## 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.

### County Retirement Health
- **Tier 1 Only**: Up to 5 years, 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)
- **Employee**: 6.20% FICA wages up to $137,700 base wage max (2020)

### Medicare Employer/Employee
- **Employer**: 1.45% Medicare wages with no maximum. Add an additional 0.9% on taxable wages above $200,000.
- **Employee**: 0.15% 0.20% effective 7/1/2021

### Workers’ Compensation
- Varies

### County Cafeteria Contribution
- **$975/mo EE $1,100/mo EE+1 $1,340/mo EE+2 $836/mo without medical coverage**, effective 01/01/14 Proration for part time employees hired after 02/25/05
- No cashout for employees who newly opt out of medical on or after 1/2015

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

### Post Employment Health Plan
- Up to $15,000
- Post employment health plan that provides reimbursements for qualified health care expenses.

### 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+

### Deferred Comp Match
- The County will provide a match of $0.50 for every $1.00 contributed by BU 09 employees to the Deferred Compensation program, up to an annual maximum County contribution of $500 per employee.

### Management Life Insurance
- **$6.45/mo**
- $50,000 coverage

### Long Term Disability Insurance
- **.298% x Salary** On first $13,500/mo of salary. Pays 66 2/3% salary

### 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 10x supplemental coverage to $10,000 max

### 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 hours 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 self 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

### Administrative Leave
- 7 days/fiscal yr
- No carryover or payoff for unused time

### Sick Leave
- 12 days/yr
- 2080 hours (160 days) max annual; payoff @ hourly for 50% of hours up to 1440 after 5 years of service

### Sick Leave Exchange for Vacation
- 80 hrs for 40 hrs
- Per fiscal year. Must maintain a 30-day balance; 5 years of service required

### Holiday
- 12 days/yr

### 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

### Tuition Reimbursement
- $250/fiscal yr

### Wellness/Fitness
- $200/yr
- Paid through Risk Management (may be taxable to the employee)

## O9 Appointed Department Heads

### Rate: $450/mo
- Auto allowance not pensionable for Tier 2 effective 12/26/10. Auto not pensionable for Tier 2 effective 12/26/10