

| 03 DSA (Deputy Sheriff's Association) | Rate: | Description: |
|--|---|--|
| For the most up to date information, please see the Memoranda of Understanding | | |
| Benefits | | |
| 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 Pension Plan Document here. |
| Employer Paid Member Contribution (EPMC) | 7.00% | For Tier 1 & Tier 2 employees |
| County Retiree Health | | For the most up to date information, please click here. |
| 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 | \$825/mo EE \$1,075/mo EE+1 \$1,310/mo EE+2 | \$578.00/mo without medical coverage Proration for part time employees hired after 02/07/2006 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. Click here for more information. |
| Healthcare Flexible Spending Account (FSA) | Pretax deduction | Employee paid up to \$2,750 per plan year (2020/2021) |
| Healthcare Dependent Care Flexible Spending Account | Pretax deduction | Employee paid up to \$5,000 per plan year (2020/2021) |
| Limited Purpose Flexible Spending Account | Pretax deduction | HDHP enrollees only, dental & vision expenses only, \$2750 |
| Health Savings Account (HSA) | Pretax deduction | Employee paid up to \$3,550 per individual/ \$7,100 per family per plan year (2020/2021). Must be enrolled in HDHP Effective the first paycheck of January 2021, the County shall provide a Health Savings Account (HSA) contribution of up to \$750 per calendar year, to be provided per pay period in the amount of twenty-eight dollars and eighty-five cents (\$28.85), for each employee who elects to enroll in a High Deductible Plan (HDP) and HSA |
| Deferred Comp | Pretax deduction | Employee paid up to \$19,500 or 100% of wages/yr |
| Deferred Comp Catchup | Pretax deduction | Employee paid up to \$6,000 for 50+ |
| Disability Insurance | | This bargaining unit does not pay into Ca State Disability. Please see the Voluntary Short Term Disability plan option offered through BenXcel. |
| Pay and Leaves | | |
| 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 12 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 40 hours of vacation in the current fiscal year to be eligible. |
| 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 10 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 |
| Holiday | 12 days/yr | Does not apply to Annual Leave employees |
| Annual Leave | 12 days/yr | 12 day carryover Employees may sign up at any time, but withdrawal must be in August |
| Overtime | per FLSA | OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011, sick leave included for unscheduled mandatory overtime 04/07/2019) |
| 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, sick leave included for unscheduled mandatory overtime 04/07/2019) |
| Compensating Time Off (CTO) | Regular pay | 120 hr maximum accrual; OT paid after max; payoff on termination |
| Compensating Time Off (CTO) | Regular pay | 120 hr maximum accrual; OT paid after max; payoff on termination |
| Standby/On Call | \$3.00/hr | Permanent employees |
| Call Back | OT/hr | 2 hour minimum paid at time and one-half |
| CTO in lieu of Call Back | 1.5 hrs/hr wkd | Accrued in CTO quota |
| Court On Call | OT/hr | 2 hour minimum |

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| Court Call Back | OT/hr | 4 hour minimum time and one-half at or straight time for hours worked, whichever is the higher amount |
| 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 |
| Lateral Transfers | | Lateral transfer employees may be given an advance sick leave balance of up to 60 hours. Lateral transfer employees may be immediately eligible for any career incentive allowance should they meet the requirements. Lateral transfer employees may use their years of service with their previous employer to establish an accelerated vacation accrual rate upon initial appointment. |
| Bilingual Pay - high use | \$95/mo | Approved by Human Resources |
| Bilingual Pay - low use | \$47.50/mo | Approved by Human Resources |
| Bilingual Hiring Bonus | \$3,000 | \$1,500 upon hire and \$1,500 upon completion of probation |
| Sheriff's Cadet & Correctional Deputy - New Hire Equipment | \$500 | One Time Payment |
| Uniform Allowance | \$75/mo | |
| Safety Equipment - New Hire | \$800 | One time payment - Safety employees eligible |
| Career Incentive - Intermediate POST | \$75/mo | Sheriff's Sr. Correctional Deputy, Correctional Deputy & Dispatcher I/II/III - Possession of Intermediate POST, STC Supervisory certificate or Associate of Arts/Science degree |
| Career Incentive - Advanced POST | \$150/mo | Sheriff's Sr. Correctional Deputy, Correctional Deputy & Dispatcher I/II/III - Possession of Advanced POST or Bachelor of Arts/Science degree |
| Dive Team Differential | \$150/mo | Designated by the Sheriff |
| Temporary Jail Training Officer | 5% | For hours worked as an Jail Training Officer (JTO). Must be assigned by the Sheriff or representative |