

COUNTY OF SACRAMENTO
BARGAINING UNIT: 008
WELFARE, NON-SUPERVISORY UNIT
July 1, 2023 – December 31, 2024

| BENEFITS | SUMMARY | | | |
|--|--|------------------------------|--|------------------------|
| Medical | <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 monthly County subsidy varies by coverage level (family / single).</p> <p>2023: \$1,689.14 – Family; \$659.80 – Single 2024: \$1,756.98 – Family; \$686.30 – Single</p> | | | |
| Dental | 2023 & 2024: The County contributes \$118.50 per month. | | | |
| Life | 2023 & 2024: The County contributes \$0.88 per month for a basic life coverage of \$15,000.00 | | | |
| Retirement | <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> | | | |
| Social Security | <p><u>FICA</u> 2023 & 2024 Rate = 6.2% 2023 Max. Taxable Wages = \$160,200.00; Max. Tax Deducted = \$9,932.40 2024 Max. Taxable Wages = \$168,600.00; Max. Tax Deducted = \$10,453.20</p> <p><u>MEDICARE</u> 2023 & 2024 Rate = 1.45% for the first \$200,000, 2.35% for wages over \$200,000 2023 & 2024 Max. Taxable Wages = No Limit; Max. Tax Deducted = No Limit</p> | | | |
| SDI | 2023 Rate = 0.9%; Max. Taxable Wages = \$153,164.00; Max. Tax Deducted = \$1,378.48 2024 Rate = 1.1%; Max. Taxable Wages = No Limit; Max. Tax Deducted = No Limit | | | |
| Sick Leave Accrual rate reflects full-time employment. | 4.6 hours biweekly accrual rate (no maximum accrual). | | | |
| Vacation Accrual rate reflects full-time employment. | Years of Service | Biweekly Accrual Rate | Approximate Number of Days Annually | 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 | 5.8 hours | 19 | 400 hours |
| | More than 10 years, less than 11 | 6.2 hours | 20 | 400 hours |
| | More than 11 years, less than 12 | 6.5 hours | 21 | 400 hours |
| | More than 12 years, less than 13 | 6.8 hours | 22 | 400 hours |
| | More than 13 years, less than 14 | 7.1 hours | 23 | 400 hours |
| | More than 14 years, less than 15 | 7.4 hours | 24 | 400 hours |

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|--|---|-----------|----|-----------|
| | More than 15 years | 7.7 hours | 25 | 400 hours |
| Vacation Cash-In | Permanent employees with 240 hours or more accumulated vacation and the equivalent of 10 years or more full time continuous service, may elect to reduce their accumulated vacation by up to 40 hours in a calendar year and to receive a cash payment in lieu of the vacation. | | | |
| Paid Holidays | 14.5 per year. Check labor agreement for holiday-in-lieu allowances. | | | |
| ALLOWANCES/SPECIAL PAY REIMBURSEMENTS: | | | | |
| Refer to Labor Agreements: https://laborrelations.saccounty.gov/LaborAgreements/Pages/default.aspx | | | | |
| Term of Agreement | July 1, 2022 - March 31, 2025 | | | |
| Next Salary Adjustment | June 30, 2024; 2.0%-4.0% COLA based on CPI | | | |
| Last Salary Adjustment | June 18, 2023; 4.0% COLA, equity for specific classes | | | |
| Employee Association | United Public Employees (UPE) | | | |
| Contact Information | Contact information for the employee association representing the unit can be found here: https://laborrelations.saccounty.gov/BargainingUnitsandEmployeeAssociations/Pages/default.aspx . | | | |

Information provided in the benefit summary sheets is subject to collective bargaining and other actions of the County. Information presented in the summary sheets is current as of the date indicated in the terms of each respective labor agreement.