

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). Employer contributes up to \$750 per year. Must be enrolled in HDHP.
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
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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
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
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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 - Possesion 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 - Possesion 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