

Salary, Compensation & Leave Summary

PHYSICIANS' REPRESENTATION UNIT - Santa Cruz COUNTY

See Memorandum of Understanding for Physicians' Representation Unit

Contact your Department Personnel Clerk or Personnel Liaison

ANNUAL LEAVE (Article 15.2) - 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. .

HOLIDAYS (Article 15.1) -12.5 days a year.

JURY DUTY/REQUIRED COURT LEAVE (Article 15.3) - 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 15.3.F) - 3 days in California, 5 days out-of-state.

OASDI (FICA) – Employees are P.E.R.S. Miscellaneous members, the County and employee each pay a contribution of 7.65%.

RETIREMENT (Article 8) - Employees are in P.E.R.S. 2% at age 55 Miscellaneous retirement plan. County pays the 7% employee P.E.R.S. contribution. Employee paid portion of P.E.R.S. contributions are tax deferred basis under IRC Section 414(h)(2).

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 2080 hours of satisfactory or better service.

PAY DIFFERENTIALS (Article 13) – One or more differentials may apply depending upon assignment.

REIMBURSEMENT FOR CERTAIN LICENSES AND CERTIFICATES (Article 14.3)

MILEAGE REIMBURSEMENT (Article 14) - Receive mileage reimbursement for travel on County business in authorized private vehicle.

ALTERNATE COMMUTE PROGRAMS- Van pools, bike lockers and bicycle enclosure, free buss passes for County Government Center work locations, discounted bus passes for other work locations and Ride Spring program incentives.

UNION SECURITY PROVISION (Article 4.3) - Employees must authorize Union dues/ Service fees under 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 cannot substitute for actual documents, regulations and or descriptions of the plans.

Employees have access to a variety of personnel related information through the mainframe computer by using the County website at <http://sccounty01.co.santa-cruz.ca.us/personnel/index.htm> . This includes: personnel forms and information; Personnel Regulations; Personnel Administrative Manual; Salary Schedule; Class Specifications.

NOTICES:

- Offers of employment are contingent upon your passing and 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.

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