

## General

### BENEFITS

#### **Bereavement Leave**

May use up to five days of sick leave.

#### **Cafeteria Plan**

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 when physically required to return to work or up to 1 hours pay at 1.5 times 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 \$1,200.00 per calendar year.

#### **General Wage Increase**

Effective July 5, 2019, employees will receive a 2% General Wage Increase.

Effective July 3, 2020, employees will receive a 2% General Wage Increase.

No General Wage Increase Fiscal Year 2021/2022.

#### **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 in the [Employee Benefits Guide](#).

#### **Holidays**

13 paid holidays/year, one of which is a floating holiday. Pro-rated for part-time employees. Employees hired after July 1<sup>st</sup> will not receive the floating holiday until the following year.

#### **Life Insurance**

A \$10,000 life insurance policy is provided at no cost to the employee. Additionally, a \$10,000 Accidental Death & Dismemberment policy is also provided at no cost to the employee. Supplementary coverage is available for purchase for the employee and qualified dependents for both plans.

### **Retiree Medical**

Hired prior to 01/01/05 with 5 years of PERS service credit same as active employee. Hired after 01/01/05, 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](http://www.calpers.ca.gov) for questions regarding compensation limits.

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

### **Sick Leave**

12 paid days/year, maximum accrual of 750 hours. Pro-rated for part-time employees.

### **Special Assign/Additional Pay**

Tahoe Subsidy of \$875/month. Additional 5% if assigned to a Medical Clinic. Additional 5% for ACCESS Unit Pay. Additional 7.5% for Night shift. Additional 10% for Snow Pay for selected classifications when approved by manager per conditions. \$750.00 per year tool replacement for selected classifications. Additional 5% for bilingual pay. Additional 5% for the following positions assigned to work in the jail: Admin. Clerk, Admin. Legal Clerk, Admin. Secretary, Account Clerk, Accounting Technician, Building Craft Mechanics, Custodians, and Client Service Counselors/Practitioners. Additional 5% for Waste Water Treatment Operators that earn a certificate that is 1 grade over their current grades required certificate.

Employees hired on or after November 1, 2019 shall not be eligible for Longevity Pay. Permanent employees hired prior to November 1, 2019 qualify for 2% longevity pay at ten years (20,800 paid hours) of continuous paid service and an additional 3% for fifteen years (31,200 paid hours) of continuous paid service.

### **Stand-By Pay**

\$27 for weekdays and \$30 for weekends and holidays paid for in units of 8 hours.

### **Uniform Allowance**

Annual uniform allowance for employees required to wear uniforms as part of their regular duties will be \$1065 for Animal Control Officers, Community Service Officers, and Evidence Technicians. Annual uniform allowances of \$750 for Account Clerks, Admin. Clerks, Legal Clerks, Admin. Secretary, Correction Support Supervisor, Executive Secretary, Public Safety Dispatch and Sheriff's Communications Supervisor that are required to wear uniforms within the Sheriff's office.

### **Vacation**

Each permanent employee having the following service hours shall accrue the following vacation rate for each hour in a paid status, not including overtime, and not to exceed credit for more than eight hours in one pay period. Maximum accrual of 400 hours with less than 10 years of service and 520 hours with more than 10 years of service.

0 to 4,160 = 10 days  
4,161 to 8,320 = 12 days  
8,321 to 18,720 = 15 days  
18,721 to 39,520 = 20 days  
39,521 or more = 25 days.