

| 32 SLOCPPOA (Probation 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)   | 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  | \$1,058/mo EE<br>\$1,108/mo EE+1<br>\$1,340/mo EE+2 |       | \$936/mo without medical coverage, effective 1/1/15 Proration for part time employees hired after 2/8/2005<br>No cashout for employees who newly opt out of medical on or after 1/2016<br>E+1 and E+2 coverage on County medical effective 2/16/14                                 |
| 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). Employer contributes up to \$750 per year. 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<br>15 days/yr<br>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<br>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<br>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 (includes paid leave hours)   |
| Compensating Time Off  | 1.5 hrs/hr wkd                                      |       | 120 hr maximum accrual; OT paid after max; payoff on termination   |
| Standby/On Call  | \$3.00/hr   |       | Permanent employees  |
| 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                                   |       | With Department Head approval  |
| 32 SLOCPPOA (Probation Supervisory Unit)   |   | Rate: | Description:   |
| 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 per fiscal year  |
| Uniform Allowance for New Hire   | \$350   |       | One time payment   |
| Uniform Allowance  | \$50/mo   |       |  |
| Instructor Stipend   | 5% x hr rate  |       | Eff 7/30/17  |
| Task Force Stipend   | \$366/mo  |       | Eff 7/1/18 \$168.93/pp   |