

10 Elected Officials	Rate:	Description:
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 Pickup of Employee Retirement (Miscellaneous Retirement)	13.55%	For Tier 1 & Tier 2 employees. Pickup not pensionable for Tier 2
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	\$975.00/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	\$600 per year	Paid pretax to Nationwide for a pretax universal payor account
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+
Deferred Comp Match		The County will provide a match of \$0.50 for every \$1.00 contributed by BU 10 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 1/2 supplemental coverage
Dependent Life Insurance		Employee paid term life for coverage of 10% 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.
Other Pay		
Education Allowance	\$250/fiscal yr	
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Wellness/Fitness	\$200/yr	Paid through Risk Management (may be taxable to the employee)
Auto Allowance	\$450/mo	Elected officials may choose mileage payment in lieu. Auto not pensionable for Tier 2 effective 12/26/10.