

COUNTY OF SACRAMENTO

UNIT: 050

UNREPRESENTED MANAGEMENT UNIT

July 1, 2023 – December 31, 2024

BENEFITS	SUMMARY																																
Medical	<p>Tier A: 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>Tier B: 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</p> <p>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 \$2.10 per month for a basic life coverage of \$50,000.00.																																
Retiree Medical (RHSP)	County contributes \$25.00 per pay period into an employee's Retiree Health Savings Plan.																																
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></p> <p>2023 & 2024 Rate = 6.2%</p> <p>2023 Max. Taxable Wages = \$160,200.00; Max. Tax Deducted = \$9,932.40</p> <p>2024 Max. Taxable Wages = \$168,600.00; Max. Tax Deducted = \$10,453.20</p> <p><u>MEDICARE</u></p> <p>2023 & 2024 Rate = 1.45% for the first \$200,000, 2.35% for wages over \$200,000</p> <p>2023 & 2024 Max. Taxable Wages = No Limit; Max. Tax Deducted = No Limit</p>																																
SDI	<p>2023 Rate = 0.9%; Max. Taxable Wages = \$153,164.00; Max. Tax Deducted = \$1,378.48</p> <p>2024 Rate = 1.1%; Max. Taxable Wages = No Limit; Max. Tax Deducted = No Limit</p>																																
Sick Leave Accrual rate reflects full-time employment.	4.6 hours biweekly accrual rate (no maximum accrual).																																
Vacation Accrual rate reflects full-time employment.	<table border="1"> <thead> <tr> <th data-bbox="430 1486 885 1541">Years of Service</th> <th data-bbox="889 1486 1112 1541">Biweekly Accrual Rate</th> <th data-bbox="1117 1486 1323 1556">Approximate Number of Days Annually</th> <th data-bbox="1328 1486 1502 1541">Maximum Accrual</th> </tr> </thead> <tbody> <tr> <td data-bbox="430 1570 657 1602">Less than 3 years</td> <td data-bbox="950 1570 1052 1602">3.1 hours</td> <td data-bbox="1209 1570 1234 1602">10</td> <td data-bbox="1372 1570 1485 1602">240 hours</td> </tr> <tr> <td data-bbox="430 1619 868 1650">More than 3 years, less than 6 years</td> <td data-bbox="950 1619 1052 1650">4.6 hours</td> <td data-bbox="1209 1619 1234 1650">15</td> <td data-bbox="1372 1619 1485 1650">320 hours</td> </tr> <tr> <td data-bbox="430 1667 868 1698">More than 6 years, less than 9 years</td> <td data-bbox="950 1667 1052 1698">5.5 hours</td> <td data-bbox="1209 1667 1234 1698">18</td> <td data-bbox="1372 1667 1485 1698">400 hours</td> </tr> <tr> <td data-bbox="430 1715 885 1747">More than 9 years, less than 10 years</td> <td data-bbox="950 1715 1052 1747">5.8 hours</td> <td data-bbox="1209 1715 1234 1747">19</td> <td data-bbox="1372 1715 1485 1747">400 hours</td> </tr> <tr> <td data-bbox="430 1764 820 1795">More than 10 years, less than 11</td> <td data-bbox="950 1764 1052 1795">6.2 hours</td> <td data-bbox="1209 1764 1234 1795">20</td> <td data-bbox="1372 1764 1485 1795">400 hours</td> </tr> <tr> <td data-bbox="430 1812 820 1843">More than 11 years, less than 12</td> <td data-bbox="950 1812 1052 1843">6.5 hours</td> <td data-bbox="1209 1812 1234 1843">21</td> <td data-bbox="1372 1812 1485 1843">400 hours</td> </tr> <tr> <td data-bbox="430 1860 820 1892">More than 12 years, less than 13</td> <td data-bbox="950 1860 1052 1892">6.8 hours</td> <td data-bbox="1209 1860 1234 1892">22</td> <td data-bbox="1372 1860 1485 1892">400 hours</td> </tr> </tbody> </table>	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 years	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
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	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
	More than 15 years	7.7 hours	25	400 hours
Vacation Cash-In	A management employee who has 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. <i>*Executive-level management employees may cash-in up to 80 hours of vacation in accordance with County of Sacramento Policy #306 – Cash for Accrued Vacation Leave.</i>			
Paid Holidays	14.5 per year.			
ALLOWANCES/SPECIAL PAY REIMBURSEMENTS				
Deferred Compensation	Employees with 1% contribution to their 457(b) are eligible to receive 3% of gross pay County contribution into 401(a) plan.			
Management Differential	For each management employee, the County will contribute an additional 3.35% of salary.			
Next Salary Adjustment	June 30, 2024; 2.0%-4.0% COLA based on CPI			
Last Salary Adjustment	June 18, 2023; 4.0% COLA			

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.