

General - Safety

BENEFITS

Bereavement Leave

May use up to five days of sick leave.

Cafeteria Plan

Effective December 15, 2012, for employees covered by the CalPERS Safety Plan, County will contribute 5% 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 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: [Placer County Benefits Page](#)

Holidays

13 days/yr.

Life Insurance

\$10,000 coverage, employer paid.

Retiree Medical

Hired prior to 01/01/05 with 5 years of PERS service credit same as active employee. Hired after 01/01/05, 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 Safety members; 3.0% @ 50, 3.0% @ 55, and 2.7% @ 57. 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 2.7% @ 57 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 Human Resources 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. Access pay of an additional 5% if assigned. Night shift - 7.5%. Canine handlers receive \$225 per month for canines owned by the county. Additional 5% bilingual pay. Longevity pay of an additional 5% after 5 years at Step 5.

Stand-By Pay

\$21 for weekdays and \$24 for weekends and holidays, paid for in units of 8 hours. Increasing to \$25 for weekdays and \$28 for weekends and holidays in Dec 2014.

Uniform Allowance

Annual uniform allowance for employees required to wear uniforms as part of their regular duties will be \$1,065 for Correctional Officers.

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.