

00 Temp Help, Contract, Other	Rate:	Description:
Student Intern		Guided by Ordinance 2.48.080 (ESG 40)
Temp Help		Guided by Ordinance 2.48.080 (ESG 43)
Seasonal employee		Guided by Ordinance 2.48.080 (ESG 44)
Contract		Per individual employment contract (ESG 45)
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		See B:\AC Benefits @ a Glance\WC Rates FY2012-2013.docx
Mileage Reimbursement	.54/mi	Effective 01/01/2016
	.575/mi	Effective 01/01/2015
Evening Shift Differential	5% x hr rate	6pm to 11pm hours for non-flex or 3pm to 11pm if shift ends on or after 10pm WT 1200 = Base; WT 1255 = Eve Differential
Night Shift Differential	10% x hr rate	11pm to 7am hours for non-flex schedules WT 1200 = Base; WT 1256 = Night Differential
Overtime	per FLSA	OT threshold based on hours actually worked (excludes paid leave hours) WT 1252 = Base; WT 1251 = Half
Overtime with Evening Differen	per FLSA	OT threshold based on hours actually worked (excludes paid leave hours) WT 1252 = Base; WT 1251 = Half; WT 1255 = Eve Diff'l
Overtime with Night Differentia	per FLSA	OT threshold based on hours actually worked (excludes paid leave hours) WT 1252 = Base; WT 1251 = Half; WT 1256 = Night Diff'l
Sick Leave	1 hr/30 worked	72 hours max accrual; no payoff
Call Back	OT/hr	2 hour minimum paid at time and one-half WT 1243 = Base; WT 1242 = Half
Standby/On Call	\$1.65/hr	Per County Ordinance 2.48.170(a)(3)(C)(i)
Standby/On Call	\$3.35/hr	SART Nurses & SART personnel
Standby/On Call	\$5.00/hr	Contract Public Health Officer On Call pay during absence of permanent Public Health Officer
Psychiatrist On Call	\$169.33	Contract Staff Psychiatrist (WT 1244 prior to 4/1/16)
Psychiatrist Call Back	\$103.30	Contract Staff Psychiatrist (WT 1244/AAT 004L prior to 4/1/16)