



## Tehama County

### 2026 Benefits Summary

#### Tehama County Management Employee's Association (TCMEA)

Type of Benefit	Description of Benefit						
CalPERS Retirement Formula	Classic: 2% @ 55 New Member (PEPRA): 2% @ 62						
CalPERS Employee Contribution Rate (FY 25/26)	Classic: 7% New Member (PEPRA): 8%						
CalPERS Employer Contribution Rate (FY 25/26)	Miscellaneous Members: 10.31%						
Social Security	Tehama County employees pay Social Security taxes. The 2026 Social Security tax rate is 6.2%.						
Medicare	Tehama County employees pay Medicare taxes. The 2026 Medicare tax rate is 1.45%						
State Disability Insurance Program	Tehama County employees pay State Disability Insurance (SDI) taxes. The 2026 SDI tax rate is 1.3%.						
Health, Dental, Vision, Life Insurance	<p><b>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.</b></p> <p>-Tehama County pays appx. 80% of group health coverage plan premiums for employees and their eligible dependents. The following chart details the 2026 Tehama County and employee Health/Dental/Vision/Life combined contribution rates for the EPO plan:</p> <table><tr><th>Plan Type: EPO</th><th>Employer Share</th><th>Employee Share</th></tr><tr><td>Employee + Eligible Dependents</td><td>\$2,205.86</td><td>\$266.97</td></tr></table>	Plan Type: EPO	Employer Share	Employee Share	Employee + Eligible Dependents	\$2,205.86	\$266.97
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Employee + Eligible Dependents	\$2,205.86	\$266.97					
Retiree Health	<p><b>Tehama County does not offer retiree health benefits.</b> 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.</p>						
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 a deferred compensation retirement plan option: Lincoln Financial Group. Tehama County matches TCMEA employee's deferred compensation contributions up to a maximum of \$100 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 310 hours until the employee's nineteenth year of employment and 350 hours thereafter.	
Vacation Accrual Rate	<b>Full Time Employees</b>	<b>Accrual Rate Per Pay Period</b>
	1-4 years	3.7 hours
	5-10 years	5.54 hours
	11-19 years	6.47 hours
	20+ years	7.70 hours
Vacation in Lieu	TCMEA employees who have completed five years of County service may elect to pre-designate an irrevocable vacation cash-out of up to 60 hours once per calendar year.	
Holidays	Tehama County employees receive 14 paid holidays per year.	
Personal Holiday	TCMEA employees receive one 8-hour personal holiday annually each July 1 <sup>st</sup> .	
Management Leave	TCMEA employees receive 40 hours of Management Leave annually each July 1 <sup>st</sup> . Management Leave may be pro-rated based on an employees' start date and must be utilized by the end of the fiscal year. Any remaining time not utilized at the end of the fiscal year will be forfeited.	
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, TCMEA employees are eligible to receive 40 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.	
Cell Phone Allowance	Tehama County may elect to provide those employees who are required to use a cellular phone in the course of County business with a cellular phone allowance up to a maximum of \$60.	
Safety Shoes	Tehama County employees who are required to wear safety shoes as a condition of their employment may be eligible to receive reimbursement up to \$300 once every two years upon presentation of proof of purchase or repair by the employee.	
Uniform	Tehama County employees who are required to wear a uniform as a condition of their employment may be eligible to receive a maximum uniform allowance of \$25.00 per month.	