2024 Benefit Summary



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San Luis Obispo City Employees' Association (SLOCEA)

	or only Employees			
MOU	July 1, 2022 – June 30, 2025			
Cost of Living / Salary Adjustment:	7/2023→ 2% **Equity Adjustments provided to all classifications effective 7/2024→ 2% 12/8/2022 based on results of 2021 Benchmark Compensation Study. Percentages vary.			
One Time Lump Sum	\$1,800 paid on 12/29/22 to all bargaining unit members who were employed by the City before December 22, 2022.			
PERS Retirement: (1st Tier Employees)	Employees hired prior to 12/06/12 and employees who previously worked for the City of SLO as a CalPERS member at this tier. 2.7% @ 55, one-year final compensation			
PERS Retirement: (2nd Tier Employees)	another CalPERS Agency, or an in service longer than 6 months.	Employees hired between 12/06/12 and 12/31/12 or an employee who comes from another CalPERS Agency, or an agency with reciprocity with CalPERS and has no break in service longer than 6 months. 2% @ 60, three-year final compensation		
PERS Retirement: (3rd Tier Employees)		ked for a CalPERS A ted for a CalPERS Ag		
PERS Retirement Member Contribution	1st Tier: 8% pre-tax 2nd Tie	er: 7% pre-tax 3r	d Tier: 50% pre-tax (Currently 7.5%)	
Retirement, cont.	Level 4 1959 Survivor; military se conversion of unused sick leave	to service credit		
Callback Pay:	For unexpected return to work, the pay at time and one-half for time		either 4 hours pay in straight time or chever is greater	
Section 125 Flexible Spending Accounts:	Up to \$3,200 annually for unreim care expenses	bursed medical expe	nses; up to \$5,000 for dependent	
Family Leave:	6 days (48 hours) 7 days (56 hours) if family member is a part of the household and is hospitalized	Maximum: Two Cash Out: Up to	tal Accrual: 0-4 years → 96 hours 5-9 years →120 hours 10-19 years → 144 hours 20+ years → 160 hours times annual accrual 0 40 hours annually public sector experience counts rds accrual rate	
Cafeteria Plan Monthly Contribution: (2024 Rates) With the exception of Opt Out, no cashback for any employee enrolled in City Medical Plan	Opt Out: \$200 Emp Only: \$641 Emp +1: \$1,267 Emp +2: \$1,716 "Legacy": \$790 *50%/50% cost sharing	Sick Leave Cash Out at Retirement:	10% after 10 years 15% after 15 years 20% after 20 years 25% after 25 years 30% after 30 years 30% upon death prior to retirement	
Dental Insurance:	Delta Dental / DPO, Delta Care PMI / HMO	Sick Leave:	Accrue 8 hours per month; no maximum	
Health Insurance:	CalPERS Plans	Bilingual Pay:	\$35 per pay period	
Life Insurance/AD&D:	\$50,000 (paid by the employee through the City's Cafeteria Plan)	Holidays:	13 days (11 fixed holidays, 2 floating holidays)	
Uniform Allowance:	Uniforms provided if required	Deferred Compensation:	Available, no City contribution	
LTD Insurance:	Association Plan, contact SLOCEA representative for more detail	Tool Allowance*:	\$1,000 annually *Specific classifications eligible	
Safety Committee Pay:	\$10 per pay period	Standby Pay:	\$45 on weekdays and \$65 on holidays, flex days, and weekends	
Information Technology Cert. Incentive*:	\$500 monthly *Specific classifications eligible			

Unrepresented Confidential Group

Officpresented			
Resolution	April 19, 2022 – June 3		
Cost of Living / Salary		**Equity Adjustments prov	
Adjustment:	7/2023→ 3%	effective 4/14/22 based	
7 ta j a 2 titi	7/2024→ 3%		tion Study. Percentages vary.
PERS Retirement:			that previously worked for the City of San
(1st Tier Employees)	Luis Obispo as a CalPE		
(control majorey	2.7% @ 55, one-year fir		
DEDO Dadinamant			or an employee who comes from another
PERS Retirement:		agency with reciprocity w	ith CalPERS and has no break in service
(2nd Tier Employees) longer than 6 months. 2% @ 60, three-year final compensation			
			as a "New Member." A New Member is an
			as a New Member: A New Member is an agency (or an agency with reciprocity with
PERS Retirement:			ency but had a break in service longer
(3rd Tier Employees)	than 6 months.	Worked for a Cair ERS Age	ency but had a break in Service longer
	2% @ 62, three-year fin	al compensation	
	1st Tier: 8% pre-tax + 39		
PERS Retirement	2nd Tier: 7% pre-tax + 3	•	
Member Contribution		Surrently 7.5% + 3% pre-ta	x cost sharing)
5			Retirement Option 2 Death Benefit;
Retirement, cont.	The state of the s	ck leave to service credit	,
	Annual Accrual: 0 to	o 4 years → 96 hours	
		o 9 years →120 hours	
		o 19 years → 144 hours	
Vacation:		20+ years →160 hours	
	Maximum Accrual: Two times annual		
	Cash Out: Up	to 40 hours annually	
	Prior public sector experience counts towards accrual rate		
Family Leaves	6 days (48 hours) 7 days (56 hours) if family member is a part of the household and is		
Family Leave:	hospitalized		•
Deferred	Available, no City	Holidays:	13 days (11 fixed holidays, 2 floating
Compensation:	contribution		holidays)
	Opt Out: \$200		10% after 10 years
Cafeteria Plan Monthly	Emp Only: \$641		15% after 15 years
Contribution:	Emp +1: \$1,267	Sick Leave Cash Out	20% after 20 years
(2024 Rates)	Emp +2: \$1,716	at Retirement:	25% after 25 years
(,	*50%/50% cost		30% after 30 years
	sharing		30% upon death prior to retirement
Dental Insurance:	Delta Dental / DPO,	Sick Leave:	Accrue 8 hours per month; no
Health Incomes	Delta Care PMI / HMO	Dilia must Davis	maximum #25 non nouncipal
Health Insurance:	CalPERS Plans	Bilingual Pay:	\$35 per pay period
	Group Plan, 66. 2/3%		Lin to \$2,200 annually for your imbures of
I TD Incurance	of salary up to \$5,000 (max benefit \$3,333)	Section 125 Flexible	Up to \$3,200 annually for unreimbursed medical expenses; up to \$5,000 for
LTD Insurance:	per month; 30 day	Spending Accounts:	dependent care expenses.
	waiting period		dependent care expenses.
Annual Administrative	<u> </u>		
Leave:	12 hours		
		i	

Unrepresented Management Group

	Appli 40 0000 have 00 0		
Resolution	April 19, 2022 – June 30, 2		Manufacture of the second
Cost of Living / Salary			vided to all classifications
Adjustments		effective 4/14/22 based	
-	1		tion Study. Percentages vary.
PERS Retirement:			ho previously worked for the City of
(1st Tier Employees)	San Luis Obispo as a CalPE		
, ,	Non-Sworn 2.7% @ 55, one-		
	Sworn/Safety 3% @ 50 one-	-	
DEDC Detiroment	Employees hired between 12/06/12 and 12/31/12 or an employee who comes from another CalPERS Agency, or an agency with reciprocity with CalPERS and has no break in service longer than 6 months Non-Sworn 2% @ 60, three-year final compensation		
PERS Retirement:			
(2nd Tier Employees)			
	Sworn/Safety 3% @ 55 three		
			as a "New Member." A New Member
			ERS Agency (or an agency with
PERS Retirement:			or a CalPERS Agency but had a
(3rd Tier Employees)	break in service longer than		or a can into rigorio, burriad a
	Non-Sworn 2% @ 62, three-		1
	Sworn/Safety 2.7% @ 57 thi	ree-year final compensa	ation
		c/Safety 9% + 3% pre-t	
PERS Retirement	•	c/Safety 9% + 3% pre-ta	•
Member Contribution	3 rd Tier: 50% pre-tax (Curren	tly 7.5% for Misc. and 1	4.5% for Sworn/Safety + 3% pre-tax
	cost sharing)		
Retirement, cont.			Retirement Option 2 Death Benefit;
Trothonicing conti	conversion of unused sick leave to service credit		
	Annual Accrual: 0 to 4 year		
		→120 hours	
Vacation:	10 to 19 years →	ars →144 hours	
vacation.	Maximum Accrual: Two ti		
		40 hours annually	
	Prior public sector experienc		al rate
I TD Incomes			benefit \$7,500) per month; 30 day
LTD Insurance:	waiting period		, , , , , , , , , , , , , , , , , , , ,
Section 125 Flexible	Up to \$3,200 annually for un	reimbursed medical ex	penses; up to \$5,000 for dependent
Spending Accounts:	care expenses		
Family Leave:		6 hours) if family memb	er is a part of the household and is
	hospitalized		
Uniform Allowance:	\$1,300 annually for Police C	hief, Deputy Fire Chief,	and Fire Marshal
	Opt Out: \$200		
Cafeteria Plan Monthly	Emp Only: \$641		100/ ofter 10 years
Contribution:	Emp +1: \$1,267	Sick Leave Cash	10% after 10 years 15% after 20 years
(2024 Rates)	Emp +2: \$1,716	Out at Retirement:	25% upon death prior to retirement
	"Legacy": \$790		2070 apon doain prior to retirement
	*50%/50% cost sharing		
Dental Insurance:	Delta Dental / DPO,	Sick Leave:	Accrue 8 hours per month; no
Deferred	Delta Care PMI / HMO Available, no City	Annual Admin	maximum 48 or 64 hours, depending on
Compensation:	contribution	Leave:	classification
	13 days (11 fixed holidays,		
Holidays:	2 floating holidays)	Health Insurance:	CalPERS Plans
Bilingual Pay:	\$35 per pay period		
		•	

Department Heads

	Application 2000 three 20 00	205		
Resolution	April 19, 2022 – June 30, 20		manta provided to all place!firetiese	
Cost of Living / Salary	7/2022→1.5% 7/2023→ 3%		ments provided to all classifications /22 based on results of 2021	
Adjustments				
-	7/2024→ 3%		ompensation Study. Percentages vary.	
DED0 D ()			es who previously worked for the City of San	
PERS Retirement:	Luis Obispo as a CalPERS m			
(1 st Tier Employees)	Non-Sworn 2.7% @ 55, one-			
	Sworn/Safety 3% @ 50, one-year final compensation			
	Employees hired between 12/06/12 and 12/31/12 or an employee who comes from another			
DEDC Betimement	CalPERS Agency, or an agency with reciprocity with CalPERS and has no break in service			
PERS Retirement:	longer than 6 months.	year final compans	tion	
(2 nd Tier Employees)	Non-Sworn 2% @ 60, three-y Police Sworn/Safety 2% @ 5			
	Fire Sworn/Safety 3% @ 55,			
	-		to as a "New Member." A New Member is	
			PERS Agency (or an agency with reciprocity	
PERS Retirement:			PERS Agency but had a break in service	
(3 rd Tier Employees)	longer than 6 months.	Workou for a Can	The rigority but had a broak in convice	
(= 1.0p.0,000)	Non-Sworn 2% @ 62, three-y	vear final compensa	ation	
	Sworn/Safety 2.7% @ 57, thr			
DEDC Detiroment			e-tax + 3% pre-tax cost sharing	
PERS Retirement			re-tax+ 3% pre-tax cost sharing	
Member Contribution			orn and 14.5% for Sworn/Safety + 3% pre-tax	
	cost sharing)			
Retirement, cont.		Level 4 1959 Survivor; military service credit; Pre- Retirement Option 2 Death Benefit;		
Tomomon, oom	conversion of unused sick leave to service credit			
Family Leave:	6 days (48 hours) 7 days (56 hours) if family member is a part of the household and is			
,	hospitalized (CAT TOO)			
LTD Insurance:		ry up to \$11,250 (ma	ax benefit \$7,500) per month; 30 day waiting	
Section 125 Flexible	period	roimburood modical	expenses: Up to \$5,000 for dependent acre	
Spending Accounts:	expenses.	reimbursea medicar	expenses; up to \$5,000 for dependent care	
openium Accounts.	expenses.			
	Opt Out: \$200		Annual Accrual: 0 to 9 years →120 hours	
Cafeteria Plan	Emp Only: \$641		10 to 19 years→144 hours	
Monthly Contribution:	Emp +1: \$1,267	Veestien:	20 years →160 hours	
(2024 Rates)	Emp +2: \$1,716	Vacation:	Maximum Accrual: two times annual	
,	"Legacy": \$790		Cash Out: Up to 40 hours annually	
	*50%/50% cost sharing		Prior public sector experience counts towards accrual rate	
			acciuai iale	
	Police Chief and Fire Chief	Supplemental	City contributes 1% of salary; Mandatory	
Uniform Allowance:	\$1,300 annually	Retirement	Employee contribution between 0-14%	
	·	[401(a)]:		
Dental Insurance:	Delta Dental / DPO,	Car Allowance:	Police and Fire Chiefs assigned	
	Delta Care PMI / HMO		cars; all others \$236 per month	
Sick Leave:	Accrue 8 hours per month;	Admin Leave:	80 hours the first full pay period in January	
OION LOUVO!	no maximum			
Health Insurance:	CalPERS Plans	Bilingual Pay:	\$35 per pay period	
Holiday:	13 days (11 fixed holidays			
Tioliday.	and 2 floating holidays)			

City Manager Link to Employment Contracts & Management Resolutions

Contract	August 20, 2024 to Presen	t		
Cost of Living / Salary Adjustments	TBD			
PERS Retirement: (1 st Tier Employees)	Employees hired prior to 12/06/12 and employees who previously worked for the City of San Luis Obispo as a CalPERS member. 2.7% @ 55, one-year final compensation			
PERS Retirement: (2 nd Tier Employees)	Employees hired between 12/06/12 and 12/31/12 or an employee who comes from another CalPERS Agency, or an agency with reciprocity with CalPERS and has no break in service longer than 6 months. 2% @ 60, three-year final compensation			
PERS Retirement: (3 rd Tier Employees)	is an employee who has ne reciprocity with CalPERS), break in service longer than	Employees hired on or after 01/01/13, referred to as a "New Member." A New Member is an employee who has never worked for a CalPERS Agency (or an agency with reciprocity with CalPERS), or who has worked for a CalPERS Agency but had a break in service longer than 6 months. 2% @ 62, three-year final compensation		
PERS Retirement Member Contribution:	7.5% paid by employee pre-t	ax + 3% pre-tax cost sharii	ng	
Retirement, cont.	Level 4 1959 Survivor; milita conversion of unused sick le		rement Option 2 Death Benefit;	
Vacation:	Annual Accrual: 0 to 4 years →96 hours 6 to 9 years →120 hours 10 to 19 years →144 hours 20 years →160 hours Maximum Accrual: Two times annual Cash Out: Up to 40 hours annually Prior public sector experience counts towards accrual rate			
LTD Insurance:	Group Plan, 66 2/3% of salary up to \$11,250 (max benefit \$7,500) per month; 30 day waiting period			
Section 125 Flexible Spending Accounts:	Up to \$3,200 annually for un care expenses.	reimbursed medical expen	ses; up to \$5,000 for dependent	
Supplemental Retirement [401(a)]:	City contributes 3% of salary	y; Mandatory employee cor	ntribution between 0-14%	
Cafeteria Plan Monthly Contribution: (2024 Rates)	Opt Out: \$200 Emp Only: \$641 Emp +1: \$1,267 Emp +2: \$1,716 "Legacy": \$790 *50%/50% cost sharing	Sick Leave Cash Out at Retirement:	10% after 10 years 15% after 20 years 25% upon death prior to retirement	
Dental Insurance:	Delta Dental / DPO Delta Care PMI / HMO	Sick Leave:	Accrue 8 hours per month; no maximum	
Health Insurance:	CalPERS Plans	Bilingual Pay:	\$35 per pay period	
Holidays:	13 days (11 fixed holidays, 2 floating holidays)	Car Allowance:	\$300 per month	
Annual Admin Leave:	80 hours			

City Attorney Link to Employment Contracts & Management Resolutions

Contract	January 2, 2010, to Presen	it		
Cost of Living / Salary Adjustments	7/2023→3% 7/2024→3%			
PERS Retirement: (1 st Tier Employees)	Employees hired prior to 12/06/12 and employees that previously worked for the City of San Luis Obispo as a CalPERS member. 2.7% @ 55, one-year final compensation			
PERS Retirement: (2 nd Tier Employees)	Employees hired between 12/06/12 and 12/31/12 or an employee who comes from another CalPERS Agency, or an agency with CalPERS and has no break in service longer than 6 months. 2% @ 60, three-year final compensation			
PERS Retirement: (3 rd Tier Employees)	an employee who has never reciprocity with CalPERS), of	Employees hired on or after 01/01/13, referred to as a "New Member." A New Member is an employee who has never worked for a CalPERS Agency (or an agency with reciprocity with CalPERS), or who has worked for a CalPERS Agency but had a break in service longer than 6 months.		
PERS Retirement Member Contribution	8% paid by employee pre-ta:	x + 3% pre-tax cost sharing		
Retirement, cont.	Level 4 1959 Survivor; military service credit; Pre- Retirement Option 2 Death Benefit; conversion of unused sick leave to service credit			
Vacation:	Annual Accrual: 0 to 9 years →120 hours 10 to 19 years →144 hours 20 years →160 hours Maximum Accrual: 2 times annual Cash Out: up to Three weeks (up to 120 hours) once during the calendar year, and up to 40 hours in December Prior public sector experience counts towards accrual rate			
Supplemental Retirement [401(a)]:	City contributes 5% of salary; Mandatory employee contribution between 0-14%			
Section 125 Flexible Spending Accounts:	Up to \$3,200 annually for un care expenses.	reimbursed medical expense	es; up to \$5,000 for dependent	
Cafeteria Plan Monthly Contribution: (2024 Rates)	Opt Out: \$200 Emp Only: \$6 4 1 Emp +1: \$1,267 Emp +2: \$1,716 "Legacy": \$790 *50%/50% cost sharing	Sick Leave Cash Out at Retirement:	10% after 10 years 15% after 20 years 25% upon death prior to retirement	
Dental Insurance:	Delta Dental / DPO, Delta Care PMI / HMO	Sick Leave:	Accrue 8 hours per month; no maximum	
Deferred Compensation:	Available, no City contribution	Holidays:	13 days (11 fixed holidays, 2 floating holidays)	
Bilingual Pay:	\$35 per pay period	Health Insurance:	CalPERS Plans	
Car Allowance:	\$250 per month	Annual Admin Leave:	80 hours	

San Luis Obispo Police Officers' Association (POA)

MOU	July 1, 2024 – June 30, 2027			
Cost of Living / Salary Adjustment for All Sworn and Non- Sworn Classifications:	7/2021 → 5% 7/2022 → 5% 7/2023 → 5% **Increases also address difficult			
PERS Retirement: (1st Tier Employees)	Employees hired prior to 12/06/12 and employees that previously worked for the City of San Luis Obispo as a CalPERS member. Non-Sworn 2.7% @ 55, one-year final compensation Sworn/Safety 3% @ 50, one-year final compensation			
PERS Retirement: (2nd Tier Employees)	CalPERS Agency, or an agency longer than 6 months. Non-Sworn 2% @ 60, three-year	Employees hired between 12/06/12 and 12/31/12 or an employee who comes from another CalPERS Agency, or an agency with reciprocity with CalPERS and has no break in service		
PERS Retirement: (3rd Tier Employees)	employee who has never worked CalPERS), or who has worked for months.	Employees hired on or after 01/01/13, referred to as a "New Member." A New Member is an employee who has never worked for a CalPERS Agency (or an agency with reciprocity with CalPERS), or who has worked for a CalPERS Agency but had a break in service longer than 6 months. Non-Sworn 2% @ 62, three-year final compensation		
PERS Retirement Member Contribution:	Non-Sworn 1st Tier: 8% pre-tax + 6% pre-tax cost sharing Non-Sworn 2nd Tier: 7% pre-tax + 6% pre-tax cost sharing Non-Sworn 3rd Tier: 50% pre-tax (Currently 7.5% + 3% pre-tax cost sharing) Sworn/Safety 1st Tier: 9% pre-tax + 6% pre-tax cost sharing Sworn/Safety 2nd Tier: 9% pre-tax + 6% pre-tax cost sharing Sworn/Safety 2nd Tier: 9% pre-tax + 6% pre-tax cost sharing Sworn/Safety 3nd Tier: 50% pre-tax + 6% pre-tax cost sharing)			
Retirement, cont.	Level 4 1959 Survivor, military so conversion of used sick leave to			
Cafeteria Plan Monthly Contribution: (Rates Effective July 2024)	Emp Only: \$698 Emp +1: \$1,368 Emp +2: \$1,779 Opt Out: \$559	Annual Uniform Allowance:	\$1,300 Police Offi \$650 For all other	cers & Police Cadets classifications
Holiday Leave:	Shift employees earn 4.33 hours semi-monthly, paid for 2 hours bi-weekly. Remainder advanced as holiday leave. Can cash out up to ¼ of leave quarterly any remaining balance at end of year paid to employee. Non-Shift employees earn 104 hours of holiday leave in January each year. Can cash out 52 hours maximum in December each year.			
LTD Insurance:	Association plan for Sworn/Safet per month; 90 day waiting period	ty; Non-sworn, 60	% of salary up to \$	3,333 (max benefit \$2,000)
Vacation:	Annual Accrual: 0-4 years → 96 hours 10-19 years → 144 hours Maximum Accrual: 2 times annual 5-9 years → 120 hours 20+ years →160 hours Cash Out: 80 hours once annually in December			
Section 125 Flexible Spending Accounts:	Up to \$3,050 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses.			
Education Incentive:	AA / Int. POST – 2.63% salary pa BS / Adv. POST – 5.26% salary	•		
Dental Insurance:	Delta Dental / DPO, Delta Care PMI / HMO	Sick Leave:		Accrue 8 hours per month; no maximum
Health Insurance:	CalPERS Plans	Bilingual Pay:		\$100 per pay period
Deferred Compensation:	Available, no City contribution	Training Office	r Pay:	Varies from \$50/day to \$200/pay period

The International Association of Firefighters, Local 3523 (FFA)

MOU		1, 2024 – June 30, 2027		<u> </u>
Cost of Living Adju		7/2024 \rightarrow 3%		
/ Salary Increase:	usuneni	$7/2024 \rightarrow 3\%$ $7/2025 \rightarrow 3\%$		
/ Salary Increase.				
Market Equity		$\frac{7/2026 \rightarrow 3\%}{4/2024 \rightarrow 4\%}$ Firefighter 4	60/ Eiro Enginoor 4	5% Fire Captain, 6% FBC, 10% Fire
Adjustments:		Inspector, 5% Hazardous Materials Coordinator & Super		
Aujustinents.				n, 1.5% Fire Battalion Chiefs, 3% Fire
		Inspector	ei, 1.576 i ile Capiai	ii, 1.5% i lie battailon Chiefs, 5% i lie
PERS Retirement:		Non-Sworn Hired Prior to	12/6/2012	Sworn/Safety Hired Prior to 8/30/2012
(1st Tier Employee	·s)	2.7% @ 55 one-year final		3% @ 50 one-year final compensation
(13t Tier Employee	.3)	Non-Sworn hired between		Sworn/Safety hired between 08/30/12-
		or Members hired after 12		12/31/12 or Members hired after
PERS Retirement:		the "Second Tier" requirer		12/31/12 of Members filled after 12/31/12 that meet the "Second Tier"
(2nd Tier Employee	es)	2% @ 60 three-year final of		requirements
		270 © 00 times your intare	componication	3% @ 55 three-year final compensation
		Non-Sworn New Members	s hired on or Sv	vorn/Safety New Members hired on or after
PERS Retirement:	- \	after 01/01/13		/01/13
(3rd Tier Employee	s)	2% @ 62 three-year final of		7% @ 57 three-year final compensation
PERS Retirement				/Safety) paid by employee pre-tax (IRC
Member Contributi	ion	414h2) + 3% pre-tax cost		
				orn) 14.5% (Sworn/Safety) paid by
		employee pre-tax (IRC 41	4h2) + 3% pre-tax co	ost sharing
Retirement, cont.		Level 4 1959 Survivor; mil	itary service credit; I	Pre- Retirement Option 2 Death Benefit;
		conversion of unused sick		
Cafeteria Plan Mon	nthly.		684 Emp Only	With the exception of Opt Out, no
Contribution:	itiliy		1368 Emp +1	cashback for any employee enrolled in
(2024 Rates)			1,779 Emp +2	City Medical Plan
		before 10/18/16		
Sick Leave Cash O	out at	10% after 10 years	75% with job-rela	
Retirement:		15% after 20 years	disability retireme	
Helidey Leeve		Chift ample to an earn 145	(max. 1000 hours	
Holiday Leave:				anuary 1st. Can cash out up to 1/4 of leave
Vacation:			maining balance at t	end of year paid to employee. Non-Shift Employees
Vacation.	Annual	Shift Employees Accrual: 0-4 years →168 he	oure Annue	al Accrual: 0-4 years → 96 hours
	Alliluai	4ccrual. 0-4 years → 100 m 5-9 years → 192 h		5-9 years \rightarrow 90 hours
		$10-14 \text{ years} \rightarrow 21$		10-19 years → 144 hours
		15-19 years → 24		20+ years → 160 hours
		20+ years → 264		num Accrual: Two times annual
	Maximu	m Accrual: Two times annu		Out: 72 hours once annual in December
		nt: 72 hours once annual in		
LTD Insurance:		on plan for Sworn/Safety;	Section 125	Up to \$3,050 annually for unreimbursed
	Non-swo	rn, 66 2/3% of salary up	Flexible	medical expenses; up to \$5,000 for
		60 (max. benefit \$7,500)	Spending	dependent care expenses
		h; 30 day waiting period	Accounts:	
Bilingual Pay:	\$35 per p	pay period	Holidays:	Non-shift: 13 days (11 fixed holidays and
				2 floating holidays)
Tool Allowance:		nnually – Fire Vehicle	Sick Leave:	Accrue 8 hours per month; no maximum
	Mechanio			
Health	CalPERS	S Plans	Deferred	Available; no City contribution
Insurance:	40/ 4=	# T C:	Compensation	100/ 10 0
Hazmat	4% of Fir	efighter Top Step	Paramedic	12% of Base Rate
Incentive:			Incentive:	

FFA Benefits Continued

Ed. Incentive:	AA/AS \rightarrow \$46.16 biweekly BA/BS \rightarrow \$92.31 biweekly	Urban Search & Rescue Incentive:	\$75 Bi-Weekly
Dental Insurance:	Delta Dental / DPO Delta Care PMI / HMO	Acting Pay:	5%
Vision Insurance:	Eye Med	Annual Uniform Allowance:	\$1,300; \$650 for Supervising Fire Vehicle Mechanic.

San Luis Obispo Police Staff Officers' Association (SLOPSOA)

MOU	July 1, 2023 – June 30,		
Cost of Living Adjustment	7/2023 → 3%	7/2025 → 3%	
/ Salary Increase:	7/2024 → 3%	7/2026 → 3%	
PERS Retirement:	Non-Sworn Hired Prior to	o 12/6/2012 Sworn Hir	ed Prior to 12/6/2012
(1 st Tier Employees)	2.7% @ 55 one-year fina	al compensation 3% @ 50	one-year final compensation
(i iiei ziiipieyees)	Hired between 12/6/12-12/31/12 and Members hired after 12/31/12 that meet the		
DEDC Detirement			er 12/31/12 that meet the
PERS Retirement:	"Second Tier" requireme		
(2 nd Tier Employees)		ree-year final compensation	
	Sworn – 2% @ 50, one-		
PERS Retirement:	Non-Sworn New Members hired on or Sworn New Members hired on or after		
(3 rd Tier Employees)	after 01/01/13 01/01/13		
(3 Tier Employees)	2% @ 62 three-year fina	al compensation 2% @ 57 tl	rree-year final compensation
PERS Retirement		-Sworn) or 9% (Sworn) paid by	employee pre-tax (IRC 414h2)
Member Contribution	+ 3% pre-tax cost sharin		- 1 - 3 - 1 (-)
		rrently 7.5% (Non-Sworn) 14.5%	(Sworn) paid by employee
	pre-tax (IRC 414h2) + 3°		o (ewell) paid by elliployee
Retirement, cont.		nilitary service credit; Pre- Retire	ament Ontion 2 Death Renefit:
Retirement, cont.		ck leave to service credit	sment Option 2 Death Benefit,
O-f-t'- Di Mathi-			00
Cafeteria Plan Monthly	Opt Out \$598	Emp +1 \$1,3	
Contribution (2024 Rates)	Emp Only \$732	Emp +2 \$1,7	
LTD Insurance:		orn/Safety; Non-sworn employee	
	under the City's long-ter	m disability insurance plan, 60%	of salary up to \$3,333 (max.
	benefit \$2000) per mont	h; 90 day waiting period	
Section 125 Flexible	Up to \$3,050 annually for	or unreimbursed medical expens	ses; up to \$5,000 for dependent
Spending Accounts:	care expenses	·	
Sick Leave Cash Out at	20% after 20 years;	30% after 30 ye	oore:
Retirement:			
	25% after 25 years;	•	h prior to retirement
Vacation:		-4 years → 96 hours	10-19 years → 144 hours
	5-	·9 years → 120 hours	20+ years → 160 hours
	Maximum Ty	wo times annual accrual	
	Accrual: 10	00 hours annually in December	
	Vacation Cash or	if maxed out and requested by	
		e employee	
Annual Admin Leave:	64 hrs. for Captains Lie	utenants, Communications Man	ager, Records Supervisor
Annual Admin Leave:		utenants, Communications Man	
Annual Admin Leave:	(Sergeants and Commu	nications Supervisor are eligible	
	(Sergeants and Commu eligible for Admin Leave	nications Supervisor are eligible)	for OT and therefore not
Annual Admin Leave: Holiday Leave:	(Sergeants and Commu eligible for Admin Leave All employees earn 4 ho	nications Supervisor are eligible) ours bi-weekly: paid for 2 hours b	for OT and therefore not biweekly and remainder (52
	(Sergeants and Commu eligible for Admin Leave All employees earn 4 ho hours) advanced Januar	nications Supervisor are eligible) urs bi-weekly: paid for 2 hours b y 1 st as holiday leave. Can cash	of or OT and therefore not biweekly and remainder (52 nout up to 1/4 of leave each
Holiday Leave:	(Sergeants and Commu eligible for Admin Leave All employees earn 4 ho hours) advanced Januar calendar quarter, any re	nications Supervisor are eligible) ours bi-weekly: paid for 2 hours b ry 1 st as holiday leave. Can cash maining balance at end of year	for OT and therefore not biweekly and remainder (52 n out up to 1/4 of leave each paid to employee.
	(Sergeants and Commu eligible for Admin Leave All employees earn 4 ho hours) advanced Januar calendar quarter, any re 6 days (48 hours); 7 day	nications Supervisor are eligible) ours bi-weekly: paid for 2 hours b ry 1 st as holiday leave. Can cash maining balance at end of year vs (56 hours) if relative if family r	for OT and therefore not biweekly and remainder (52 n out up to 1/4 of leave each paid to employee.
Holiday Leave:	(Sergeants and Commu eligible for Admin Leave All employees earn 4 ho hours) advanced Januar calendar quarter, any re	nications Supervisor are eligible) ours bi-weekly: paid for 2 hours b ry 1 st as holiday leave. Can cash maining balance at end of year vs (56 hours) if relative if family r	for OT and therefore not biweekly and remainder (52 n out up to 1/4 of leave each paid to employee.
Holiday Leave:	(Sergeants and Commu eligible for Admin Leave All employees earn 4 ho hours) advanced Januar calendar quarter, any re 6 days (48 hours); 7 day	nications Supervisor are eligible) ours bi-weekly: paid for 2 hours b ry 1 st as holiday leave. Can cash maining balance at end of year vs (56 hours) if relative if family r	for OT and therefore not biweekly and remainder (52 n out up to 1/4 of leave each paid to employee.
Holiday Leave: Family Leave:	(Sergeants and Commu eligible for Admin Leave All employees earn 4 ho hours) advanced Januar calendar quarter, any re 6 days (48 hours); 7 day household & is hospitalia	nications Supervisor are eligible) ours bi-weekly: paid for 2 hours by 1st as holiday leave. Can cash maining balance at end of year vs (56 hours) if relative if family re zed	of or OT and therefore not biweekly and remainder (52 nout up to 1/4 of leave each paid to employee. member is a part of the Sworn: \$1,300
Holiday Leave: Family Leave: Holidays:	(Sergeants and Commu eligible for Admin Leave All employees earn 4 ho hours) advanced Januar calendar quarter, any re 6 days (48 hours); 7 day household & is hospitalized to the service of the service	nications Supervisor are eligible) burs bi-weekly: paid for 2 hours bry 1st as holiday leave. Can cash maining balance at end of year rs (56 hours) if relative if family red Annual Uniform Allowance:	of or OT and therefore not solve ekly and remainder (52 nout up to 1/4 of leave each paid to employee. The member is a part of the Sworn: \$1,300 Non-Sworn: \$1,000
Holiday Leave: Family Leave:	(Sergeants and Commu eligible for Admin Leave All employees earn 4 ho hours) advanced Januar calendar quarter, any re 6 days (48 hours); 7 day household & is hospitalized 13 days per year Delta DPO / DeltaCare	nications Supervisor are eligible) urs bi-weekly: paid for 2 hours by 1st as holiday leave. Can cash maining balance at end of year vs (56 hours) if relative if family red Annual Uniform	of or OT and therefore not biweekly and remainder (52 or out up to 1/4 of leave each paid to employee. The member is a part of the Sworn: \$1,300 Non-Sworn: \$1,000 Accrue 8 hours per month;
Holiday Leave: Family Leave: Holidays: Dental Insurance:	(Sergeants and Commueligible for Admin Leave All employees earn 4 ho hours) advanced Januar calendar quarter, any re 6 days (48 hours); 7 day household & is hospitalized 13 days per year Delta DPO / DeltaCare PMI (HMO)	nications Supervisor are eligible) burs bi-weekly: paid for 2 hours by 1st as holiday leave. Can cash maining balance at end of year vs (56 hours) if relative if family red Annual Uniform Allowance: Sick Leave:	of or OT and therefore not siweekly and remainder (52 nout up to 1/4 of leave each paid to employee. member is a part of the Sworn: \$1,300 Non-Sworn: \$1,000 Accrue 8 hours per month; no maximum
Holiday Leave: Family Leave: Holidays:	(Sergeants and Commu eligible for Admin Leave All employees earn 4 ho hours) advanced Januar calendar quarter, any re 6 days (48 hours); 7 day household & is hospitalized 13 days per year Delta DPO / DeltaCare	nications Supervisor are eligible) burs bi-weekly: paid for 2 hours bry 1st as holiday leave. Can cash maining balance at end of year rs (56 hours) if relative if family red Annual Uniform Allowance:	of or OT and therefore not biweekly and remainder (52 or out up to 1/4 of leave each paid to employee. The member is a part of the Sworn: \$1,300 Non-Sworn: \$1,000 Accrue 8 hours per month;
Holiday Leave: Family Leave: Holidays: Dental Insurance: Health Insurance:	(Sergeants and Commu eligible for Admin Leave All employees earn 4 ho hours) advanced Januar calendar quarter, any re 6 days (48 hours); 7 day household & is hospitalized 13 days per year Delta DPO / DeltaCare PMI (HMO) CalPERS Plans	nications Supervisor are eligible) burs bi-weekly: paid for 2 hours by try 1st as holiday leave. Can cash maining balance at end of year vs (56 hours) if relative if family red Annual Uniform Allowance: Sick Leave: Vision Insurance:	for OT and therefore not biweekly and remainder (52 nout up to 1/4 of leave each paid to employee. member is a part of the Sworn: \$1,300 Non-Sworn: \$1,000 Accrue 8 hours per month; no maximum Eye Med
Holiday Leave: Family Leave: Holidays: Dental Insurance: Health Insurance: Supplemental Retirement	(Sergeants and Commu eligible for Admin Leave All employees earn 4 ho hours) advanced Januar calendar quarter, any re 6 days (48 hours); 7 day household & is hospitalized 13 days per year Delta DPO / DeltaCare PMI (HMO)	nications Supervisor are eligible) burs bi-weekly: paid for 2 hours by 1st as holiday leave. Can cash maining balance at end of year vs (56 hours) if relative if family red Annual Uniform Allowance: Sick Leave:	of or OT and therefore not siweekly and remainder (52 nout up to 1/4 of leave each paid to employee. member is a part of the Sworn: \$1,300 Non-Sworn: \$1,000 Accrue 8 hours per month; no maximum Eye Med Available, no City
Holiday Leave: Family Leave: Holidays: Dental Insurance: Health Insurance:	(Sergeants and Commu eligible for Admin Leave All employees earn 4 ho hours) advanced Januar calendar quarter, any re 6 days (48 hours); 7 day household & is hospitalized 13 days per year Delta DPO / DeltaCare PMI (HMO) CalPERS Plans	nications Supervisor are eligible) burs bi-weekly: paid for 2 hours by try 1st as holiday leave. Can cash maining balance at end of year vs (56 hours) if relative if family red Annual Uniform Allowance: Sick Leave: Vision Insurance:	for OT and therefore not biweekly and remainder (52 nout up to 1/4 of leave each paid to employee. member is a part of the Sworn: \$1,300 Non-Sworn: \$1,000 Accrue 8 hours per month; no maximum Eye Med

Elected Officials

<u> Liceted Officials</u>				
Approved by Council 4/202				
Salary (Monthly)	Mayor: \$2,696 Council: \$2,139 *In lieu of forming a Council Compensation Committee, Council may approve biennial Consumer Price Index (CPI) increases as measured by All Urban Consumers (CPI-U) in the Los Angeles, Long Beach, and Anaheim metropolitan areas, effective the first full pay period in January.			
PERS Retirement: (1 st Tier Employees)	Employees hired prior to 12/06/12 and employees who previously worked for the City of San Luis Obispo as a CalPERS member at this tier. @ 2.7% @55, one-year final compensation			
PERS Retirement: (2 nd Tier Employees)	another CalPERS Ag longer than 6 months	Employees hired between 12/06/12 and 12/31/12 or an employee who comes from another CalPERS Agency, or an agency with CalPERS and has no break in service longer than 6 months. @ 2% @ 60, three-year final compensation		
PERS Retirement: (3 rd Tier Employees)	Employees hired on or after 01/01/13 referred to as a "New Member." A New Member is an employee who has never worked for a CalPERS Agency (or an agency with reciprocity with CalPERS), or who has worked for a CalPERS Agency but had a break in service longer than 6 months. @ 2% @ 62, three-year final compensation			
PERS Retirement Member Contribution	1 st Tier: 8% pre-tax 2 nd Tier: 7% pre-tax 3 rd Tier: 50% pre-tax			
Retirement (continued)		r; military service credit; Pre-Retirement Option 2 Death Benefit; d sick leave to service credit		
Cafeteria Plan Monthly Contribution (2024 Rates):	Opt Out: \$200 Emp Only: \$641 Emp +1: \$1,267 Emp +2: \$1,716 *In order to receive the opt-out benefit, the elected official must opt-out of medical, dental, and vision insurances.			
Health Insurance:	CalPERS Plans			
Dental Insurance:	Delta Dental DPO or Delta Care PMI			
Vision Insurance:	Eye Med			
Amount Reimbursed for City Business Per Year:	For costs incurred in connection with official City business. Said allowance shall be used for in-county expenses and shall include all meals, tickets, periodicals, dues, subscriptions, and similar miscellaneous expenses.			
Mileage Allowance:		For official travel within the County of San Luis Obispo, reimbursement shall be made upon submittal of an official mileage expense form		
Other Allowances:	\$50/month home inte	ernet and data plan (request reimbursement with City Clerk)		

^{*}See the <u>Council Policies and Procedures</u> for more details on Council compensation.