

02 SLOCEA - Trades, Crafts and Services	Rate:	Description:
<a href="#">For the most up to date information, please see the Memoranda of Understanding</a>		
<b>Benefits</b>		
Retirement Plan		County of SLO has an independent pension system. Employee and County contribution rates vary by hire date and/or age of entry. For more information, please see the <a href="#">Pension Plan Document here</a>
Employer Paid Member Contribution (EPMC)	10.38%	For Tier 1 & Tier 2 employees
County Retiree Health		<a href="#">For the most up to date information, please click here.</a>
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.
FICA (Social Security and Medicare) Employer	6.20%	FICA wages up to \$137,700 base wage max (2020)
FICA (Social Security and Medicare) Employee	6.20%	FICA wages up to \$137,700 base wage max (2020)
Medicare Employer/Employee	1.45%	Medicare wages with no maximum. Add an additional 0.9% on taxable wages above \$200,000.
Unemployment	0.15%	0.20% effective 7/1/2021
Workers' Compensation	Varies	
County Cafeteria Contribution	\$740/mo EE \$1,100/mo EE+1 \$1,340/mo EE+2	No cashout for new hires opting out of medical coverage on or after 2/15/15. No cashout for all employees who newly opt out of medical on or after 1/1/2016 \$576.95/mo without medical coverage, effective 01/01/14 Proration for part time employees hired after 10/03/2006
Health Insurance		<a href="#">Multiple plans available for employee and their family. Coverage for domestic partners. Click here for more information.</a>
Post Employment Health Plan	\$50/mo	<a href="#">Post employment health plan that provides reimbursements for qualified health care expenses.</a>
Healthcare Flexible Spending Account (FSA)	Pretax deduction	<a href="#">Employee paid up to \$2,750 per plan year (2020/2021)</a>
Healthcare Dependent Care Flexible Spending Account	Pretax deduction	<a href="#">Employee paid up to \$5,000 per plan year (2020/2021)</a>
Limited Purpose Flexible Spending Account	Pretax deduction	<a href="#">HDHP enrollees only, dental &amp; vision expenses only, \$2750</a>
Health Savings Account (HSA)	Pretax deduction	<a href="#">Employee paid up to \$3,550 per individual/ \$7,100 per family per plan year. Employer contributes up to \$750 per year. Must be enrolled in HDHP.</a>
Deferred Comp	Pretax deduction	<a href="#">Employee paid up to \$19,500 or 100% of wages/yr</a>
Deferred Comp Catchup	Pretax deduction	<a href="#">Employee paid up to \$6,000 for 50+</a>
State Disability Insurance (SDI)	1.20%	<a href="#">Employee paid on wages to \$128,298 max with Admin fee of .05%</a>
<b>Pay and Leaves</b>		
Vacation 320 hour cap	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
Pay-in-lieu Program	40 hrs/fiscal yr	One time per fiscal year, permanent employees with a minimum balance of 200 vacation hours may sell back vacation hours. Additionally, employees must have used <a href="#">40 hours of vacation in the current fiscal year to be eligible</a>
Personal Leave	1 day/fiscal yr	Employees on initial probation excluded
Sick Leave	12 days/yr	1440 hours (180 days) max accrual; payoff @ hourly rate for 50% of hours 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 services required
Holiday	12 days/yr	
Holiday Pay	1.5 x hr rate	EEs who work on Thanksgiving, Christmas and/or New Years day will be paid premium pay for all hrs worked
Annual Leave	12 days/yr	Employees may sign up at any time, but can only exit the program in August *12 day cap
Evening Differential	5% x hr rate	5pm to 11pm hours for non-flex schedules
Night Differential	10% x hr rate	11pm to 7am hours for non-flex schedules
Overtime	per FLSA	OT threshold based on hours actually worked (excludes paid leave hours)
Overtime with Evening Differential	per FLSA	OT threshold based on hours actually worked (excludes paid leave hours)
Overtime with Night Differential	per FLSA	OT threshold based on hours actually worked (excludes paid leave hours)
CTO in lieu of OT	1.5 hrs/hr wkcd	OT threshold based on hours actually worked (excludes paid leave hours)
Compensating Time Off (CTO)	Regular pay	120 hr maximum accrual; OT paid after max; payoff on termination
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Standby/On Call	\$3.00/hr	Permanent employees
Consultation Standby	\$100.00/month	Not eligible for standby duty pay while receiving consultation standby
CTO in lieu of Call Back	1.5 hrs/hr wkcd	Accrued in CTO quota
Call Back Onsite	OT/hr	2 hour minimum paid at time and one-half
Call Back Remote Work	OT/hr	30 min increments paid at time and one half
VTO	160 hrs/fiscal yr	With Department Head approval
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
Bilingual Pay	\$35/mo	Approved by Human Resources

Tuition Reimbursement	\$250/yr	\$3,000 total per fiscal year for unit 02
Summer Care Scholarship	need-based	\$17,500 total per calendar year for units 01, 02, 05, 13 Administered by SLOCEA.
Tool Allowance: Airport Maintenance Worker Locksmith I/II	\$300/yr	Reimbursement per fiscal year paid in two equal payments on August 1 and February 1
Tool Allowance: Automotive Mechanic I/II Equipment Mechanic I/II (Golf Course only) Facility <del>Maintenance Mechanic I/II/III</del>	\$600/yr	Reimbursement per fiscal year paid in two equal payments on August 1 and February 1
Uniform Allowance - Park Rangers	\$400/fiscal yr	\$300 when hired not to exceed \$700 in the first 2 years of employment
Uniform Allowance	\$145/yr	Custodian, Airport Maintenance Worker, Airport Terminal Services Workers
Uniform Allowance	\$30/mo	Kennel Workers
Working Clothes	County provided	Varies, please see MOU for detailed list and explanation
EMT Differential	\$0.25/hr	
Triple Certification Differential	\$150/mo	Park Ranger Series employee certified and licensed in all of the following*: EMT Vessel for Hire Boating Safety Enforcement *Not eligible for EMT differential
State of CA Qualified Applicator's Differential	\$0.25/hr	Requirement of employee to supervise/apply pesticides
Fueling Differential	\$100/mo	State of CA Fueling Certificate
Maintenance Mechanic and Painter Differential	\$100/mo	Hazardous Material Certificates for facilities maintenance personnel*
State Water Certificate Differential	\$50/mo	Park Rangers and Greenskeepers
Emergency Meals	\$15.00/meal	When ordered to work 4 hours before or after normal work shift Or supervisor can get reimbursed