**Salary, Compensation, & Leave Summary**

**LAW ENFORCEMENT MIDDLE MANAGEMENT REPRESENTATION UNIT**
**SANTA CRUZ COUNTY**

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

**VACATION** (Article 13) – Employees are eligible after 1 year. Accruals dependent on work schedule.

**SICK LEAVE** (Article 11) – Employees are eligible on the 90th day of employment; 48 hours a year for full-time employees.

**ADMINISTRATIVE LEAVE** (Article 25) – Initial 40 hours plus 80 hours per year on-going which may be taken as leave or in cash.

**HOLIDAYS** (Article 12) – Dependent upon work schedule (e.g., 5/8 or 4/10).

**REQUIRED COURT LEAVE** (Article 18) – All employees, except extra-help, shall be granted leave with pay from their work for such time as they may be required to serve in a court of law.

**BEREAVEMENT LEAVE** (Article 31) – 3 days in California, 5 days out-of-state.

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

**RETIREMENT** (Article 17) – Employees in this unit are in the PERS Safety retirement plan. 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 (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 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 to 1/1/13.
- 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 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.**

**SALARY STEP INCREASES** (Article 5) – 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 15) – One or more pay differentials may apply depending upon assignment and credentials.

**REIMBURSEMENT FOR CERTAIN LICENSES AND CERTIFICATES** (Article 21)

**MILEAGE REIMBURSEMENT** (Article 27) – Receive mileage for travel on County business in authorized private vehicle.

**MEAL ALLOWANCE** (Article 22) – Management employees shall be entitled to meal allowance payments when required to work away from home on County business, minimum hours apply.

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

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