

County of Sacramento
2026 Benefit Summary | Updated February 11, 2026
Unit 030 – Firefighters, Aircraft Resue & Firefighters

Employee Association:	Sacramento Area Fire Fighters, Local 522 (Local 522)
Current Agreement Term:	July 1, 2025 – June 30, 2029

BENEFIT	SUMMARY												
Medical Subsidy	<p><u>Tier A:</u> Employees hired prior to Jan. 01, 2007, receive a monthly subsidy of \$1,148.80. Cashback for eligible employees is capped at \$894.52.</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 \$0.82 per month for a basic life coverage of \$18,000.00.												
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 February 18, 2007, the County contributes \$25.00 per pay period to the employee's Retiree Health Savings Plan (RHSP).												
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	<p>Effective February 22, 2026 (Pay Period 6, 2026), the County will provide 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.</p> <p><i>Applicable 401(a) matching contributions will appear on the March 13, 2026 paycheck for Pay Period 6 (February 22, 2026 – March 7, 2026).</i></p>												
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> </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
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	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
	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
	<i>¹ Accrual rate is based on full-time employment.</i>			
	<i>² Days shown are based on an 8-hour workday.</i>			
	<i>*Refer to the Unit 030 labor agreement for vacation accrual rates and maximum accrual amounts applicable to 24-hour work schedules.</i>			
Vacation Cash-In	Vacation cash-in does not apply to this unit.			
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 ¹ of paid Parental Leave in accordance with County Policy #837 (Parental Leave). Part-time regular employees receive a prorated amount.			
Family Death Leave	Regular full-time employees may receive up to 40 hours ¹ of paid Family Death Leave for time that is “definitely required.” Paid leave for part-time employees is prorated. <i>¹Full-time regular employees on a 24-hour schedule are eligible for up to 56 hours of paid Family Death Leave.</i>			
Longevity Pay	<ul style="list-style-type: none"> • Effective September 11, 2022: Permanent employees with 10 years of full-time service (or equivalent) receive a 2.5% differential. • Effective February 22, 2026: Permanent employees with 10 years of full-time service (or equivalent) receive a 4.0% differential. 			
Future Salary Adjustment(s)	<ol style="list-style-type: none"> 1. June 28, 2026: 3.0% general salary increase (GSI) 2. June 27, 2027: 3.0% general salary increase (GSI) 3. June 25, 2028: 3.0% general salary increase (GSI) 			
Last Salary Adjustment	February 22, 2026: 2.8% general salary increase (GSI) and 7.5% salary adjustment for unit 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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