

11 Confidential	Rate:	Description:
<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>
County Pickup of Employee Retirement	9.29%	For Tier 1 & Tier 2 employees. Pickup not pensionable for Tier 2
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	0.075%	County Paid Eff 1/1/2012 .1% , Eff 6/28/2014 .075%
Workers' Compensation	Varies	
County Cafeteria Contribution	\$975/mo EE \$1025/mo EE+1 \$1,250/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		<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 \$15,000	Sick leave payoff paid pretax to Nationwide for pretax health insurance premium payments
Healthcare Flexible Spending Account	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>
Deferred Comp Match		The County will provide a match of \$0.50 for every \$1.00 contributed by BU 11 employees to the Deferred Compensation program, up to an annual maximum County contribution of \$500 per employee.
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
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 supplemental coverage
Dependent Life Insurance		Employee paid term life for coverage of 10% supplemental coverage to \$10,000 max
State Disability Insurance (SDI)	1.00%	<a href="#">Employee paid on wages to \$122,909 max with Admin fee of .05%</a>
<b>Pay and Leaves</b>		
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 <a href="#">Maximum payoff of 320 hours after 6 months of service</a>
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

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Administrative Leave	3 days/fiscal yr	No carryover or payoff for unused time
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 fiscal year. Must maintain a 30-day balance; 5 years of service required
Holiday	12 days/yr	Does not apply to Annual Leave employees
Annual Leave 12 day carryover	12 days/yr	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 (includes paid leave hours)
Overtime with Evening Differential	per FLSA	OT threshold based on hours actually worked (includes paid leave hours)
Overtime with Night Differential	per FLSA	OT threshold based on hours actually worked (includes paid leave hours)
CTO in lieu of OT	1.5 hrs/hr wkd	OT threshold based on hours actually worked (includes paid leave hours)
Compensating Time Off (CTO)	Regular pay	120 hr maximum accrual; OT paid after max; payoff on termination
Standby/On Call	\$2.75/hr	Permanent employees
Call Back	OT/hr	2 hour minimum paid at time and one-half
VTO	160 hrs/fiscal yr	With Department Head approval
Jury Leave		Regular pay while on jury duty; cannot claim jury pay
Witness Pay	Regular rate	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	\$80/mo	<a href="#">Approved by Human Resources per County Code Section 2.48.170 (4)</a>
Bilingual Pay - Low Use	\$40/mo	<a href="#">Approved by Human Resources per County Code Section 2.48.170 (4)</a>
Tuition Reimbursement	\$250/fiscal yr	
Summer Care Scholarship	need-based	\$15,000 total per fiscal year for units 01, 05, 13, 11. Administered by SLOCEA beginning in 2005.
Wellness/Fitness	\$200/yr	Paid through Risk Management (may be taxable to the employee)
Incentive Pay	Up to 5%	<a href="#">Per County Code Section 2.48.034 (h)</a>