

Management & Department Heads – Non-Safety Benefits Summary



Contract Term: Members of this group are non-represented.

Updated: 2/2/2024

Salary and Compensation

General Wage Increases	06/15/2024 4.0%
Tuition Reimbursement	\$1,200.00 max per fiscal year on approved classes.
Cafeteria Plan Contribution	Employees are eligible for an employer contribution of \$5,000 annually to offset pre-tax benefit premiums under the County's cafeteria plan, which includes health, dental, vision, and supplemental AD&D premiums (pretax), Default is cash (taxable).
Management Leave / Cash Out	Management employees in an active status on January 1 st of each calendar year shall receive an allotment of 100 management leave hours. Employees hired between September 1 st and the last pay period cashed out shall receive an allotment of 50 management leave hours. Management leave hours can be taken as time off or cashed out.
Automobile Reimbursement – Department Heads	Automobile Reimbursement – Department Heads and specific classifications in the County Executive's Office - \$750 per month
Assignment & License/Certification Pays	<ul style="list-style-type: none"> • Architect – Licensed (certificate of registration as licensed required) – Additional 5% • Bilingual pay – Additional 5% • Civil Engineer / Land Surveyor – Addition 5% • Management employees in the Department of Health & Human Services who possess and use specialty licensure or certification which is above the minimum qualifications, such as a Licensed Clinical Social Worker – Additional 5% • CPA certificate – Additional 5% • Longevity Pay –Permanent employees hired prior to November 1, 2019 • Tahoe Branch Assignment Pay - \$1,000 per month

Life Savings Planning

CalPERS Retirement	Retirement Tier	Date of Hire	Formula	Total Employee Contribution
Management – Miscellaneous	Tier 1	Before 03/13/2011	2.5% @ 55	8.00%
	Tier 2	Classic hired on or after 3/13/2011	2.0% @ 55	7.00%
	Tier 3 – PEPRA	PEPRA hired on or after 1/1/2013	2.0% @ 62	8.00%

Pension Plan	Placer County pension plans are administered by CalPERS. The tier an employee is placed in is dependent upon the hire date and CalPERS membership date. New hires will generally be placed as Tier 3 PEPPRA members. 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.
Social Security	6.2% contributed by both employer and employee.
Deferred Compensation	The County offers voluntary 401(k) and 457 deferred compensation programs. Employees can elect pre-tax and Roth after-tax contributions up to the IRS annual limit. For Management Employees, the County will match \$1 for every \$2 contributed up to a 401(k) annual maximum of \$1,500.
Retiree Medical – Employer Contribution	Hired prior to 01/01/2005: requires 5 years of PERS service credit, the retiree's share of cost is 20% and the employer's share of cost is 80% of the monthly premium. Hired on or after 01/01/2005: requires 10 years of CalPERS service, 5 of which must be with the County of Placer. The retiree's share of the cost is based on the total completed years of service. The employer's contribution percentage is determined by the California Public Employee's Retirement Law Section 22893 , Health Vesting Schedule.
Sick Leave Benefit at Retirement	Non-elected Management employees retiring from County service and eligible to receive CalPERS Miscellaneous plan benefits at the time of retirement shall have the dollar value of the employee's sick leave balance placed in the retirement health savings plan trust. The value placed on the account is equal to the value of the employee's unused sick leave accrual at retirement. This account can be used for purposes of reimbursement of premiums and expenses incurred for health care expenditures as allowable under the IRS Code Section 213. The value of the sick leave accrual will be determined by the number of unused sick leave hours available paid at the employee's base hourly rate at the time of retirement, plus confidentiality pay and/or longevity pays if applicable. For Elected Department Heads, please contact the Human Resources Department.

Health and Insurance Plans

Health Insurance	Placer County provides benefit-eligible employees with health insurance coverage through the CalPERS Health Insurance Program. The offered plans and associated rates include HMO and PPO plans for the employees and all eligible dependents. The County contributes 80% of the health premium.
Dental and Vision Insurance	The County provides employer-paid Dental and Vision insurance to benefit eligible employees. Employees are responsible for the premiums for any eligible enrolled dependents.
Eligible Opt-Out of Health Coverage	Benefit-eligible employees who possess other group health coverage for themselves, and all tax dependents, may be eligible to opt out of the County's offered health coverage. Qualifying employees shall receive \$140 cash in lieu of health coverage.
Employee Assistance Program (EAP)	The Employee Assistance Program (EAP) is a benefit provided and paid for by the County for benefit-eligible employees, spouse/registered domestic partner, and/or children under the age of 26.
Life & AD&D Insurance	County-paid \$50,000 life insurance and \$10,000 Accidental Death & Dismemberment policy are provided at no cost to the employee. Supplemental coverage is available for purchase for the employee and qualified dependents for both plans.
Flexible Spending Accounts	The County offers eligible employees the opportunity to elect pre-tax dollars for dependent care and/or qualifying out-of-pocket medical expenses. Employees must designate annually the voluntary pre-tax payroll contributions to their Dependent Care and/or Medical Flexible Spending Accounts (FSA).
Medicare	1.45% contributed by both employer and employee.

The information contained in this document is a summary of benefits to regular employees. County contributions are prorated for employees who work less than full-time. For specific information refer to the MOU. The information contained herein does not constitute either an expressed or implied contract.

Paid Time Off

	Hours of Service	Annual Hours Accrual	Hours Cap	Cash Out Program
Vacation Leave	0 to 4,160 hours	10 days	520 hours	Employees may request once per calendar year to cash out up to 100% of their annual vacation accrual via an irrevocable election by December 31 st of the calendar year prior.
	4,161 to 8,320 hours	12 days		
	8,321 to 18,720 hours	15 days		
	18,721 to 39,520 hours	20 days		
	39,521 or more hours	25 days		
Sick Leave	12 paid days/year. Pro-rated for part-time employees.		No cap on accruals.	No cash-out option
Holidays	The County has 12 holidays plus two (2) additional floating holidays per year. Holidays are pro-rated for part-time employees. Employees hired after July 1 st will not receive the floating holidays until the following calendar year.			
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Salary Protection	Qualifying employees, after a waiting period of ten (10) consecutive workdays, shall receive 80% of their regular pay up to a maximum of thirteen (13) pay periods to care for self or qualifying family members, or to bond with employee's newborn or newly adopted child or foster child. Certification required.			
Bereavement Leave	Five (5) days of time off for qualifying family members.			

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