

General

BENEFITS

Bereavement Leave

May use up to five days of sick leave.

Cafeteria Plan

Effective December 15, 2012, for employees covered by the CalPERS Miscellaneous Plan, County will contribute 6% 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 when physically required to return to work or up to 1 hours 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 \$700.00 per year.

General Wage Increase

Effective November 15, 2014, employees will receive a 2% General Wage Increase.
Effective November 14, 2015, employees will receive a 2% General Wage Increase.
Effective November 12, 2016, employees will receive a 1% General Wage Increase.
Effective June 24, 2017, employees will receive a 1% General Wage Increase.

Health Insurance

The County of Placer 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 by clicking on the following link: [Benefits Guide](#)

Holidays

13 days/yr.

Life Insurance

\$10,000 coverage, employer paid at a cost of \$2.00/mo.

Long-Term Disability

Employee paid LTD for the first 5 years of employment, County paid thereafter.

Retiree Medical

Hired prior to 1/01/05 with 5 years of PERS service credit same as active employee. Hired after 1/01/05, must have 10 years PERS service credit with 5 years with Placer County to receive 50% of the County contribution paid medical with an additional 5% for each additional year.

Retirement

Placer County pension plans are administered by the California Public Employees Retirement System (CalPERS). Placer County has three pension tiers for Miscellaneous members; 2.5% @ 55, 2.0% @ 55, and 2.0% @ 62. The tier an employee is placed in is dependent upon hire date and CalPERS membership date. Beginning January 1, 2013 all new hires to Placer County who have not been members of CalPERS within the last six months will generally be placed in a 2.0% @ 62 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 Personnel Department.

Sick Leave

Effective September 22, 2012 full time (part time employees are prorated based on hours worked) employees

will receive 12 sick leave days per year up to a maximum accrual of 750 hours.

Special Assign/Additional Pay

Tahoe Subsidy of \$775/month. 5% additional if assigned to a Medical Clinic. 5% additional for ACCESS Unit Pay. Night shift - 7.5% additional. Snow Pay addition of 10% to selected classifications when approved by manager per conditions. \$750.00 per year tool replacement for selected classifications. 5% additional bilingual pay. 5% additional for the following positions assigned to work in the jail: Admin. Clerk, Admin. Legal Clerk, Admin. Secretary, Account Clerk, and Accounting Technician. 5% additional for waste water treatment operators that earn a certificate that is 1 grade over their current grades required certificate. 5% additional for Building Craft Mechanics, Custodians and Client Service Counselors/Practitioners assigned to the jail. Longevity pay of an additional 5% after 5 yrs at step 5.

Stand-By Pay

\$25 for weekdays and \$28 for weekends and holidays paid for in units of 8 hours.

Uniform Allowance

Annual uniform allowance for employees required to wear uniforms as part of their regular duties will be \$1065 for Animal Control Officers, Community Service Officers, and Evidence Technicians. Annual uniform allowances of \$750 for Account Clerks, Admin. Clerks, Legal Clerks, Admin. Secretary, Correction Support Supervisor, Executive Secretary, Public Safety Dispatch and Sheriff's Communications Supervisor that are required to wear uniforms within the Sheriff's office.

Vacation

Vacation time: 0 - 2 years = 10 days, 3 - 4 years = 12 days, 5 - 9 = 15 days, 10 - 19 years = 20 days and 20 or more years = 25 days. Maximum accrual of 400 hours with less than 10 years of service and 520 hours with more than 10 years of service.