

**BARGAINING UNIT: (032)
MANAGEMENT ASSOCIATION (SCMA)
County of Sacramento
July 2019**

BENEFITS	MAX. MONTHLY COUNTY CONTRIBUTION	REMARKS																				
Medical	Tier A: Employees hired prior to Jan. 01, 2007 shall receive \$826.90. Cash Back Cap \$535.00 Tier B: Employees hired after Dec. 31, 2006 and employees who voluntarily elected to move to Tier B \$1,505.20 – family; \$587.94 – single																					
Dental	\$118.50 (effective 1/1/19)																					
Life	\$3.76	\$50,000																				
Retirement	Effective July 9, 2017, employees will pay 50% of the combined employee normal cost and employer normal cost as defined in the County Employee's Retirement Law of 1937 (1937 Act).																					
Retiree Medical (RHSP)	County contributes \$25.00/pay period into an employee's Retiree Health Savings Plan																					
Social Security	2019 FICA Wage Base = \$132,900 FICA = 6.2% 2019 MEDICARE Wage Base = None MEDICARE = 1.45% for the first \$200,000, 2.35% for wages over \$200,000	Maximum annual deduction (FICA ONLY) = \$8,239.80 Maximum annual deduction (MEDICARE ONLY) = None (Since 1994)																				
Holidays	13.5 per year																					
Sick Leave	4.6 hours biweekly (accumulated without limitation)																					
SDI	2019 = 1.0%; Taxable wage limit = \$118,371; Maximum annual deduction = \$1,183.71																					
Vacation (biweekly accrual)	<table> <tr><td>Less than 3 years</td><td>3.1 hours</td></tr> <tr><td>More than 3 years, less than 6 years</td><td>4.6 hours</td></tr> <tr><td>More than 6 years, less than 9 years</td><td>5.5 hours</td></tr> <tr><td>More than 9 years, less than 10 years</td><td>5.8 hours</td></tr> <tr><td>More than 10 years, less than 11 years</td><td>6.2 hours</td></tr> <tr><td>More than 11 years, less than 12 years</td><td>6.5 hours</td></tr> <tr><td>More than 12 years, less than 13 years</td><td>6.8 hours</td></tr> <tr><td>More than 13 years, less than 14 years</td><td>7.1 hours</td></tr> <tr><td>More than 14 years, less than 15 years</td><td>7.4 hours</td></tr> <tr><td>More than 15 years</td><td>7.7 hours</td></tr> </table>		Less than 3 years	3.1 hours	More than 3 years, less than 6 years	4.6 hours	More than 6 years, less than 9 years	5.5 hours	More than 9 years, less than 10 years	5.8 hours	More than 10 years, less than 11 years	6.2 hours	More than 11 years, less than 12 years	6.5 hours	More than 12 years, less than 13 years	6.8 hours	More than 13 years, less than 14 years	7.1 hours	More than 14 years, less than 15 years	7.4 hours	More than 15 years	7.7 hours
Less than 3 years	3.1 hours																					
More than 3 years, less than 6 years	4.6 hours																					
More than 6 years, less than 9 years	5.5 hours																					
More than 9 years, less than 10 years	5.8 hours																					
More than 10 years, less than 11 years	6.2 hours																					
More than 11 years, less than 12 years	6.5 hours																					
More than 12 years, less than 13 years	6.8 hours																					
More than 13 years, less than 14 years	7.1 hours																					
More than 14 years, less than 15 years	7.4 hours																					
More than 15 years	7.7 hours																					
ALLOWANCES/SPECIAL PAY REIMBURSEMENTS:																						
Refer to Labor Agreements: http://inside.laborrelations.saccounty.net/LaborAgreements/Pages/default.aspx																						
Term of Agreement	December 23, 2018 – June 30, 2021																					
Next Salary Adjustment	June 21, 2020																					
Last Salary Adjustment	June 23, 2019, Miscellaneous - 2.4% COLA; Safety – 3% increase; equity adjustments for some classes																					
Representative/ Address/Telephone	Sacramento County Management Association (SCMA) PO Box 2967 Sacramento, CA 95812 874-1845 www.scmamgt.org																					

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.