



Tehama County
2023 Benefits Summary

Tehama County Peace Officers Association (TCPOA)

Type of Benefit	Description of Benefit						
CalPERS Retirement Formula	Classic Miscellaneous: 2% @ 55 New Member (PEPRA) Miscellaneous: 2% @ 62 Classic Safety: 3% @ 55 New Member (PEPRA) Safety: 2.7% @57						
CalPERS Employee Contribution Rate (FY 22/23)	Classic Miscellaneous: 7% New Member (PEPRA) Miscellaneous: 7% Classic Safety: 9% New Member (PEPRA) Safety: 12.25%						
CalPERS Employer Contribution Rate (FY 22/23)	Miscellaneous Members: 9.3% Safety Members: 18.21%						
Social Security	Tehama County employees pay Social Security taxes. The 2023 Social Security tax rate is 6.2%.						
Medicare	Tehama County employees pay Medicare taxes. The 2023 Medicare tax rate is 1.45%						
State Disability Insurance Program	Tehama County employees pay State Disability Insurance (SDI) taxes. The 2023 SDI tax rate is 0.9%.						
Health, Dental, Vision, Life Insurance	<p>Tehama County offers group health coverage as a bundled benefit, including a \$30,000 life insurance policy for the employee only. Dental and Vision insurance cannot be obtained independently. Employees who elect to waive the group health coverage may still enroll in the \$30,000 life insurance policy for a reduced cost.</p> <p>-Tehama County pays appx. 80% of group health coverage plan premiums for employees and their eligible dependents. The following chart details the 2023 Tehama County and employee Health/Dental/Vision/Life combined contribution rates for the EPO plan:</p> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Plan Type: EPO</th> <th>Employer Share</th> <th>Employee Share</th> </tr> </thead> <tbody> <tr> <td>Employee + Eligible Dependents</td> <td style="text-align: center;">\$1,864.65</td> <td style="text-align: center;">\$202.93</td> </tr> </tbody> </table>	Plan Type: EPO	Employer Share	Employee Share	Employee + Eligible Dependents	\$1,864.65	\$202.93
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Employee + Eligible Dependents	\$1,864.65	\$202.93					
Retiree Health	Tehama County does not offer retiree health benefits. However, employees who retire after five years of Tehama County service may maintain their group health insurance coverage by paying the full group health coverage premium themselves.						
Supplemental Insurance	Tehama County employees may voluntarily elect to purchase supplemental insurance, such as disability insurance, accident insurance, cancer insurance, etc., through Colonial Life and Accident Insurance Company.						
Voluntary Supplemental Life Insurance	Tehama County employees may elect to purchase voluntary supplemental life insurance for themselves and their dependents through VOYA.						
Exclusive Group Insurance Program	Tehama County employees may be eligible to receive exclusive group discounts on home and automobile insurance, flood insurance, theft insurance, renter insurance, etc. through Liberty Mutual.						
Health Waiver	Tehama County does not offer cash-in-lieu benefits to those employees who elect to waive the group health coverage.						
Employee Assistance Program	All Tehama County employees and their family members may utilize the employee assistance program through ACI. ACI offers three free counseling sessions per family member per year.						

Deferred Compensation	Tehama County offers three deferred compensation retirement plan options: CalPERS-457, MetLife and Nationwide. Tehama County matches TCPOA employee's deferred compensation contributions between a minimum of \$25 and a maximum of \$60 per month.											
Sick Leave	Tehama County employees accrue eight hours of sick leave per month. The maximum sick leave bank accrual is 500 hours. Employees with a maximum sick leave bank of 500 hours shall receive 50% of the dollar value of the sick leave accrual rate (based on the hourly rate in effect at the time of conversion) deposited into their deferred compensation account.											
Vacation	New Tehama County employees earn 8 hours of vacation per month. The maximum vacation bank accrual is 240 hours.											
Vacation Accrual Rate	<table border="1"> <thead> <tr> <th>Full Time Employees</th> <th>Accrual Rate Per Pay Period</th> </tr> </thead> <tbody> <tr> <td>1-4 years</td> <td>3.7 hours</td> </tr> <tr> <td>5-10 years</td> <td>5.54 hours</td> </tr> <tr> <td>11-19 years</td> <td>6.47 hours</td> </tr> <tr> <td>20+ years</td> <td>6.93 hours</td> </tr> </tbody> </table>	Full Time Employees	Accrual Rate Per Pay Period	1-4 years	3.7 hours	5-10 years	5.54 hours	11-19 years	6.47 hours	20+ years	6.93 hours	
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Vacation in Lieu	Tehama County – TCPOA employees who have completed five years of County service may elect to pre-designate an irrevocable vacation cash-out of up to 40 hours once per calendar year.											
Holidays	Tehama County employees receive 13 paid holidays per year.											
Personal Holiday	Tehama County POA employees receive one 10-hour personal holiday annually each July 1 st .											
Bereavement Leave	Tehama County employees receive up to 24 hours of bereavement leave for an eligible family member per occurrence.											
Parental Leave	After one year of continuous Tehama County employment, TCPOA employees are eligible to receive up to 5 consecutive working days (not to exceed 48 hours) of parental leave for the birth or adoption of their child.											
Compensatory Time Off	Compensatory time off is limited to a maximum accrual of 80 hours. Any overtime earned in excess of the maximum 80 - hour accrual will be paid.											
Uniform Allowance	TCPOA employees who are required to wear a uniform as a condition of their employment shall receive a uniform allowance in the amount of \$408 per year.											
Shift Differential	TCPOA employees scheduled to work between the hours of 6:00 p.m. and 6:00 a.m. will receive shift differential in the amount of .50 cents per hour.											
POST Premium Pay	POST certified TCPOA employees may be eligible to receive an additional 2.5% for an Intermediate POST certification or 7.5% for an Advanced POST certification.											
Dog Handler	An employee designated as a "Dog Handler" shall receive an additional 5% to base salary.											
Bilingual Pay	An employee designated as "Bilingual" shall receive an additional 5% to base salary.											
Standby Pay	Any employee designated to stand-by awaiting duty shall be compensated at a rate of three (3) hours pay for each eight (8) hours of stand-by time.											
Call-In Pay	Employees required to report to work on non-work days shall be paid overtime compensation for actual hours worked, but not less than three (3) overtime hours.											
Sick Leave Incentive	Each TCPOA employee who has used no more than twenty-four (24) hours of sick leave during the prior fiscal year will receive a payment of 2.5% of the employee's base annual salary as of December 1 st .											