

Professional - Safety

BENEFITS

Bereavement Leave

May use up to five days of sick leave.

Cafeteria Plan

The County will contribute 5% 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 hourly rate when physically required to return to work **or**
- Up to 1 hour of 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, Dental and Vision Insurance

The County 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 1st 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 Insurance

- Hired prior to 01/01/05 with 5 years of PERS service credit, same as an active employee.
- Hired after 01/01/05, 10 years PERS service credit, 5 years with Placer County, 50% of the County contribution. Additional 5% for each additional year of service.

Retirement

Placer County pension plans are administered by the California Public Employees Retirement System (CalPERS). Placer County has three pension tiers for Safety members: 3.0% @ 50, 3.0% @ 55, and 2.7% @ 57. The tier an employee is placed in is dependent upon hire date and CalPERS membership date. New hires will generally be placed in a 2.7% @ 57 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 Human Resources Department.

Sick Leave

12 paid days/year, maximum accrual of 1,000 hours. Pro-rated for part-time employees.

Special Assignment/Additional Pay

- Access Unit Pay assignment – Additional 5%
- Architect – Licensed (certificate of registration as licensed required) – Additional 5%
- Bilingual pay – Additional 5%
- Client Services Practitioner certified as a Licensed Clinical Social Worker, or Marriage, Family, or Child Counselor. – Additional 5%
- CPA certificate – Additional 5%
- Engineer – Associate or Assistant (certificate of registration as a Civil Engineer required) – Additional 5%
- Longevity Pay
 - Permanent employees hired prior to November 1, 2019
 - 10 years (20,800 paid hours) of continuous paid service – Additional 2%
 - 15 years (31,200 paid hours) of continuous paid service – Additional 3%
 - Permanent employees hired on or after November 1, 2019
 - Not eligible.
- Medical Clinic assignment – Additional 5%
- Night Shift – Additional 7.5%
- Tahoe Branch Assignment - \$875 per month

Stand-By Pay

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

Vacation

Permanent employees having the following service hours shall accrue at the following vacation rate for each hour in a paid status. Overtime is not included, and not to exceed credit for more than eighty hours in paid status in a pay period.

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

Maximum accrual

- 400 hours with less than 10 years of service
- 520 hours with more than 10 years of service.