

**BARGAINING UNIT: (050) MANAGEMENT  
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>	\$3.76	\$50,000
<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>		
<b>Education Reimbursement</b>	\$1,200.00 per fiscal year	
<b>Deferred Compensation</b>	Effective 6/24/2007, employees are eligible to receive a 1% of gross pay County 401(a) Match.	
<b>Management Differential</b>	For each management employee, the County will contribute a 3.35% of salary in lieu of previous County contributions of one-half of the employee's normal contribution to the retirement systems and certain reimbursement of tuition and professional dues and fees. The supplemental benefit contribution will result in an increase in gross salary and be considered as compensation for retirement purposes, vacation buy-back, and terminal vacation and sick leave pay.	
<b>Vacation Cash-In</b>	A management employee who has 240 hours or more accumulated vacation and the equivalent of 10 years or more full time continuous service, may elect to reduce his/her accumulated vacation by up to 40 hours in a calendar year and to receive a cash payment in lieu of the vacation.	
<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>	Sacramento County Management Association Phil Fischbach, President M.C. 55-201A Phone: 876-6310/ Fax: 875-0921 <a href="mailto:fischbachp@saccounty.net">fishbachp@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.*