

28 SDSA (Sworn Law Enforcement Supervisory Unit)	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)	7.00%	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	\$900/mo EE \$1,025/mo EE+1 \$1,250/mo EE+2	\$778/mo without medical coverage, effective 6/21/15 Proration for part time employees hired after 02/07/06 <b>No cashout for employees who newly opt out of medical on or after 1/2016.</b>
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 \$20,000	Sick leave payoff paid pretax to Nationwide for pretax health insurance premium payments. Eff. Check dated 9/4/2015
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> 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
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 <b>Maximum payoff of 320 hours after 12 months of service</b>
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 10 years of service; 5 years of service if hired before 12/31/77
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 days/yr	12 day carryover Employees may sign up at any time, but withdrawal must be in August
Overtime	per FLSA	OT threshold based on hours paid (includes paid leave hours)
CTO in lieu of OT	1.5 hrs/hr wkd	OT threshold based on hours paid (includes 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
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
Court On Call	OT/hr	2 hour minimum
Court Call Back	OT/hr	4 hour minimum time and one-half at or straight time for hours worked, whichever is the higher amount
VTO	160 hrs/fiscal yr	With Department Head approval
Injured On Duty	12 months max	As approved

28 SDSA (Sworn Law Enforcement Supervisory Unit)	Rate:	Description:
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		Lateral transfer employees may be given an advance sick leave balance of up to 60 hours. Lateral transfer employees may be immediately eligible for any career incentive allowance should they meet the requirements. Lateral transfer employees may use their years of service with their previous employer to establish an accelerated vacation accrual rate upon initial appointment.
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
New Hire Safety Equipment	\$1,500	One time payment - Safety
Uniform Allowance for New Hire	\$1,200	One time payment - Safety
Uniform Allowance	\$75/mo	
Career Incentive - POST Intermediate	\$137.50/mo	POST Intermediate Certificate or Associate of Arts/Science degree required
Career Incentive - POST Advanced	\$350/mo	POST Advanced Certificate or Bachelor of Arts/Science degree required
Bomb Handler Differential	\$150/mo	Designated by the Sheriff – Safety
Special Enforcement Detail (SED) Team Differential	\$150/mo	Designated by the Sheriff – Safety
Dive Team Differential	\$150/mo	Designated by the Sheriff – Safety