

## Salary, Compensation & Leave Summary

### SHERIFF'S CORRECTIONAL OFFICER'S ASSOCIATION – SANTA CRUZ COUNTY

#### See Memorandum of Understanding for Representation Unit

Contact your Departmental Personnel Clerk or Personnel Liaison

**VACATION** (Article 20.2) – Employees are eligible after 1 year. Accruals are dependent on work schedule (e.g., 5/8).

**SICK LEAVE** (Article 20.3) – Employees are eligible on the 90<sup>th</sup> day of employment; 96 hours a year for full-time employees.

**HOLIDAYS** (Article 20.1) – 12.5 days for employees on 5/8 schedule. Employees on 7/12 schedule receive differential in lieu of holidays. Employees in this Unit who are assigned to a 7 day/12-hour schedule in Correctional Facilities shall receive 7.07% of their base pay as a holiday differential in lieu of and for holidays.

**COURT APPEARANCE PAY** (Article 16.2) – Pay for required court appearance on day off.

**BEREAVEMENT LEAVE** (Article 20.5) – 3 days in California, 5 days out-of-state.

**OASDI (FICA)** – County and employee each pay a Medicare contribution of 1.45%.

**RETIREMENT** (Article 13) – Employees in this unit are PERS Safety retirement members. Employees who previously worked for the County of Santa Cruz return to the retirement formula they had at the time of their separation regardless of the length of separation. All other employees' retirement formulas are as follows:

Tier 1: Hired before 6/9/12

- PERS Safety (County Peace Officer): 2% @ 50, Maximum Benefit Factor 2.7% @ 55, employees pay their own 9% PERS contribution and 2% of the employer contribution. Retirement benefits based on single highest year.

Tier 2: Hired between 6/9/12 and 12/31/12, or anytime within six months of separating from a budgeted position with another California public employer in the CalPERS system or another reciprocal retirement system so long as you began your appointment with that agency prior or 1/1/13.

- PERS Safety (County Peace Officer): 2% @ 50, Maximum Benefit Factor 2.7% @ 55, employees pay their own 9% PERS contribution and 2% of the employer contribution. Retirement benefits based on 3-year final average.

Tier 3: New employees hired 1/1/13 or later who do not fit into Tier 1 or Tier 2. Employees pay at least one half of the normal cost of their retirement.

- PERS Safety (County Peace Officer): 2% @ 50, Maximum Benefit Factor 2.7% @ 57, employees pay their own 12% PERS contribution. Retirement benefits based on 3-year final average.

**DISCLAIMER: THE ABOVE INFORMATION IS BASED ON THE COUNTY'S UNDERSTANDING OF CURRENTLY AVAILABLE INFORMATION ON EMPLOYEE PENSIONS. CALPERS, NOT THE COUNTY, MAKES THE FINAL DETERMINATION AS TO RETIREMENT PENSION TIER AND FORMULA.**

**SALARY STEP INCREASES** (Article 12.C) – Step advancements are predicated upon merit and length of service, and each part-time or full-time employee in a budgeted position may receive an increase at the completion of each 2080 hours of satisfactory or better service.

**PAY DIFFERENTIALS** (Article 23) – One or more pay differentials may apply depending upon assignment, skill, or shift and job class.

**ALTERNATIVE COMMUTE PROGRAMS** – Van Pool, bike lockers and bicycle enclosure, and free bus passes for County Government Center work location.

**UNION SECURITY PROVISION** (Article 25) – Employees may authorize Union dues.

**PART-TIME EMPLOYEES** (20-39 hours a week) – Part-time employees in budgeted positions receive paid leave (e.g., holidays, sick leave, vacation) on a pro-rated basis.

The above information is summarized and simplified, is subject to change and is intended to provide an overview of benefits for this employee group. The information does not substitute for actual documents, regulations and/or descriptions of the plans.

Employees may access the Memorandum of Understanding and a variety of personnel related information on the County website at <http://www.co.santa-cruz.ca.us/Departments/Personnel/LaborRelations.aspx>. This includes: Personnel Information and Forms; Personnel Regulations; Personnel Administrative Manual; Salary Schedule; Class Specifications.

**NOTICES:**

- Offers of employment are contingent upon your passing the pre-employment medical examination and any required background investigation/fingerprint clearance.
- Employment, compensation and benefit commitments or statements made by any person(s) which conflict with or are inconsistent with regulations or with policies adopted by the Board of Supervisors are null and void.

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