

Salary, Compensation, & Leave Summary

BOARD OF SUPERVISORS & ELECTED DEPARTMENT HEADS SANTA CRUZ COUNTY

See Human Resources Regulations & References of Santa Cruz County, Section 160

Contact your Departmental Human Resources Liaison with questions

ADMINISTRATIVE LEAVE (Section 166.5) – Members of the Board of Supervisors receive an Advanced 40 hours to be used as paid time off; additional 80 hours per year on-going which may be taken as leave or in cash. Any Administrative Leave earned during a year and not taken will be cashed out the last pay date of the calendar year. Elected department heads receive salary in lieu of Administrative Leave.

BUSINESS EXPENSE ALLOWANCE (Section 165.D) – \$100 a year allowance for Elected Department Heads, paid at end of 1st quarter of fiscal year. Members of the Board of Supervisors are not eligible for this benefit.

OASDI (FICA) – For employees who are PERS Miscellaneous members, the County and employee each pay a contribution of 7.65%. For employees who are PERS Safety members, the County and employee each pay a Medicare contribution of 1.45%.

RETIREMENT – All employees in this unit are PERS Miscellaneous members except for the Sheriff-Coroner, who is a PERS Safety member. 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 12/17/12 (PERS Miscellaneous) or 6/9/12 (PERS Safety)

- PERS Miscellaneous: 2% @ 55, Maximum Benefit Factor 2.418% @ 63, employees pay their own 7% PERS contribution. Retirement benefits based on single highest year.
- PERS Safety (Local Sheriff): 3% @ 50, Maximum Benefit Factor 3% @ 55, employees pay their own 9% PERS contribution and 3% of the employer contribution. Retirement benefits based on single highest year.

Tier 2: Hired between 12/17/12 and 12/31/12 (PERS Miscellaneous) or between 6/9/12 and 12/31/12 (PERS Safety), 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 to 1/1/13.

- PERS Miscellaneous: 2% @ 60, Maximum Benefit Factor 2.418% @ 63, employees pay their own 7% PERS contribution. Retirement benefits based on 3-year final average.
- PERS Safety (Local Sheriff): 3% @ 55, Maximum Benefit Factor 3% @ 55, employees pay their own 9% PERS contribution and 3% 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

- PERS Miscellaneous: 2% @ 62, Maximum Benefit Factor 2.5% @ 67, employees pay their own 7.75% PERS contribution. Retirement benefits based on 3-year final average.
- PERS Safety (Local Sheriff): 2% @ 50, Maximum Benefit Factor 2.7% @ 57, employees pay their own 13.50% 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.

MILEAGE REIMBURSEMENT (Section 165.E) – Receive mileage reimbursement for out-of-county travel on County business in authorized private vehicle. Adjustment included in base pay is reimbursement for all in- county mileage.

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

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 human resources related information on the County website at:

<https://www.santacruzcountyca.gov/Departments/HumanResources/LaborRelations.aspx>.

This includes human resources forms and information, Personnel Regulations, Personnel Administrative Manual, Salary Schedule, and Class Specifications.

NOTICE:

- 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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