

County of Sacramento
2026 Benefit Summary | Updated January 28, 2026
Unit 008 – Welfare, Non-Supervisory

Employee Association:	United Public Employees (UPE)
Current Agreement Term:	August 24, 2025 – June 30, 2028

BENEFIT	SUMMARY																				
Medical Insurance Subsidy	<p><u>Tier A:</u> Employees hired prior to Jan. 01, 2007, receive a monthly subsidy of \$826.90. Cashback for eligible employees is capped at \$535.00.</p> <p><u>Tier B:</u> Employees hired after Dec. 31, 2006, and employees who voluntarily elected to move to Tier B. The subsidy varies by coverage level:</p> <ul style="list-style-type: none"> • Family Coverage: \$2,009.30 • Single Coverage: \$784.86 																				
Dental Insurance	The County pays 100% of the cost for dental coverage, contributing \$118.50 per month.																				
Basic Life Insurance	The County contributes \$0.88 per month for a basic life coverage of \$15,000.00.																				
Employee Assistance Program (EAP)	The County offers a comprehensive Employee Assistance Program, providing confidential services and resources to support employees at various life and career stages. The County provides up to six no-cost sessions per issue, per year, for each employee and covered family member.																				
Retiree Health Savings Plan (RHSP)	Effective August 24, 2025, the County contributes \$5.00 per pay period to the employee's RHSP, increasing to \$10.00 per pay period in FY 2026–27 and \$15.00 per pay period in FY 2027–28.																				
Retirement Benefits	<p>Employer and member contribution rates are available on the SCERS website: Contribution Rates - Sacramento County Employees' Retirement System (scers.org)</p> <p><i>*PEPRA Tiers (employees hired after 12/31/2012): Miscellaneous Tier 5 and Safety Tier 4.</i> <i>*Legacy Tiers: Miscellaneous Tiers 1, 2, 3, and 4 and Safety Tiers 1, 2, and 3.</i></p>																				
Deferred Compensation	Effective October 5, 2025, the County provides a 401(a) matching contribution of up to 3% of base salary for employees who contribute to a 457(b) Deferred Compensation plan. Matching contributions are deposited into the employee's 401(a) account and apply only to whole percentage contributions, rounded down.																				
Social Security	<p>Tax Rate: 6.2%</p> <p>Maximum Taxable Wages: \$184,500.00; Maximum Tax Deducted: \$11,439.00</p> <p>Temporary Deferred Compensation Plan Limit: \$6,918.75</p>																				
Medicare	<p>Tax Rate: 1.45% for the first \$200,000, 2.35% for wages over \$200,000</p> <p>Maximum Taxable Wages: No Limit; Maximum Tax Deducted: No Limit</p>																				
State Disability Insurance (SDI)	<p>Tax Rate: 1.3%</p> <p>Maximum Taxable Wages: No Limit; Maximum Tax Deducted: No Limit</p>																				
Paid Holidays	14.5 per year. Holiday-in-lieu or holiday time-off allowances may apply.																				
Vacation	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Years of Service</th> <th style="text-align: center;">Biweekly Accrual Rate¹</th> <th style="text-align: center;">Approximate Annual Days²</th> <th style="text-align: center;">Maximum Accrual</th> </tr> </thead> <tbody> <tr> <td>Less than 3 years</td> <td style="text-align: center;">3.1 hours</td> <td style="text-align: center;">10</td> <td style="text-align: center;">240 hours</td> </tr> <tr> <td>More than 3 years, less than 6 years</td> <td style="text-align: center;">4.6 hours</td> <td style="text-align: center;">15</td> <td style="text-align: center;">320 hours</td> </tr> <tr> <td>More than 6 years, less than 9 years</td> <td style="text-align: center;">5.5 hours</td> <td style="text-align: center;">18</td> <td style="text-align: center;">400 hours</td> </tr> <tr> <td>More than 9 years, less than 10 years</td> <td style="text-align: center;">5.8 hours</td> <td style="text-align: center;">19</td> <td style="text-align: center;">400 hours</td> </tr> </tbody> </table>	Years of Service	Biweekly Accrual Rate ¹	Approximate Annual Days ²	Maximum Accrual	Less than 3 years	3.1 hours	10	240 hours	More than 3 years, less than 6 years	4.6 hours	15	320 hours	More than 6 years, less than 9 years	5.5 hours	18	400 hours	More than 9 years, less than 10 years	5.8 hours	19	400 hours
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	More than 10 years, less than 11 years	6.2 hours	20	400 hours
	More than 11 years, less than 12 years	6.5 hours	21	400 hours
	More than 12 years, less than 13 years	6.8 hours	22	400 hours
	More than 13 years, less than 14 years	7.1 hours	23	400 hours
	More than 14 years, less than 15 years	7.4 hours	24	400 hours
	More than 15 years	7.7 hours	25	400 hours
	¹ Accrual rate is based on full-time employment.			
	² Days shown are based on an 8-hour workday.			
Vacation Cash-In	Permanent employees with at least 10 years of full-time continuous service and 240 hours of accrued vacation leave may cash in up to 40 vacation hours per calendar year, in accordance with County Policy #306 (Cash for Accrued Vacation Leave).			
Sick Leave	4.6 hours biweekly accrual rate (no maximum accrual) for full-time employees.			
Parental Leave	Full-time regular employees who meet eligibility requirements receive up to 160 hours of paid Parental Leave in accordance with County Policy #837 (Parental Leave). Part-time regular employees receive a prorated amount.			
Bereavement Leave	Employees employed by the County for at least 30 calendar days are entitled to up to five days of unpaid protected bereavement leave upon the death of an eligible family member, in accordance with California law. Regular full-time employees also receive up to 40 hours of paid bereavement leave, which must be used concurrently with the State-mandated unpaid protected bereavement leave. Paid leave for part-time employees may be prorated.			
Longevity Pay	Effective August 24, 2025: Permanent employees with 10 years of full-time service (or equivalent) receive a 4.0% differential.			
Future Salary Adjustment(s)	1. June 28, 2026: 3.0% general salary increase (GSI) 2. June 27, 2027: 3.0% general salary increase (GSI)			
Last Salary Adjustment	August 24, 2025: 2.8% general salary increase (GSI), market adjustments for certain classifications			
Education or Professional Reimbursement	Up to \$1,500 per year in education reimbursement.			
Career Development and Training	The County supports employee growth and career development through a variety of training, leadership, and professional development programs, including mentorship, supervisory and leadership training, and executive coaching. Detailed program information is available to current employees on the County intranet (Training and Organization Development page) and is not posted on the public website.			

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