

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> 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.	<table border="1"> <thead> <tr> <th data-bbox="431 1493 878 1535">Years of Service</th> <th data-bbox="885 1480 1105 1535">Biweekly Accrual Rate</th> <th data-bbox="1112 1470 1300 1556">Approximate Number of Days Annually</th> <th data-bbox="1307 1480 1495 1535">Maximum Accrual</th> </tr> </thead> <tbody> <tr> <td data-bbox="431 1564 651 1600">Less than 3 years</td> <td data-bbox="943 1564 1040 1600">3.1 hours</td> <td data-bbox="1187 1564 1219 1600">10</td> <td data-bbox="1365 1564 1463 1600">240 hours</td> </tr> <tr> <td data-bbox="431 1608 862 1644">More than 3 years, less than 6 years</td> <td data-bbox="943 1608 1040 1644">4.6 hours</td> <td data-bbox="1187 1608 1219 1644">15</td> <td data-bbox="1365 1608 1463 1644">320 hours</td> </tr> <tr> <td data-bbox="431 1652 862 1688">More than 6 years, less than 9 years</td> <td data-bbox="943 1652 1040 1688">5.5 hours</td> <td data-bbox="1187 1652 1219 1688">18</td> <td data-bbox="1365 1652 1463 1688">400 hours</td> </tr> <tr> <td data-bbox="431 1696 878 1732">More than 9 years, less than 10 years</td> <td data-bbox="943 1696 1040 1732">5.8 hours</td> <td data-bbox="1187 1696 1219 1732">19</td> <td data-bbox="1365 1696 1463 1732">400 hours</td> </tr> <tr> <td data-bbox="431 1740 813 1776">More than 10 years, less than 11</td> <td data-bbox="943 1740 1040 1776">6.2 hours</td> <td data-bbox="1187 1740 1219 1776">20</td> <td data-bbox="1365 1740 1463 1776">400 hours</td> </tr> <tr> <td data-bbox="431 1785 813 1820">More than 11 years, less than 12</td> <td data-bbox="943 1785 1040 1820">6.5 hours</td> <td data-bbox="1187 1785 1219 1820">21</td> <td data-bbox="1365 1785 1463 1820">400 hours</td> </tr> <tr> <td data-bbox="431 1829 813 1864">More than 12 years, less than 13</td> <td data-bbox="943 1829 1040 1864">6.8 hours</td> <td data-bbox="1187 1829 1219 1864">22</td> <td data-bbox="1365 1829 1463 1864">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.			
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.