

06 DA Investigator's Association	Rate:	Description:
County Retirement Contribution	25.03% DAI1	Rate x Hourly Rate x Hours Worked
County Pickup of Employee Retirement	7.20%	Rate x Hourly Rate x Hours Worked
County Pension Bond Debt Service	4.74%	Rate x Hourly Rate x Hours Worked
County Retiree Health		\$24.30/PP full-time, \$12.15/PP part-time \$0/PP quarter-time or temp
County Pension Plan per EFS		District Attorney Investigator (DAIA)/ Tier 2 effective 12/25/11, Tier 3 eff 1/1/13
FICA Employer	6.20%	2015 FICA wages up to \$118,500 max
FICA Employee	6.20%	2015 FICA wages up to \$118,500 max
Medicare Employer/Employee	1.45%	Medicare wages with no maximum / Add an additional .9% on taxable wages above \$200,000.
Unemployment	0.075%	County Paid Eff 1/1/2012 .1% , Eff 6/28/2014 .075%
Workers' Compensation	Varies	See B:\AC Benefits @ a Glance\WC Rates FY2012-2013.docx
County Cafeteria Contribution	\$816.07/mo	\$594.07/mo without medical coverage, effective 01/01/2015 Proration for part time employees hired after 09/13/05 No cashout for employees who newly opt out of medical on or after 1/2014
Health Insurance		Multiple plans available for employee and their family. Coverage for domestic partners.
Post Employment Health Plan	Up to \$25,000	Sick leave payoff paid pretax to Nationwide for pretax health insurance premium payments. Eff. 10/13/2013 PEHP increased from 15K to 20K Eff 09/04/2015 PEHP increased from 20K to 25K
Management Life Insurance	\$3.87/mo	\$30,000 coverage
Long Term Disability Insurance	.298% x Salary	On first \$13,500/mo of salary. Pays 66 2/3% salary
Mileage Reimbursement	.54/mi	Effective 01/01/2016
	.575/mi	Effective 01/01/2015
Wellness/Fitness	\$200/yr	Paid through Risk Management
Safety Equipment for New Hire	\$300	County provides body armor
Career Incentive - POST	\$57.50/mo	Continuing training required
Career Incentive - Advanced POST	\$150/mo	Certificate or degree required. MOU states: \$69.23 biweekly
Polygraph Differential	\$40/mo	Designated by the Sheriff
Bilingual Pay - high use	\$80/mo	Approved by Human Resources
Bilingual Pay - low use	\$40/mo	Approved by Human Resources
Standby Consultation	\$10/24 hr shift	
Overtime	per FLSA	OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011) WT 1252 = Base; WT 1251 = Half
CTO in lieu of OT	1.5 hrs/hr wkd	OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011)
Compensating Time Off (CTO)	Regular pay	120 hr maximum accrual; OT paid after max; payoff on termination
Sick Leave	12 days/yr	2080 hours (260 days) max accrual; payoff @ hourly rate for 50% of hours up to 1440 after 5 years of service
Sick Leave Exchange for Vacation	80 hrs for 40 hrs	Per calendar year. Must maintain a 30-day balance 14 years of service required
Personal Leave	1 day/fiscal yr	Employees on initial probation excluded
Holiday	12 days/yr	Does not apply to Annual Leave employees
Annual Leave	12 days/yr	13 day cap Sign up any time, withdraw in August
Injured On Duty	As approved	12 months maximum
Vacation	10 days/yr 15 days/yr 20 days/yr	Beginning of service to end of fourth year Beginning of fifth year to end of ninth year Over ten years of service Maximum payoff of 320 hours after 6 months of service
Jury Leave		Regular pay while on jury duty; cannot claim jury pay
Paid Military Leave	20 days/fiscal yr	20 working days or 1 month's salary maximum when called to active duty

Suggestion Award	Based on merit	Submit ideas to the Suggestion Award Committee
ITS Health Care Spending Account	Pretax deduction	Employee paid up to \$2,500 per plan year (Reimbursement WT 2552)
ITS Dependent Care Spending Account	Pretax deduction	Employee paid up to \$5,000 per plan year (Reimbursement WT 2551)
Supplemental Life Insurance		Employee paid for coverage of annual salary of 1x, 2x or 3x salary to \$300,000 max
Spousal Life Insurance		Employee paid term life for coverage of 1/2 supplemental coverage
Dependent Life Insurance		Employee paid term life for coverage of 10% supplemental coverage to \$10,000 max
Deferred Retirement Option Plan (DROP) Tier 1 Only	Up to 5 years	Employee continues active employment while Pension benefits are paid to a DROP account.
Deferred Comp		Employee paid up to \$18,000 or 100% of wages/yr
Deferred Comp Catchup	Pretax deduction	Employee paid up to \$6,000 for 50+
Automatic Payroll Deposit	Pretax deduction	All new employees hired on or after 07/01/2004 are required to have direct deposit of County pay into a financial institution of employee's choice