

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

BENEFITS	MAX. MONTHLY COUNTY CONTRIBUTION	REMARKS
Medical	<p><u>Tier A:</u> Employees hired prior to Jan. 01, 2007 shall receive \$826.90. Cash Back Cap \$535.00 if hired on/before Feb. 1, 1998, otherwise \$150.00</p> <p><u>Tier B:</u> Employees hired after Dec. 31, 2006 and employees who voluntarily elected to move to Tier B \$1,220.02 – family; \$477.08 – single</p>	
Dental	\$122.18 (effective 1/1/12)	
Life	\$3.76	\$50,000
Retirement	No County pickup of employee's share	
Retiree Medical	County contributes \$25.00/pay period into an employee's Retiree Health Savings Account	
Social Security	<p>2012 FICA Wage Base = \$110,100 FICA = 6.2%</p> <p>2012 MEDICARE Wage Base = None MEDICARE = 1.45%</p>	<p>Maximum annual deduction (FICA ONLY) = \$4,485.60</p> <p>Maximum annual deduction (MEDICARE ONLY) = None (Since 1994)</p>
Holidays	12.5 per year	
Sick Leave	4.6 hours biweekly (accumulated without limitation)	
SDI	2012 = 1.0%; Taxable wage limit = \$95,585; Maximum annual deduction = \$955.85	
Vacation (biweekly accrual)	<p>Less than 3 years 3.1 hours</p> <p>More than 3 years, less than 6 years 4.6 hours</p> <p>More than 6 years, less than 9 years 5.5 hours</p> <p>More than 9 years, less than 10 years 5.8 hours</p> <p>More than 10 years, less than 11 years 6.2 hours</p> <p>More than 11 years, less than 12 years 6.5 hours</p> <p>More than 12 years, less than 13 years 6.8 hours</p> <p>More than 13 years, less than 14 years 7.1 hours</p> <p>More than 14 years, less than 15 years 7.4 hours</p> <p>More than 15 years 7.7 hours</p>	
ALLOWANCES/SPECIAL PAY REIMBURSEMENTS:		
Refer to Labor Agreements: http://inside.laborrelations.saccounty.net/coswcms/groups/public/@wcm/@pub/@olr/@inter/documents/webcontent/sac_028462.pdf		
Term of Agreement	July 1, 2010 – June 30, 2013	
Next Salary Adjustment	None anticipated	
Last Salary Adjustment	June 20, 2010, 2% COLA	
Representative/ Address/Telephone	<p>Sacramento County Management Association (SCMA) Kelsey Johnson, President 3331 Power Inn Rd #350 Sacramento, CA 95826 876-7139 www.scmamgt.org</p>	

*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.*