

06 DAIA ( District Attorney Investigators Association)	Rate:	Description:
<a href="#">For the most up to date information, please see the Memoranda of Understanding</a>		
<b>Benefits</b>		
Retirement Plan		<a href="#">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.</a>
Employer Paid Member Contribution (EPMC)	7.20%	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	\$816.07/mo \$1,085/mo EE+1 \$1,325/mo EE+2	\$594.07/mo without medical coverage, effective 01/01/2015 Proration for part time employees hired after 09/13/05 No cashout for employees who newly opt out of medical on or after 1/2014
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	Up to \$25,000	<a href="#">Sick leave payoff paid pretax to Nationwide for pretax health insurance premium payments</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 (2020/2021). 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>
Supplemental Life Insurance		Employee paid for coverage of annual salary of 1x, 2x or 3x salary to \$300,000 max
Spousal Life Insurance		Employee paid term life for coverage of 1/2 supplemental coverage
Dependent Life Insurance		Employee paid term life for coverage of 10% supplemental coverage to \$10,000 max
Management Life Insurance	\$3.87/mo	\$30,000 coverage
Long Term Disability Insurance	.298% x Salary	On first \$13,500/mo of salary. Pays 66 2/3% salary
Disability Insurance		<b>This bargaining unit does not pay into Ca State Disability.</b> Please see the Voluntary Short Term Disability plan option offered through BenXcel.
<b>Pay and Leaves</b>		
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	Does not apply to Annual Leave employees
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Annual Leave	12 days/yr	13 day cap Sign up any time, withdraw in August
Overtime	per FLSA	OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011)
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)
Compensating Time Off (CTO)	Regular pay	120 hr maximum accrual; OT paid after max; payoff on termination
Standby	\$10/24 hr shift	

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		The District Attorney and Human Resources Director may recognize the years of service of lateral transfer employees with their previous employer to establish an <u>accelerated vacation accrual rate upon initial appointment</u>
Bilingual Pay - high use	\$80/mo	<a href="#">Approved by Human Resources per County Code Section 2.48.171.c</a>
Bilingual Pay - low use	\$40/mo	<a href="#">Approved by Human Resources per County Code Section 2.48.171.c</a>
Wellness/Fitness	\$200/yr	Paid through Risk Management
Safety Equipment for New Hire	\$300	<a href="#">Please refer to County Code 2.53.050</a>
Career Incentive - Intermediate POST	\$57.50/mo	POST Intermediate Certificate or Associate of Arts/Science degree required
Career Incentive - Advanced POST	\$350/mo	POST Advanced Certificate or Bachelor of Arts/Science degree required
Career Incentive - POST Supervisory	\$400/mo	POST Supervisory Certificate required
Polygraph Differential	\$40/mo	