

**BARGAINING UNIT: (019) PROBATION NON-SUPERVISORY UNIT (SCPA)  
County of Sacramento**

<b>BENEFITS</b>	<b>MAX. MONTHLY COUNTY CONTRIBUTION</b>	<b>REMARKS</b>
<b>Medical</b>	<p><u>Tier A:</u> Employees hired prior to Jan. 01, 2008 shall receive \$1057.44.</p> <p><u>Tier B:</u> Employees hired after Jan. 01, 2007 and employees who voluntarily elected to move to tier B shall receive 80% of lowest expensive HMO health plan.</p>	
<b>Dental</b>	\$97.62 (effective 1/1/09)	
<b>Life</b>	\$1.40	\$18,000
<b>Retirement</b>	County pickup on one-half employee's share	
<b>Social Security</b>	<p>2009 FICA Wage Base = \$106,800 FICA = 6.2%</p> <p>2009 MEDICARE Wage Base = None MEDICARE = 1.45%</p>	<p>Maximum annual deduction (FICA ONLY) = \$6,622.00</p> <p>Maximum annual deduction (MEDICARE ONLY) = None (Since 1994)</p>
<b>Holidays</b>	12.5 per year	
<b>Sick Leave</b>	4.6 hours biweekly (accumulated without limitation)	
<b>SDI</b>	2009 = 1.1%; Taxable wage limit = \$90,669; Maximum annual deduction = \$997.36	
<b>Vacation (biweekly accrual)</b>	<p>Less than 3 years 3.1 hours</p> <p>More than 3 years, less than 6 years 4.6 hours</p> <p>More than 6 years, less than 9 years 5.5 hours</p> <p>More than 9 years, less than 10 years 5.8 hours</p> <p>More than 10 years, less than 11 years 6.2 hours</p> <p>More than 11 years, less than 12 years 6.5 hours</p> <p>More than 12 years, less than 13 years 6.8 hours</p> <p>More than 13 years, less than 14 years 7.1 hours</p> <p>More than 14 years, less than 15 years 7.4 hours</p> <p>More than 15 years 7.7 hours</p>	
<b>ALLOWANCES/SPECIAL PAY REIMBURSEMENTS:</b>		
Refer to Labor Agreements: <a href="http://hra.co.sacramento.ca.us/probation.htm">http://hra.co.sacramento.ca.us/probation.htm</a>		
<b>Term of Agreement</b>	July 1, 2006 – June 30, 2011	
<b>Next Salary Adjustment</b>	June 21, 2009, 2 – 5% COLA based upon CPI (See agreement for individual equities)	
<b>Last Salary Adjustment</b>	June 22, 2008, 3.4% COLA	
<b>Representative/ Address/Telephone</b>	<p>Sacramento County Probation Association William Harper, Jr., President 9719 Lincoln Village Drive – Suite 501 Sacramento, CA 95827 Phone: 368-1485 Fax: 368-5820 <a href="mailto:harper@scopo.ws">harper@scopo.ws</a></p>	

*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.*