**05 SLOCEA - Supervisory**

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## Benefits

**Retirement Plan**
- **Employer Paid Member Contribution (EPMC)**: 8.75%
- **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.**

**County Retiree Health**
- **For Tier 1 & Tier 2 employees**
- **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**
- **$765.58/mo EE**
- **$1,100/mo EE+1**
- **$1,340/mo EE+2**

**Health Insurance**
- **Multiple plans available for employee and their family. Coverage for domestic partners. Click here for more information.**

**Post Employment Health Plan**
- **$50/mo**
- **Post employment health plan that provides reimbursements for qualified health care expenses.**

**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, $2,750**

**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 $15,500 or 100% of wages/yr**

**Deferred Comp Catchup**
- **Pretax deduction**
- **Employee paid up to $6,000 for 50+**

**State Disability Insurance (SDI)**
- **1.20%**
- **Employee paid on wages to $128,298 max with Admin fee of .05%**

## Pay and Leaves

**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**

**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**
- **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**

**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**
- **12 day cap**
- **Employees may sign up at any time, but withdrawal must be in August**

**Evening Differential**
- **5% x hr rate**
- **6pm to 11pm hours for non-flex or 3pm to 11pm if shift ends on or after 10pm**

**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 wkd**
- **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**

**Standby/On Call**
- **$3.00/hr**
- **Permanent employees**

**Standby/On Call**
- **$3.35/hr**
- **SART Nurses & SART personnel**

**Consultation Standby**
- **$100.00/month**
- **Not eligible for standby duty pay while receiving consultation standby**

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**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**

**CTO in lieu of Call Back**
- **1.5 hrs/hr wkd**
- **Accrued in CTO quota**

**VTO**
- **160 hrs/fiscal yr**
- **With Department Head approval**

**Jury Leave**
- **Regular pay while on jury duty; cannot claim jury pay**

**Witness Pay**
- **Regular pay for being a witness in a case related to job**

**Paid Military Leave**
- **20 days/fiscal yr**
- **20 working days or 1 month’s salary maximum when called to active duty**

**Bilingual Pay - High Use**
- **$150/mo**
- **Approved by Human Resources**

**Bilingual Pay - Low Use**
- **$100/mo**
- **Approved by Human Resources**

**Tuition Reimbursement**
- **$400/yr**
- **$54,000 total for fiscal year for units 01, 05, 13**

**Summer Care Scholarship**
- **Need-based**
- **$17,500 total per calendar year for units 01, 02, 05, 13 administered by SLOCEA.**
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<tr>
<td>Uniform Allowance</td>
<td>$30/mo</td>
<td>Animal Control Officers</td>
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<td></td>
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<td>$145/year Airport Operations Specialists</td>
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<tr>
<td>Safety Equipment</td>
<td>$200/fiscal yr</td>
<td>Same as the employees they supervise</td>
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<tr>
<td>MH Inpatient Differential</td>
<td>$1.50/hr</td>
<td>All employees whose primary workstation is the Mental Health In-patient Unit</td>
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<tr>
<td>Triple Certification Differential</td>
<td>$150/mo</td>
<td>EMT-I, Vessel for Hire, Boating Safety Enforcement - triple certification and</td>
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<tr>
<td></td>
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<td>same as the employees they supervise in BU02</td>
</tr>
<tr>
<td>State Water Certificate Differential</td>
<td>$50/mo</td>
<td>Park Rangers and Greenskeepers - same as the employees they supervise in BU02</td>
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