of City-paid parking; Up to a max of \$120/mo.	Yes - minus 25 mi. for EEs w/car allowance
14	MSP	Yes (City's discretion) Up to \$175/mo.	Yes	No	No	No	Yes - in lieu of City-paid parking; Up to a max of \$120/mo.	Yes - minus 25 mi. for EEs w/car allowance
02	POA	No	No	Yes (City's discretion) 1st come, 1st serve	FT: \$90/mo. PT: \$60/mo.	No	Eligible Career Civilian Employees - Yes Up to a max of \$120/mo.	Yes
03, 16, & 17	OPS, OFF, PRO	Yes (City's discretion) Up to \$160/mo.	No	Yes (City's discretion) 1st come, 1st serve	FT: \$90/mo. PT: \$90/mo.	No	Yes Up to a max of \$120/mo.	Yes - minus 25 mi. for EEs w/car allowance
04	PLT	No	No	No	FT: \$90/mo. PT: \$90/mo.	No	Yes Up to a max of \$120/mo.	Yes
15	SUP	Yes (City's discretion) Up to \$160/mo.	No	Yes (City's discretion) 1st come, 1st serve	FT: \$120/mo. PT: \$90/mo.	No	Yes Up to a max of \$120/mo.	Yes - minus 25 mi. for EEs w/car allowance
05	522	No	Station #2 Fire Suppression: The City shall provide parking at the parking lot behind the 13th and "I" Building	Yes (City's discretion) 1st come, 1st serve	FT: \$90/mo. PT: \$60/mo.	No	Yes Up to a max of \$120/mo.	Yes
06	BLT	No	No	No	FT: \$90/mo. PT: \$60/mo.	No	Yes Up to a max of \$120/mo.	Yes
07	447	No	No	No	No	No	Yes Up to a max of \$120/mo.	Yes
08	TRF	No	No	No	No	No	Yes Up to a max of \$120/mo.	Yes
11	WCE	No	No	Yes (City's discretion) 1st come, 1st serve	FT: \$90/mo. PT: \$90/mo.	No	Yes Up to a max of \$120/mo.	Yes
12	IAM	No	No	No	FT: \$45/mo. PT: \$25/mo.	No	FT: Up to a max of \$100/mo. Eligible PT: 40% up to max of \$100/mo.	Yes
20	EXM	Yes (City's discretion) Executive Team Members: \$500/mo. Division Managers: \$250/mo. Professional Level: Up to \$175/mo. Support/Misc. Staff: Up to \$100/mo.	Yes	No	No	No	Yes - in lieu of City-paid parking & vehicle allowance; Up to a max of \$120/mo.	Yes - minus 25 miles for EEs w/car allowance of \$175/mo. or less
21	MCS	Yes (City's discretion) Executive Team Members: \$500/mo. Division Managers: \$250/mo. Professional Level: Up to \$175/mo. Support/Misc. Staff: Up to \$100/mo.	Yes	No	No	No	Yes - in lieu of City-paid parking & vehicle allowance; Up to a max of \$120/mo.	Yes - minus 25 miles for EEs w/car allowance of \$175/mo. or less
22	EMS	Yes (City's discretion) Executive Team Members: \$500/mo. Division Managers: \$250/mo. Professional Level: Up to \$175/mo. Support/Misc. Staff: Up to \$100/mo.	No	Yes (City's discretion) 1st come, 1st serve	FT: \$90/mo. PT: \$60/mo.	No	Yes - in lieu of City-paid parking & vehicle allowance; Up to a max of \$120/mo.	Yes - minus 25 miles for EEs w/car allowance of \$175/mo. or less

Notes

1. 70% of the regular monthly rate
2. Eligible FT: 80% up to maximum monthly amount; Eligible PT: 50% up to maximum monthly amount
3. At the discretion of the City, Exempt Confidential/Administrative employees are eligible for City-provided parking.
4. SCXEA: EEs receiving a vehicle allowance prior to 6/16/2014 may continue to receive the amount of that reimbursement, even if in excess of the limits set above.
5. UNREP: EEs receiving a vehicle allowance prior to 8/8/2013 may continue to receive the amount of that reimbursement, even if in excess of the limits set above.

References

- No
 API #7 - Travel Request and Reimbursement Policy
 Vehicle Allowance Policy