

**BARGAINING UNIT: (013 & 014) ENVIRONMENTAL SPEC (EMSSC)  
County of Sacramento**

<b>BENEFITS</b>	<b>MAX. MONTHLY COUNTY CONTRIBUTION</b>	<b>REMARKS</b>
<b>Medical</b>	\$939.94 (effective 1/09) Note: The County contribution is 80% of the premium amount for the least expensive HMO plan.	For employees hired after 8/2/98, a monthly Plan Selection Incentive of \$150 is available for employees that waive coverage. No incentive available for employees hired after 1/1/07.
<b>Dental</b>	\$97.62 (effective 1/1/09)	
<b>Life</b>	\$1.40	\$18,000
<b>Retirement</b>	No County pickup of employee's share	
<b>Retiree Medical</b>	County contributes \$25.00/pay period into an employee's Retiree Health Savings Account	
<b>Social Security</b>	2009 FICA Wage Base = \$106,800 FICA = 6.2% 2009 MEDICARE Wage Base = None MEDICARE = 1.45%	Maximum annual deduction (FICA ONLY) = \$6,622.00 Maximum annual deduction (MEDICARE ONLY) = None (Since 1994)
<b>Holidays</b>	12.5 per year	
<b>Sick Leave</b>	4.6 hours biweekly (accumulated without limitation)	
<b>SDI</b>	2009 = 1.1%; Taxable wage limit = \$90,669; Maximum annual deduction = \$997.36	
<b>Vacation (biweekly accrual)</b>	Less than 3 years More than 3 years, less than 6 years More than 6 years, less than 9 years More than 9 years, less than 10 years More than 10 years, less than 11 years More than 11 years, less than 12 years More than 12 years, less than 13 years More than 13 years, less than 14 years More than 14 years, less than 15 years More than 15 years	3.1 hours 4.6 hours 5.5 hours 5.8 hours 6.2 hours 6.5 hours 6.8 hours 7.1 hours 7.4 hours 7.7 hours
<b>ALLOWANCES/SPECIAL PAY REIMBURSEMENTS:</b> Refer to Labor Agreements: <a href="http://hra.co.sacramento.ca.us/environmental_specialists.htm">http://hra.co.sacramento.ca.us/environmental_specialists.htm</a>		
<b>Term of Agreement</b>	July 1, 2006 – June 30, 2011	
<b>Next Salary Adjustment</b>	June 21, 2009, 2 – 5% COLA based upon CPI (See agreement for individual equities)	
<b>Last Salary Adjustment</b>	June 22, 2008, 3.4% COLA	
<b>Representative/ Address/Telephone</b>	Environmental Management Specialists of Sacramento County Barry Marcus, President M.C. 50-001 Phone: 875-8506 Fax: 875-8513 <a href="mailto:marcusB@saccounty.net">marcusB@saccounty.net</a>	

*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.*