



Tehama County
2025 Benefits Summary

Tehama County Deputy Sheriff's Association (DSA)

| 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 24/25) | Classic Miscellaneous: 7% New Member (PEPRA) Miscellaneous: 8% Classic Safety: 9% New Member (PEPRA) Safety: 13.75% | | | | | | |
| CalPERS Employer Contribution Rate (FY 24/25) | Miscellaneous Members: 10.31% Safety Members: 18.95% | | | | | | |
| Social Security | Tehama County employees pay Social Security taxes. The 2025 Social Security tax rate is 6.2%. | | | | | | |
| Medicare | Tehama County employees pay Medicare taxes. The 2025 Medicare tax rate is 1.45% | | | | | | |
| State Disability Insurance Program | Tehama County employees pay State Disability Insurance (SDI) taxes. The 2025 SDI tax rate is 1.2%. | | | | | | |
| 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 2025 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;">\$1,934.16</td> <td style="text-align: center;">\$234.54</td> </tr> </tbody> </table> | Plan Type: EPO | Employer Share | Employee Share | Employee + Eligible Dependents | \$1,934.16 | \$234.54 |
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| Employee + Eligible Dependents | \$1,934.16 | \$234.54 | | | | | |
| 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. | | | | | | |

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| Deferred Compensation | Tehama County offers a deferred compensation retirement plan option: Lincoln Financial Group. Tehama County matches DSA 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 | 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 |
| Vacation in Lieu | Tehama County – DSA 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 DSA employees receive 14 paid holidays per year. | |
| 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, DSA 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 120 hours. Any overtime earned in excess of the maximum 120-hour accrual will be paid. DSA employees may elect to cash out up to 80 hours of their accrued compensatory time off balance in the months of June and December of each year. | |
| Uniform Allowance | DSA employees who are required to wear a uniform as a condition of their employment shall receive a uniform allowance in the amount of \$720 per year. | |
| Shift Differential | DSA 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 DSA employees may be eligible to receive an additional 2.5% for an Intermediate POST certification or 7.5% for an Advanced POST certification. | |
| Educational Incentive | Correctional Deputies or Correctional Sergeants who meet the minimum requirements may be eligible to receive a 2.5% educational incentive. | |
| Training Officer Pay | DSA employees designated by the Sheriff as Training Officers may be eligible to receive an additional 5% while acting as a training officer. Training Officers not currently assigned training duties will receive an additional 2.5% for regularly scheduled shifts. | |
| Resident Deputy | An employee designated as a "Resident Deputy" shall receive an additional 5% to base salary. | |
| 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. | |

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| Court Pay | Employees subpoenaed to court who do not receive a cancellation notice within 24 hours before their scheduled appearance shall receive one (1) hour of overtime. |
| Sick Leave Incentive | Each DSA 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 . |