

# 2024 Benefit Summary



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# San Luis Obispo City Employees' Association (SLOCEA)

MOU		July 1, 2022 – June 30, 2025	
<b>Cost of Living / Salary Adjustment:</b>	7/2023→ 2% 7/2024→ 2%	**Equity Adjustments provided to all classifications effective 12/8/2022 based on results of 2021 Benchmark Compensation Study. Percentages vary.	
<b>One Time Lump Sum</b>	\$1,800 paid on 12/29/22 to all bargaining unit members who were employed by the City before December 22, 2022.		
<b>PERS Retirement: (1st Tier Employees)</b>	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		
<b>PERS Retirement: (2nd Tier Employees)</b>	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		
<b>PERS Retirement: (3rd Tier Employees)</b>	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		
<b>PERS Retirement Member Contribution</b>	1st Tier: 8% pre-tax	2nd Tier: 7% pre-tax	3rd Tier: 50% pre-tax (Currently 7.5%)
<b>Retirement, cont.</b>	Level 4 1959 Survivor; military service credit; Pre- Retirement Option 2 Death Benefit; conversion of unused sick leave to service credit		
<b>Callback Pay:</b>	For unexpected return to work, the City will guarantee either 4 hours pay in straight time or pay at time and one-half for time actually worked, whichever is greater		
<b>Section 125 Flexible Spending Accounts:</b>	Up to \$3,200 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses		
<b>Family Leave:</b>	6 days (48 hours) 7 days (56 hours) if family member is a part of the household and is hospitalized	<b>Vacation:</b>	Annual Accrual: 0-4 years → 96 hours 5-9 years → 120 hours 10-19 years → 144 hours 20+ years → 160 hours
<b>Cafeteria Plan Monthly Contribution: (2024 Rates)</b> <i>With the exception of Opt Out, no cashback for any employee enrolled in City Medical Plan</i>	Opt Out: \$200 Emp Only: \$641 Emp +1: \$1,267 Emp +2: \$1,716 "Legacy": \$790 *50%/50% cost sharing	<b>Maximum:</b> <b>Cash Out:</b>	Two times annual accrual Up to 40 hours annually <i>Prior public sector experience counts towards accrual rate</i>
<b>Dental Insurance:</b>	Delta Dental / DPO, Delta Care PMI / HMO	<b>Sick Leave Cash Out at Retirement:</b>	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
<b>Health Insurance:</b>	CalPERS Plans	<b>Sick Leave:</b>	Accrue 8 hours per month; no maximum
<b>Life Insurance/AD&amp;D:</b>	\$50,000 (paid by the employee through the City's Cafeteria Plan)	<b>Bilingual Pay:</b>	\$35 per pay period
<b>Uniform Allowance:</b>	Uniforms provided if required	<b>Holidays:</b>	13 days (11 fixed holidays, 2 floating holidays)
<b>LTD Insurance:</b>	Association Plan, contact SLOCEA representative for more detail	<b>Deferred Compensation:</b>	Available, no City contribution
<b>Safety Committee Pay:</b>	\$10 per pay period	<b>Tool Allowance*:</b>	\$1,000 annually <i>*Specific classifications eligible</i>
<b>Information Technology Cert. Incentive*:</b>	\$500 monthly <i>*Specific classifications eligible</i>	<b>Standby Pay:</b>	\$45 on weekdays and \$65 on holidays, flex days, and weekends

## Unrepresented Confidential Group

Resolution		April 19, 2022 – June 30, 2025	
<b>Cost of Living / Salary Adjustment:</b>	7/2022→1.5% 7/2023→ 3% 7/2024→ 3%	**Equity Adjustments provided to all classifications effective 4/14/22 based on results of 2021 Benchmark Compensation Study. Percentages vary.	
<b>PERS Retirement: (1st Tier Employees)</b>	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		
<b>PERS Retirement: (2nd Tier Employees)</b>	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		
<b>PERS Retirement: (3rd Tier Employees)</b>	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		
<b>PERS Retirement Member Contribution</b>	1st Tier: 8% pre-tax + 3% pre-tax cost sharing 2nd Tier: 7% pre-tax + 3% pre-tax cost sharing 3rd Tier: 50% pre-tax (Currently 7.5% + 3% pre-tax cost sharing)		
<b>Retirement, cont.</b>	Level 4 1959 Survivor; military service credit; Pre- Retirement Option 2 Death Benefit; conversion of unused sick leave to service credit		
<b>Vacation:</b>	<i>Annual Accrual:</i> 0 to 4 years → 96 hours 5 to 9 years → 120 hours 10 to 19 years → 144 hours 20+ years → 160 hours  <i>Maximum Accrual:</i> Two times annual <i>Cash Out:</i> Up to 40 hours annually <i>Prior public sector experience counts towards accrual rate</i>		
<b>Family Leave:</b>	6 days (48 hours) 7 days (56 hours) if family member is a part of the household and is hospitalized		
<b>Deferred Compensation:</b>	Available, no City contribution	<b>Holidays:</b>	13 days (11 fixed holidays, 2 floating holidays)
<b>Cafeteria Plan Monthly Contribution: (2024 Rates)</b>	Opt Out: \$200 Emp Only: \$641 Emp +1: \$1,267 Emp +2: \$1,716 *50%/50% cost sharing	<b>Sick Leave Cash Out at Retirement:</b>	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
<b>Dental Insurance:</b>	Delta Dental / DPO, Delta Care PMI / HMO	<b>Sick Leave:</b>	Accrue 8 hours per month; no maximum
<b>Health Insurance:</b>	CalPERS Plans	<b>Bilingual Pay:</b>	\$35 per pay period
<b>LTD Insurance:</b>	Group Plan, 66. 2/3% of salary up to \$5,000 (max benefit \$3,333) per month; 30 day waiting period	<b>Section 125 Flexible Spending Accounts:</b>	Up to \$3,200 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses.
<b>Annual Administrative Leave:</b>	12 hours		

# Unrepresented Management Group

Resolution		April 19, 2022 – June 30, 2025	
<b>Cost of Living / Salary Adjustments</b>	7/2022→1.5% 7/2023→ 3% 7/2024→ 3%	**Equity Adjustments provided to all classifications effective 4/14/22 based on results of 2021 Benchmark Compensation Study. Percentages vary.	
<b>PERS Retirement: (1st Tier Employees)</b>	Employees hired prior to 12/06/12 and employees who 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		
<b>PERS Retirement: (2nd Tier Employees)</b>	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 Sworn/Safety 3% @ 55 three-year final compensation		
<b>PERS Retirement: (3rd Tier Employees)</b>	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 Sworn/Safety 2.7% @ 57 three-year final compensation		
<b>PERS Retirement Member Contribution</b>	1 <sup>st</sup> Tier: 8% pre-tax Misc/Safety 9% + 3% pre-tax cost sharing 2 <sup>nd</sup> Tier: 7% pre-tax Misc/Safety 9% + 3% pre-tax cost sharing 3 <sup>rd</sup> Tier: 50% pre-tax (Currently 7.5% for Misc. and 14.5% for Sworn/Safety + 3% pre-tax cost sharing)		
<b>Retirement, cont.</b>	Level 4 1959 Survivor; military service credit; Pre- Retirement Option 2 Death Benefit; conversion of unused sick leave to service credit		
<b>Vacation:</b>	<b>Annual Accrual:</b> 0 to 4 years →96 hours 6 to 9 years →120 hours 10 to 19 years →144 hours 20 years →160 hours <b>Maximum Accrual:</b> Two times annual <b>Cash Out:</b> Up to 40 hours annually <i>Prior public sector experience counts towards accrual rate</i>		
<b>LTD Insurance:</b>	Group Plan, 66 2/3% of salary up to \$11,250 (max benefit \$7,500) per month; 30 day waiting period		
<b>Section 125 Flexible Spending Accounts:</b>	Up to \$3,200 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses		
<b>Family Leave:</b>	6 days (48 hours) 7 days (56 hours) if family member is a part of the household and is hospitalized		
<b>Uniform Allowance:</b>	\$1,300 annually for Police Chief, Deputy Fire Chief, and Fire Marshal		
<b>Cafeteria Plan Monthly Contribution: (2024 Rates)</b>	Opt Out: \$200 Emp Only: \$641 Emp +1: \$1,267 Emp +2: \$1,716 “Legacy”: \$790 *50%/50% cost sharing	<b>Sick Leave Cash Out at Retirement:</b>	10% after 10 years 15% after 20 years 25% upon death prior to retirement
<b>Dental Insurance:</b>	Delta Dental / DPO, Delta Care PMI / HMO	<b>Sick Leave:</b>	Accrue 8 hours per month; no maximum
<b>Deferred Compensation:</b>	Available, no City contribution	<b>Annual Admin Leave:</b>	48 or 64 hours, depending on classification
<b>Holidays:</b>	13 days (11 fixed holidays, 2 floating holidays)	<b>Health Insurance:</b>	CalPERS Plans
<b>Bilingual Pay:</b>	\$35 per pay period		

# Department Heads

Resolution		April 19, 2022 – June 30, 2025	
<b>Cost of Living / Salary Adjustments</b>	7/2022→1.5% 7/2023→ 3% 7/2024→ 3%	**Equity Adjustments provided to all classifications effective 4/14/22 based on results of 2021 Benchmark Compensation Study. Percentages vary.	
<b>PERS Retirement: (1<sup>st</sup> Tier Employees)</b>	Employees hired prior to 12/06/12 and employees who 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		
<b>PERS Retirement: (2<sup>nd</sup> Tier Employees)</b>	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 Police Sworn/Safety 2% @ 50, three-year final compensation Fire Sworn/Safety 3% @ 55, three-year final compensation		
<b>PERS Retirement: (3<sup>rd</sup> Tier Employees)</b>	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 Sworn/Safety 2.7% @ 57, three-year final compensation		
<b>PERS Retirement Member Contribution</b>	1 <sup>st</sup> Tier: Non-Sworn: 8 % pre-tax / Sworn: 9% pre-tax + 3% pre-tax cost sharing 2nd Tier: Non-Sworn: 7% pre-tax / Sworn: 9% pre-tax+ 3% pre-tax cost sharing 3 <sup>rd</sup> Tier: 50% pre-tax (Currently 7.5% for Non-sworn and 14.5% for Sworn/Safety + 3% pre-tax cost sharing)		
<b>Retirement, cont.</b>	Level 4 1959 Survivor; military service credit; Pre- Retirement Option 2 Death Benefit; conversion of unused sick leave to service credit		
<b>Family Leave:</b>	6 days (48 hours) 7 days (56 hours) if family member is a part of the household and is hospitalized		
<b>LTD Insurance:</b>	Group Plan, 66 2/3% of salary up to \$11,250 (max benefit \$7,500) per month; 30 day waiting period		
<b>Section 125 Flexible Spending Accounts:</b>	Up to \$3,200 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses.		
<b>Cafeteria Plan Monthly Contribution: (2024 Rates)</b>	Opt Out: \$200 Emp Only: \$641 Emp +1: \$1,267 Emp +2: \$1,716 "Legacy": \$790 *50%/50% cost sharing	<b>Vacation:</b>	<i>Annual Accrual:</i> 0 to 9 years →120 hours 10 to 19 years→144 hours 20 years →160 hours <b>Maximum Accrual:</b> two times annual <b>Cash Out:</b> Up to 40 hours annually <i>Prior public sector experience counts towards accrual rate</i>
<b>Uniform Allowance:</b>	Police Chief and Fire Chief \$1,300 annually	<b>Supplemental Retirement [401(a)]:</b>	City contributes 1% of salary; Mandatory Employee contribution between 0-14%
<b>Dental Insurance:</b>	Delta Dental / DPO, Delta Care PMI / HMO	<b>Car Allowance:</b>	Police and Fire Chiefs assigned cars; all others \$236 per month
<b>Sick Leave:</b>	Accrue 8 hours per month; no maximum	<b>Admin Leave:</b>	80 hours the first full pay period in January
<b>Health Insurance:</b>	CalPERS Plans	<b>Bilingual Pay:</b>	\$35 per pay period
<b>Holiday:</b>	13 days (11 fixed holidays and 2 floating holidays)		



# City Manager

Link to [Employment Contracts](#) & [Management Resolutions](#)

Contract		August 20, 2024 to Present	
<b>Cost of Living / Salary Adjustments</b>	TBD		
<b>PERS Retirement: (1<sup>st</sup> Tier Employees)</b>	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		
<b>PERS Retirement: (2<sup>nd</sup> Tier Employees)</b>	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		
<b>PERS Retirement: (3<sup>rd</sup> Tier Employees)</b>	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		
<b>PERS Retirement Member Contribution:</b>	7.5% paid by employee pre-tax + 3% pre-tax cost sharing		
<b>Retirement, cont.</b>	Level 4 1959 Survivor; military service credit; Pre- Retirement Option 2 Death Benefit; conversion of unused sick leave to service credit		
<b>Vacation:</b>	<p><b>Annual Accrual:</b> 0 to 4 years →96 hours 6 to 9 years →120 hours 10 to 19 years →144 hours 20 years →160 hours</p> <p><b>Maximum Accrual:</b> Two times annual</p> <p><b>Cash Out:</b> Up to 40 hours annually</p> <p><i>Prior public sector experience counts towards accrual rate</i></p>		
<b>LTD Insurance:</b>	Group Plan, 66 2/3% of salary up to \$11,250 (max benefit \$7,500) per month; 30 day waiting period		
<b>Section 125 Flexible Spending Accounts:</b>	Up to \$3,200 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses.		
<b>Supplemental Retirement [401(a)]:</b>	City contributes 3% of salary; Mandatory employee contribution between 0-14%		
<b>Cafeteria Plan Monthly Contribution: (2024 Rates)</b>	Opt Out: \$200 Emp Only: \$641 Emp +1: \$1,267 Emp +2: \$1,716 "Legacy": \$790 *50%/50% cost sharing	<b>Sick Leave Cash Out at Retirement:</b>	10% after 10 years 15% after 20 years 25% upon death prior to retirement
<b>Dental Insurance:</b>	Delta Dental / DPO Delta Care PMI / HMO	<b>Sick Leave:</b>	Accrue 8 hours per month; no maximum
<b>Health Insurance:</b>	CalPERS Plans	<b>Bilingual Pay:</b>	\$35 per pay period
<b>Holidays:</b>	13 days (11 fixed holidays, 2 floating holidays)	<b>Car Allowance:</b>	\$300 per month
<b>Annual Admin Leave:</b>	80 hours		

<b>Contract</b>		<b>January 2, 2010, to Present</b>	
<b>Cost of Living / Salary Adjustments</b>	7/2023→3% 7/2024→3%		
<b>PERS Retirement: (1<sup>st</sup> Tier Employees)</b>	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		
<b>PERS Retirement: (2<sup>nd</sup> Tier Employees)</b>	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		
<b>PERS Retirement: (3<sup>rd</sup> Tier Employees)</b>	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		
<b>PERS Retirement Member Contribution</b>	8% paid by employee pre-tax + 3% pre-tax cost sharing		
<b>Retirement, cont.</b>	Level 4 1959 Survivor; military service credit; Pre- Retirement Option 2 Death Benefit; conversion of unused sick leave to service credit		
<b>Vacation:</b>	<b>Annual Accrual:</b> 0 to 9 years →120 hours 10 to 19 years →144 hours 20 years →160 hours <b>Maximum Accrual:</b> 2 times annual <b>Cash Out:</b> up to Three weeks (up to 120 hours) once during the calendar year, and up to 40 hours in December <i>Prior public sector experience counts towards accrual rate</i>		
<b>Supplemental Retirement [401(a)]:</b>	City contributes 5% of salary; Mandatory employee contribution between 0-14%		
<b>Section 125 Flexible Spending Accounts:</b>	Up to \$3,200 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses.		
<b>Cafeteria Plan Monthly Contribution: (2024 Rates)</b>	Opt Out: \$200 Emp Only: \$641 Emp +1: \$1,267 Emp +2: \$1,716 “Legacy”: \$790 *50%/50% cost sharing	<b>Sick Leave Cash Out at Retirement:</b>	10% after 10 years 15% after 20 years 25% upon death prior to retirement
<b>Dental Insurance:</b>	Delta Dental / DPO, Delta Care PMI / HMO	<b>Sick Leave:</b>	Accrue 8 hours per month; no maximum
<b>Deferred Compensation:</b>	Available, no City contribution	<b>Holidays:</b>	13 days (11 fixed holidays, 2 floating holidays)
<b>Bilingual Pay:</b>	\$35 per pay period	<b>Health Insurance:</b>	CalPERS Plans
<b>Car Allowance:</b>	\$250 per month	<b>Annual Admin Leave:</b>	80 hours



# San Luis Obispo Police Officers' Association (POA)

MOU		July 1, 2024 – June 30, 2027	
<b>Cost of Living / Salary Adjustment for All Sworn and Non-Sworn</b>	7/2021 → 5% 7/2022 → 5% 7/2023 → 5%		
<b>Classifications:</b>	**Increases also address difficulty in attracting and retaining qualified employees		
<b>PERS Retirement: (1st Tier Employees)</b>	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		
<b>PERS Retirement: (2nd Tier Employees)</b>	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 Sworn/Safety 2% @ 50, three-year final compensation		
<b>PERS Retirement: (3rd Tier Employees)</b>	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 Sworn/Safety 2.7% @ 57, three-year final compensation		
<b>PERS Retirement Member Contribution:</b>	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 1 <sup>st</sup> Tier: 9% pre-tax + 6% pre-tax cost sharing Sworn/Safety 2 <sup>nd</sup> Tier: 9% pre-tax + 6% pre-tax cost sharing Sworn/Safety 3 <sup>rd</sup> Tier: 50% pre-tax (Currently 14.5% + 3% pre-tax cost sharing)	
<b>Retirement, cont.</b>	Level 4 1959 Survivor, military service credit; Pre-Retirement Option 2 Death Benefit; conversion of used sick leave to service credit.		
<b>Cafeteria Plan Monthly Contribution: (Rates Effective July 2024)</b>	Emp Only: \$698 Emp +1: \$1,368 Emp +2: \$1,779 Opt Out: \$559	<b>Annual Uniform Allowance:</b>	\$1,300 Police Officers & Police Cadets \$650 For all other classifications
<b>Holiday Leave:</b>	<b>Shift employees</b> 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. <b>Non-Shift employees</b> earn 104 hours of holiday leave in January each year. Can cash out 52 hours maximum in December each year.		
<b>LTD Insurance:</b>	Association plan for Sworn/Safety; Non-sworn, 60% of salary up to \$3,333 (max benefit \$2,000) per month; 90 day waiting period.		
<b>Vacation:</b>	<b>Annual Accrual:</b> 0-4 years → 96 hours 10-19 years → 144 hours <b>Maximum Accrual:</b> 2 times annual	5-9 years → 120 hours 20+ years → 160 hours <b>Cash Out:</b> 80 hours once annually in December	
<b>Section 125 Flexible Spending Accounts:</b>	Up to \$3,050 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses.		
<b>Education Incentive:</b>	AA / Int. POST – 2.63% salary paid Biweekly BS / Adv. POST – 5.26% salary paid Biweekly		
<b>Dental Insurance:</b>	Delta Dental / DPO, Delta Care PMI / HMO	<b>Sick Leave:</b>	Accrue 8 hours per month; no maximum
<b>Health Insurance:</b>	CalPERS Plans	<b>Bilingual Pay:</b>	\$100 per pay period
<b>Deferred Compensation:</b>	Available, no City contribution	<b>Training Officer Pay:</b>	Varies from \$50/day to \$200/pay period

# The International Association of Firefighters, Local 3523 (FFA)

<b>MOU</b>			
<b>January 1, 2024 – June 30, 2027</b>			
<b>Cost of Living Adjustment / Salary Increase:</b>	7/2024 → 3%		
	7/2025 → 3%		
	7/2026 → 3%		
<b>Market Equity Adjustments:</b>	1/2024 → 4% Firefighter, 6% Fire Engineer, 4.5% Fire Captain, 6% FBC, 10% Fire Inspector, 5% Hazardous Materials Coordinator & Supervising Fire Vehicle Mechanic 7/2025 → 2% Fire Engineer, 1.5% Fire Captain, 1.5% Fire Battalion Chiefs, 3% Fire Inspector		
<b>PERS Retirement: (1st Tier Employees)</b>	Non-Sworn Hired Prior to 12/6/2012 2.7% @ 55 one-year final compensation	Sworn/Safety Hired Prior to 8/30/2012 3% @ 50 one-year final compensation	
<b>PERS Retirement: (2nd Tier Employees)</b>	Non-Sworn hired between 12/6/12- 12/31/12 or Members hired after 12/31/12 that meet the "Second Tier" requirements 2% @ 60 three-year final compensation	Sworn/Safety hired between 08/30/12- 12/31/12 or Members hired after 12/31/12 that meet the "Second Tier" requirements 3% @ 55 three-year final compensation	
<b>PERS Retirement: (3rd Tier Employees)</b>	Non-Sworn New Members hired on or after 01/01/13 2% @ 62 three-year final compensation	Sworn/Safety New Members hired on or after 01/01/13 2.7% @ 57 three-year final compensation	
<b>PERS Retirement Member Contribution</b>	1st & 2nd Tier: 8% (Non-Sworn) or 9% (Sworn/Safety) paid by employee pre-tax (IRC 414h2) + 3% pre-tax cost sharing 3rd Tier 50 % pre-tax currently 7.5% (Non-Sworn) 14.5% (Sworn/Safety) paid by employee pre-tax (IRC 414h2) + 3% pre-tax cost sharing		
<b>Retirement, cont.</b>	Level 4 1959 Survivor; military service credit; Pre- Retirement Option 2 Death Benefit; conversion of unused sick leave to service credit		
<b>Cafeteria Plan Monthly Contribution: (2024 Rates)</b>	\$200 Opt Out \$892 Opt Out or Employee Only hired before 10/18/16	\$684 Emp Only \$1368 Emp +1 \$1,779 Emp +2	With the exception of Opt Out, no cashback for any employee enrolled in City Medical Plan
<b>Sick Leave Cash Out at Retirement:</b>	10% after 10 years 15% after 20 years	75% with job-related disability retirement (max. 1000 hours)	50% upon death prior to retirement
<b>Holiday Leave:</b>	Shift employees earn 145.6 hours advanced January 1 <sup>st</sup> . Can cash out up to 1/4 of leave each calendar quarter. Remaining balance at end of year paid to employee.		
<b>Vacation:</b>	<b>Shift Employees</b>		<b>Non-Shift Employees</b>
	<i>Annual Accrual:</i> 0-4 years → 168 hours 5-9 years → 192 hours 10-14 years → 216 hours 15-19 years → 240 hours 20+ years → 264 hours <i>Maximum Accrual:</i> Two times annual <i>Cash Out:</i> 72 hours once annual in December		<i>Annual Accrual:</i> 0-4 years → 96 hours 5-9 years → 120 hours 10-19 years → 144 hours 20+ years → 160 hours <i>Maximum Accrual:</i> Two times annual <i>Cash Out:</i> 72 hours once annual in December
<b>LTD Insurance:</b>	Association plan for Sworn/Safety; Non-sworn, 66 2/3% of salary up to \$11,250 (max. benefit \$7,500) per month; 30 day waiting period	<b>Section 125 Flexible Spending Accounts:</b>	Up to \$3,050 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses
<b>Bilingual Pay:</b>	\$35 per pay period	<b>Holidays:</b>	Non-shift: 13 days (11 fixed holidays and 2 floating holidays)
<b>Tool Allowance:</b>	\$2,000 annually – Fire Vehicle Mechanic only	<b>Sick Leave:</b>	Accrue 8 hours per month; no maximum
<b>Health Insurance:</b>	CalPERS Plans	<b>Deferred Compensation</b>	Available; no City contribution
<b>Hazmat Incentive:</b>	4% of Firefighter Top Step	<b>Paramedic Incentive:</b>	12% of Base Rate

**FFA Benefits Continued**

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

# San Luis Obispo Police Staff Officers' Association (SLOPSOA)

MOU	July 1, 2023 – June 30, 2027		
<b>Cost of Living Adjustment / Salary Increase:</b>	7/2023 → 3% 7/2024 → 3%		7/2025 → 3% 7/2026 → 3%
<b>PERS Retirement: (1<sup>st</sup> Tier Employees)</b>	Non-Sworn Hired Prior to 12/6/2012 2.7% @ 55 one-year final compensation		Sworn Hired Prior to 12/6/2012 3% @ 50 one-year final compensation
<b>PERS Retirement: (2<sup>nd</sup> Tier Employees)</b>	Hired between 12/6/12-12/31/12 and Members hired after 12/31/12 that meet the "Second Tier" requirements Non-Sworn 2% @ 60 three-year final compensation Sworn – 2% @ 50, one-year final compensation		
<b>PERS Retirement: (3<sup>rd</sup> Tier Employees)</b>	Non-Sworn New Members hired on or after 01/01/13 2% @ 62 three-year final compensation		Sworn New Members hired on or after 01/01/13 2% @ 57 three-year final compensation
<b>PERS Retirement Member Contribution</b>	1st & 2nd Tier: 8% (Non-Sworn) or 9% (Sworn) paid by employee pre-tax (IRC 414h2) + 3% pre-tax cost sharing 3rd Tier 50 % pre-tax currently 7.5% (Non-Sworn) 14.5% (Sworn) paid by employee pre-tax (IRC 414h2) + 3% pre-tax cost sharing		
<b>Retirement, cont.</b>	Level 4 1959 Survivor; military service credit; Pre- Retirement Option 2 Death Benefit; conversion of unused sick leave to service credit		
<b>Cafeteria Plan Monthly Contribution (2024 Rates)</b>	Opt Out \$598 Emp Only \$732		Emp +1 \$1,329 Emp +2 \$1,764
<b>LTD Insurance:</b>	Association plan for Sworn/Safety; Non-sworn employees shall continue to be covered under the City's long-term disability insurance plan, 60% of salary up to \$3,333 (max. benefit \$2000) per month; 90 day waiting period		
<b>Section 125 Flexible Spending Accounts:</b>	Up to \$3,050 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses		
<b>Sick Leave Cash Out at Retirement:</b>	20% after 20 years; 25% after 25 years;		30% after 30 years; 25% upon death prior to retirement
<b>Vacation:</b>	<i>Annual Accrual:</i>  <i>Maximum Accrual:</i> <i>Vacation Cash Out:</i>	0-4 years → 96 hours 5-9 years → 120 hours Two times annual accrual 100 hours annually in December or if maxed out and requested by the employee	10-19 years → 144 hours 20+ years → 160 hours
<b>Annual Admin Leave:</b>	64 hrs. for Captains, Lieutenants, Communications Manager, Records Supervisor. (Sergeants and Communications Supervisor are eligible for OT and therefore not eligible for Admin Leave)		
<b>Holiday Leave:</b>	All employees earn 4 hours bi-weekly: paid for 2 hours biweekly and remainder (52 hours) advanced January 1 <sup>st</sup> as holiday leave. Can cash out up to 1/4 of leave each calendar quarter, any remaining balance at end of year paid to employee.		
<b>Family Leave:</b>	6 days (48 hours); 7 days (56 hours) if relative if family member is a part of the household & is hospitalized		
<b>Holidays:</b>	13 days per year	<b>Annual Uniform Allowance:</b>	Sworn: \$1,300 Non-Sworn: \$1,000
<b>Dental Insurance:</b>	Delta DPO / DeltaCare PMI (HMO)	<b>Sick Leave:</b>	Accrue 8 hours per month; no maximum
<b>Health Insurance:</b>	CalPERS Plans	<b>Vision Insurance:</b>	Eye Med
<b>Supplemental Retirement [401(a)]:</b>	No	<b>Deferred Compensation:</b>	Available, no City contribution

# Elected Officials

Approved by Council 4/2022	
<b>Salary (Monthly)</b>	Mayor: \$2,696 Council: \$2,139 <i>*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.</i>
<b>PERS Retirement: (1<sup>st</sup> Tier Employees)</b>	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
<b>PERS Retirement: (2<sup>nd</sup> Tier Employees)</b>	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
<b>PERS Retirement: (3<sup>rd</sup> Tier Employees)</b>	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
<b>PERS Retirement Member Contribution</b>	1 <sup>st</sup> Tier: 8% pre-tax 2 <sup>nd</sup> Tier: 7% pre-tax 3 <sup>rd</sup> Tier: 50% pre-tax (currently 7.5%)
<b>Retirement (continued)</b>	Level 4 1959 Survivor; military service credit; Pre-Retirement Option 2 Death Benefit; conversion of unused sick leave to service credit
<b>Cafeteria Plan Monthly Contribution (2024 Rates):</b>	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, <b>and</b> vision insurances.
<b>Health Insurance:</b>	CalPERS Plans
<b>Dental Insurance:</b>	Delta Dental DPO or Delta Care PMI
<b>Vision Insurance:</b>	Eye Med
<b>Amount Reimbursed for City Business Per Year:</b>	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.
<b>Mileage Allowance:</b>	For official travel within the County of San Luis Obispo, reimbursement shall be made upon submittal of an official mileage expense form
<b>Other Allowances:</b>	\$50/month home internet and data plan (request reimbursement with City Clerk) City cell phone provided

\*See the [Council Policies and Procedures](#) for more details on Council compensation.