

21 DSA (Deputy Sheriff's Association - Non-Safety)		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)	4.20%		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	\$825/mo EE \$1,075/mo EE+1 \$1,310/mo EE+2		\$578.00/mo without medical coverage Proration for part time employees hired after 02/07/06 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>
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> <a href="#">Effective the first paycheck of January 2021, the County shall provide a Health Savings Account (HSA) contribution of up to \$750 per calendar year, to be provided per pay period in the amount of twenty-eight dollars and eighty-five cents (\$28.85), for each employee who elects to enroll in a High Deductible Plan (HDP) and HSA.</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>
Disability Insurance			<b>This bargaining unit does not pay into Ca State Disability.</b>
<b>Pay and Leaves</b>			
Vacation 320 hour 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
Sick Leave	12 days/yr		1440 hours (180 days) max accrual; payoff @ hourly rate for 50% of hours 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
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 schedules
Night Differential	10% x hr rate		11pm to 7am hours for non-flex schedules

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Overtime	per FLSA	OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011, sick leave included for unscheduled mandatory overtime 04/07/2019)
Overtime with Evening Differential	per FLSA	OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011, sick leave included for unscheduled mandatory overtime 04/07/2019)
Overtime with Night Differential	per FLSA	OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011, sick leave included for unscheduled mandatory overtime 04/07/2019)
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, sick leave included for unscheduled mandatory overtime 04/07/2019)
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
Call Back	OT/hr	2 hour minimum paid at time and one-half
CTO in lieu of Call Back	1.5 hrs/hr wkd	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
Paid Military Leave	20 days/fiscal yr	20 working days or 1 month's salary maximum when called to active duty
Lateral Transfers		<p>Lateral transfer employees may be given an advance sick leave balance of up to 60 hours.</p> <p>Lateral transfer employees may be immediately eligible for any career incentive allowance should they meet the requirements.</p> <p>Lateral transfer employees may use their years of service with their previous employer to establish an accelerated vacation accrual rate upon initial appointment.</p>
Bilingual Pay - high use	\$95/mo	Approved by Human Resources
Bilingual Pay - low use	\$47.50/mo	Approved by Human Resources
Bilingual Hiring Bonus	\$3,000	\$1,500 upon hire and \$1,500 upon completion of probation
Uniform Allowance for Cadets	\$500/yr	
Uniform Allowance	\$75/mo	