

31 SLOCPPOA (Probation Unit)	Rate:	Description:
<a href="#">For the most up to date information, please see the Memoranda of Understanding</a>		
<b>Benefits</b>		
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 <a href="#">Pension Plan Document here.</a>
Employer Paid Member Contribution (EPMC)	5.75%	For Tier 1 & Tier 2 employees
County Retiree Health		<a href="#">For the most up to date information, please click here.</a>
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 EE	\$991/mo EE \$1,041/mo EE+1 \$1,250/mo EE+2	\$869/mo without medical coverage, effective 1/1/2015 No cashout for employees who newly opt out of medical on or after 1/2016
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>
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>
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 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	2080 hours (260 days) max accrual; payoff @ hourly rate for 50% of hours up to 1440 after 5 years of service Probation and Juvenile Services Officers hired after 12/31/99 now receive Special Disability Benefits and will receive Sick Leave Payoff after 10 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 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 wkd	OT threshold based on hours paid (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

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Consultation Standby	\$4.60/day	Can be paid \$100/mo with approval
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	As approved
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	\$95/mo	Approved by Human Resources
Tuition Reimbursement	\$500/yr	\$3,500 for entire group per fiscal year
Uniform Allowance for New Hire	\$350	One time payment
Uniform Allowance	\$50/mo	
Instructor Stipend	5% x hr rate	
Task Force Stipend	\$366/mo	Eff 7/1/18 \$168.93/pp