

**BARGAINING UNIT: (030) SACRAMENTO COUNTY AIRCRAFT RESCUE
FIREFIGHTERS ASSOCIATION (SCARFA)
County of Sacramento**

BENEFITS	MAX. MONTHLY COUNTY CONTRIBUTION	REMARKS																				
Medical	<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>	For employees hired after 8/2/98, a monthly Plan Selection Incentive of \$150 is available for employees that waive coverage. No incentive available for employees hired after 1/1/07.																				
Dental	\$97.62 (effective 1/1/09)																					
Life	\$1.40	\$18,000																				
Retirement	No County pickup of employee's share																					
Retiree Medical	County contributes \$25.00/pay period into an employee's Retiree Health Savings Account																					
Social Security	<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>																				
Holidays	12.5 per year																					
Sick Leave	4.6 hours biweekly (accumulated without limitation)																					
SDI	2009 = 1.1%; Taxable wage limit = \$90,669; Maximum annual deduction = \$997.36																					
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
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ALLOWANCES/SPECIAL PAY REIMBURSEMENTS:																						
Refer to Labor Agreements: http://hra.co.sacramento.ca.us/fire_operations_workers.htm																						
Term of Agreement	July 1, 2006 – June 30, 2011																					
Next Salary Adjustment	June 21, 2009, 2 – 5% COLA based upon CPI (See agreement for individual equities)																					
Last Salary Adjustment	June 22, 2008, 3.4% COLA																					
Representative/ Address/Telephone	<p>Sacramento Area Fire Fighters, Local 522 Steve Loza, Business Representative Phone: 874-0648 Fax: 874-0687 MC: 95-001 lozas@saccounty.net</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.