Professional

BENEFITS

Bereavement Leave
May use up to five days of sick leave.

Cafeteria Plan
Effective December 15, 2012, for employees covered by the CalPERS Miscellaneous Plan, County will contribute 6% of the employee's salary (base pay + longevity) toward a cafeteria plan for the employee. Employees may use it for Dependent Care expenses, a 401(k) contribution, cash or any combination of these.

Call Back Pay
Receives a minimum of 2 hours pay at 1.5 times, receive up to 1 hours pay at 1.5 time when authorized work is performed but not required to physically return to work.

Deferred Compensation
Voluntary 457 and 401(k) are available through payroll deduction, no county match.

Education Allowance
Tuition reimbursement available for approved classes up to a maximum of $550.00 per year.

Health Insurance
The County of Placer provides Medical, Dental and Vision insurance for its employees and their dependents. MEDICAL: Several medical plans are offered through CalPERS, including HMO and PPO plans. The County pays 80% of the selected plan's total premium. DENTAL AND VISION: The County pays the full premium for the employee; the employee pays the premium for dependents. Specific costs for individual plans and coverage options can be found by clicking on the following link: Benefits Guide

Holidays
13 days/yr.

Life Insurance
$10,000 coverage, employer paid at a cost of $2.00/mo.

Long-Term Disability
Employee paid LTD for the first 5 years of employment, County paid thereafter.

Management / Admin. Leave
Deputy District Attorneys and Child Support Attorneys receive 72 hours per year.

Retiree Medical
Hired prior to 1/01/05 with 5 years of PERS service credit same as active employee. Hired after 1/01/05, must have 10 years PERS service credit with 5 years with Placer County to receive 50% of the County contribution paid medical with an additional 5% for each additional year.

Retirement
Placer County pension plans are administered by the California Public Employees Retirement System (CalPERS). Placer County has three pension tiers for Miscellaneous members; 2.5% @ 55, 2.0% @ 55, and 2.0% @ 62. The tier an employee is placed in is dependent upon hire date and CalPERS membership date. Beginning January 1, 2013 all new hires to Placer County who have not been members of CalPERS within the last six months will generally be placed in a 2.0% @ 62 formula. Both the employer and the employee contribute 6.2% into Social Security and 1.45% into Medicare.

Pensionable compensation limits are set each calendar year by CalPERS. Please see www.calpers.ca.gov for questions regarding compensation limits.

For questions regarding employee and employer CalPERS pension contribution amounts, please contact the Personnel Department.

Sick Leave

Effective September 22, 2012 full time (part time employees are prorated based on hours worked) employees will receive 12 sick leave days per year up to a maximum accrual of 750 hours.

Special Assign / Additional Pay

Tahoe Subsidy of $675/month and Tahoe Rural Health Subsidy of $2000 for single coverage and $3000 for family coverage per year. Access pay of an additional 5% if assigned. Additional 5% upon presentation of the certificate of Registration as a licensed Architect. Associate or Assistant Engineer receive additional 5% upon presentation of the Certificate of Registration as a Civil Engineer. 5% additional if assigned to a Medical Clinic. 5% additional for obtaining a CPA certificate. 5% additional pay for Client Service Practitioners who obtain a certificate as Licensed Clinical Social Worker or Marriage, Family or Child Counselor. Night shift differential of 7.5%. Additional 5% bilingual pay. Longevity pay of an additional 5% after 5 years at Step 5.

Stand-By Pay

$21 for weekdays and $24 for weekends and holidays paid for in units of 8 hours.

Vacation

Vacation time: 0 - 2 years = 10 days, 3 - 4 years = 12 days, 5 - 9 = 15 days, 10 - 19 years = 20 days and 20 or more years = 25 days. Maximum accrual of 400 hours with less than 10 years of service and 520 hours with more than 10 years of service.