

**BARGAINING UNIT: (032) MANAGEMENT ASSOCIATION (SCMA)
County of Sacramento**

BENEFITS	MAX. MONTHLY COUNTY CONTRIBUTION	REMARKS																				
Medical	Tier A: Employees hired prior to Jan. 01, 2007 shall receive \$826.90. Cash Back Cap \$535.00 Tier B: Employees hired after Dec. 31, 2006 and employees who voluntarily elected to move to Tier B \$1256.30 – family: \$491.26 - single																					
Dental	\$123.48 (effective 1/1/14)																					
Life	\$3.76	\$50,000																				
Retirement	Effective 7/13/2014 employees will pay one-quarter of the difference, if any, between the present employee contribution and 50% of the combined employee and employer normal cost as defined in the county Employees' Retirement law 1937 (1937 Act).																					
Retiree Medical (RHSP)	County contributes \$25.00/pay period into an employee's Retiree Health Savings Plan																					
Social Security	2014 FICA Wage Base = \$117,000 FICA = 6.2% 2014 MEDICARE Wage Base = None MEDICARE = 1.45% for the first \$200,000, 2.35% for wages over \$200,000	Maximum annual deduction (FICA ONLY) = \$7,254.00 Maximum annual deduction (MEDICARE ONLY) = None (Since 1994)																				
Holidays	12.5 per year																					
Sick Leave	4.6 hours biweekly (accumulated without limitation)																					
SDI	2014 = 1.0%; Taxable wage limit = \$101,636; Maximum annual deduction = \$1,016.36																					
Vacation (biweekly accrual)	<table border="0"> <tr> <td>Less than 3 years</td> <td>3.1 hours</td> </tr> <tr> <td>More than 3 years, less than 6 years</td> <td>4.6 hours</td> </tr> <tr> <td>More than 6 years, less than 9 years</td> <td>5.5 hours</td> </tr> <tr> <td>More than 9 years, less than 10 years</td> <td>5.8 hours</td> </tr> <tr> <td>More than 10 years, less than 11 years</td> <td>6.2 hours</td> </tr> <tr> <td>More than 11 years, less than 12 years</td> <td>6.5 hours</td> </tr> <tr> <td>More than 12 years, less than 13 years</td> <td>6.8 hours</td> </tr> <tr> <td>More than 13 years, less than 14 years</td> <td>7.1 hours</td> </tr> <tr> <td>More than 14 years, less than 15 years</td> <td>7.4 hours</td> </tr> <tr> <td>More than 15 years</td> <td>7.7 hours</td> </tr> </table>		Less than 3 years	3.1 hours	More than 3 years, less than 6 years	4.6 hours	More than 6 years, less than 9 years	5.5 hours	More than 9 years, less than 10 years	5.8 hours	More than 10 years, less than 11 years	6.2 hours	More than 11 years, less than 12 years	6.5 hours	More than 12 years, less than 13 years	6.8 hours	More than 13 years, less than 14 years	7.1 hours	More than 14 years, less than 15 years	7.4 hours	More than 15 years	7.7 hours
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ALLOWANCES/SPECIAL PAY REIMBURSEMENTS:																						
Refer to Labor Agreements: http://inside.personnelservices.saccounty.net/LaborRelations/LaborAgreements/Pages/default.aspx																						
Term of Agreement	July 1, 2013 – June 30, 2018																					
Next Salary Adjustment	June 29, 2014																					
Last Salary Adjustment	June 20, 2010, 2% COLA (See labor agreement for individual class COLA's)																					
Representative/ Address/Telephone	Sacramento County Management Association (SCMA) Kelsey Johnson, President PO Box 2967 Sacramento, CA 95812 876-7139 www.scmamgt.org																					

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.