

COUNTY OF SACRAMENTO
BARGAINING UNIT: 013 & 014
ENVIRONMENTAL SPECIALISTS, NON-SUPERVISORY & SUPERVISORY 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 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 \$0.82 per month for a basic life coverage of \$18,000.00			
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.	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
	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	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			
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	Environmental Management Specialists of Sacramento County (EMSSC)			
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.