Salary, Compensation, & Leave Summary

DEPUTY PROBATION OFFICER ASSOCIATION
SANTA CRUZ COUNTY

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

ANNUAL LEAVE (Article 16.2) – Employees are eligible after 6 months; full-time employees begin earning at a rate of 22 days per year, increasing to 37 days per year after 15 years. Employees are eligible to utilize annual leave as sick leave on the 90th day of employment.

HOLIDAYS (Article 16.1) – 14 days a year.

JURY DUTY/REQUIRED COURT LEAVE (Article 16.3) – 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.

BEREAVEMENT LEAVE (Article 16.3.F.) – 3 days in California, 5 days out-of-state.

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

RETIREMENT (Article 9) – 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 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 (County Peace Officer): 2% @ 50, Maximum Benefit Factor 2.7% @ 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 (County Peace Officer): 2.7% @ 57, Maximum Benefit Factor 2.7% @ 57, employees pay their own 13.25% PERS contribution. Retirements 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 7.2) – 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 14) – One or more differentials may apply depending upon assignment.

REIMBURSEMENT FOR CERTAIN LICENSES AND CERTIFICATES (Article 15.3)

MILEAGE REIMBURSEMENT (Article 15.1) – Receive mileage when authorized for travel on County business in authorized private vehicle.

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

ASSOCIATION SECURITY PROVISION (Article 4.4) – Employees may authorize Association dues. Employees appointed to positions designated as supervisory classes are covered by a modified agency shop provision.

PART-TIME EMPLOYEES (20-39 hours a week) – Part-time employees in budgeted positions receive paid leave (holidays, annual 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.