

13 SLOCEA - Clerical	Rate:	Description:
For the most up to date information, please see the Memoranda of Understanding		
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
Employer Paid Member Contribution (EPMC)	8.75%	For Tier 1 & Tier 2 employees
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	\$765.58/mo EE \$1,100/mo EE+1 \$1,340/mo EE+2	No cashout for new hires opting out of medical coverage on or after 2/15/15. No cashout for all employees who newly opt out of medical on or after 1/1/2016. \$631.58/mo without medical coverage, effective 01/01/2015 Proration for part time employees hired after 12/14/2004
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, \$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+
State Disability Insurance (SDI)	1.20%	Employee paid on wages to \$128,298 max with Admin fee of .05%
Pay and Leaves		
Vacation 320 hour cap	10 days/yr 15 days/yr 20 days/yr	Beginning of service to the end of the 4th year Beginning of fifth year to the end of the 9th 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 services 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 day cap	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 (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 wk	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	\$3.75/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 wk	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.
Hazardous Incident Response Team (HIRT) Stipend	\$300/mo	Paid \$138.47/ pay period

MH Inpatient Differential	\$1.50/hr	All employees whose primary workstation is the Mental Health In-patient Unit
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