

COUNTY OF SACRAMENTO

BARGAINING UNIT: 032

MANAGEMENT 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</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="448 1514 922 1570">Years of Service</th> <th data-bbox="928 1514 1101 1591">Biweekly Accrual Rate</th> <th data-bbox="1107 1514 1328 1591">Approximate Number of Days Annually</th> <th data-bbox="1334 1514 1533 1591">Maximum Accrual</th> </tr> </thead> <tbody> <tr> <td data-bbox="448 1600 922 1644">Less than 3 years</td> <td data-bbox="928 1600 1101 1644">3.1 hours</td> <td data-bbox="1107 1600 1328 1644">10</td> <td data-bbox="1334 1600 1533 1644">240 hours</td> </tr> <tr> <td data-bbox="448 1652 922 1696">More than 3 years, less than 6 years</td> <td data-bbox="928 1652 1101 1696">4.6 hours</td> <td data-bbox="1107 1652 1328 1696">15</td> <td data-bbox="1334 1652 1533 1696">320 hours</td> </tr> <tr> <td data-bbox="448 1705 922 1749">More than 6 years, less than 9 years</td> <td data-bbox="928 1705 1101 1749">5.5 hours</td> <td data-bbox="1107 1705 1328 1749">18</td> <td data-bbox="1334 1705 1533 1749">400 hours</td> </tr> <tr> <td data-bbox="448 1757 922 1801">More than 9 years, less than 10</td> <td data-bbox="928 1757 1101 1801">5.8 hours</td> <td data-bbox="1107 1757 1328 1801">19</td> <td data-bbox="1334 1757 1533 1801">400 hours</td> </tr> <tr> <td data-bbox="448 1810 922 1854">More than 10 years, less than 11</td> <td data-bbox="928 1810 1101 1854">6.2 hours</td> <td data-bbox="1107 1810 1328 1854">20</td> <td data-bbox="1334 1810 1533 1854">400 hours</td> </tr> <tr> <td data-bbox="448 1862 922 1906">More than 11 years, less than 12</td> <td data-bbox="928 1862 1101 1906">6.5 hours</td> <td data-bbox="1107 1862 1328 1906">21</td> <td data-bbox="1334 1862 1533 1906">400 hours</td> </tr> <tr> <td data-bbox="448 1915 922 1959">More than 12 years, less than 13</td> <td data-bbox="928 1915 1101 1959">6.8 hours</td> <td data-bbox="1107 1915 1328 1959">22</td> <td data-bbox="1334 1915 1533 1959">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	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
	<i>*Please see the labor agreement for vacation accrual rates and maximums for 24-hour work schedules.</i>			
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 - June 30, 2025			
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. <i>*Battalion Chief does not receive the additional 3.35% management differential as it is included in the base wage.</i>			
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	Sacramento County Management Association (SCMA)			
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.