

### Deductions Required by Law

Deductions from the employee's wage, mandated by law, shall be made for the following reasons:

- A. State and federal income tax.
- B. Public employees' retirement (PERS and STRS).
- C. Court-ordered deductions.

### Voluntary Deductions

An employee may request reduction of his or her salary in any amount for any or all of the following purposes:

- A. Participation in a deferred-compensation program.
- B. Paying premiums on any policy or certificate of group life insurance or disability insurance or legal expense insurance, or any of them.
- C. Paying, dues, fees, or other periodic charges on any hospital service contract.
- D. Donations to the MiraCosta Foundation.
- E. Donations or payments to other entities as permitted by the San Diego County Office of Education (SDCOE) and with the approval of the Vice President, Business and Administrative Services.

The request provided for above shall be revocable by the employee.

The district shall, without charge, reduce the salary payment by the amount that the employee has authorized in writing for the purpose of paying membership dues in any local, statewide, or other professional organization. Revocation of such authorization shall be in writing and shall be effective beginning with the next pay period.

See Administrative Procedure 7385.