Salary, Compensation, & Leave Summary

LAW ENFORCEMENT & SHERIFF'S SUPERVISORY REPRESENTATION UNITS
SANTA CRUZ COUNTY
(Deputy Sheriffs Association)

See Memorandum of Understanding for Representation Unit
Contact your Departmental Human Resources Liaison with questions

VACATION (Article 18.2) – Employees are eligible after 1 year. Accruals are dependent on work schedule (e.g., 4/10).

SICK LEAVE (Article 18.3) – Employees are eligible on the 90th day of employment; 96 hours a year for full-time employees.

HOLIDAYS (Article 18.1) – Dependent upon work schedule (e.g., 4/10).

JURY DUTY/REQUIRED COURT LEAVE (Article 18.4) – All employees shall be granted leave with pay from their work for such time as they may be required to serve in a court of law.

COURT APPEARANCE PAY (Article 16.3) – Pay for required court appearance on day off.

BEREAVEMENT LEAVE (Article 18.5.B) – 3 days in California, 5 days out-of-state.

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 (Article 13) – All employees in this unit are PERS Safety members except for Deputy Sheriff Trainees and Sheriff's Security Officers, who are PERS Miscellaneous 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 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. Employees pay at least one half of the normal cost of their retirement.
- 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 13.5% 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 21) – 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.

ASSOCIATION SECURITY (Article 23) – 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.

MANDATORY AUTOMATIC CHECK DEPOSIT (Article 27) – Employees appointed to this unit must authorize automatic check deposit. See departmental payroll clerk.

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.

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.