

# AMBULANCE OPERATORS

## Benefits Overview


MOU Contract 2026-2031

### Healthcare Benefits

The County pays a large portion of your healthcare premiums

#### MEDICAL PREMIUM SUBSIDY

Effective March 7, 2026



Employee Only	\$157.23
Employee +1	\$320.51
Employee +2 or more	\$469.54

#### MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and do not enroll in the County's medical plans, you will receive an extra \$40 per pay period.



#### DENTAL PREMIUM SUBSIDY

\$9.46  
Requires enrollment in a County Medical plan.



#### VISION

No cost for Employee and Dependent coverage.

The Benefit rates listed above apply to full-time employees (61-80 hours) per biweekly pay period unless noted otherwise. To determine your out-of-pocket costs, use our online [Benefits Calculator](#).

### Leave Provisions

Leave time listed for full-time employees (61-80 hours) per biweekly pay period unless otherwise noted.



#### Paid Time Off (PTO)\*

From Hire Date through 104 Pay Periods  
Accrual Rate - 8.54 hours per pay period  
Annual Allowance - 222 hours  
Max Balance - 335 hours

Over 104 Pay Periods through 234 Pay Periods  
Accrual Rate - 10.08 hours per pay period  
Annual Allowance - 262 hours  
Max Balance - 395 hours

Over 234+ Pay Periods  
Accrual Rate - 11.62 hours per pay period  
Annual Allowance - 302 hours  
Max Balance - 455 hours



#### Bereavement

2 days per occurrence  
(3 if traveling >1,000 miles)

\*PTO allows cash-out option up to 60 hours per year if 80 hours of PTO used in previous year.

Refer to your Memorandum of Understanding (MOU).  
MOU Website: <https://link.sbcounty.gov/MOU>

## County-Paid Benefits



### Long Term Disability

Eligible, covered under Local 935 policy



### Basic Term Life Insurance

\$25,000



## Retirement

### SBCERA Retirement Formulas

*Reciprocity provisions may apply*

**Tier I** 2.0% at age 55  
*Hired PRIOR to Jan 1, 2013*

**Tier II** 2.5% at age 67  
*Hired ON or AFTER Jan 1, 2013*

### 457(b) Deferred Compensation

Auto-enrolled upon hire at a 1% contribution of base salary.

### Retirement Medical Trust (RMT) County Contribution

Based on continuous years of service:

10 but less than 15 years = 1.50% of  
biweekly base salary

15 but less than 20 years = 2.00% of  
biweekly base salary

20 or more years = 2.50% of  
biweekly base salary

### Sick Leave Conversion

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 10+ years of participation with SBCERA and/or other public retirement.

## Voluntary Programs



### Supplemental Term Life Insurance

Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.

<https://link.sbcounty.gov/Life-Insurance>



### AD&D Insurance

Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.

<https://link.sbcounty.gov/Life-Insurance>



### Flexible Spending Account (FSA)

Pre-tax account for qualified health care expenses up to \$3,300 annually. Employees who select County sponsored Blue Shield Access+ or Kaiser Choice are eligible for up to \$10 per pay period match. <https://link.sbcounty.gov/fsa>



### Dependent Care Assistance Program (DCAP)

Pre-tax account for qualified dependent care expenses up to \$5,000 annually. <https://link.sbcounty.gov/DCAP>



### 529 Savings Plan

Invest for future educational expenses with tax-free earnings.

Contact Scholar Share to enroll. <https://link.sbcounty.gov/529>



### Combined Giving

Give back to the community via one time or ongoing payroll deductions. <https://link.sbcounty.gov/CombinedGiving>



### Commuter Services

Help the environment, reduce traffic, save money and earn rewards with your commute. <https://link.sbcounty.gov/Commuter>



### Employee Discounts

Save big at hundreds of national and local merchants.

<https://link.sbcounty.gov/Employee-Discout-Program>



### Wellness Program

Information, resources and rewards to support your healthy lifestyle. <https://link.sbcounty.gov/wellness>



### Employee Assistance Program (EAP)

Confidential expert support and resources available at any time, at no cost to you. <https://link.sbcounty.gov/EAP>



### Annual Tuition Reimbursement

Funds may be available on a first-come, first-served basis up to an annual maximum of \$1,650. Refer to your MOU.

<https://link.sbcounty.gov/TuitionProgram>

# Medical Premium Costs for County Plans

## Medical Premium Subsidy

The County provides Premium Subsidies biweekly to help offset the cost of your medical and dental premiums.

Effective March 7, 2026  
 Employee Only: **\$157.23**  
 Employee +1: **\$320.51**  
 Employee +2: **\$469.54**

### Employee Only Coverage

Plan	Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$155.64
Blue Shield Access + HMO	\$176.14
Blue Shield Signature HMO	\$226.59
Blue Shield PPO	\$556.27
Kaiser Virtual Complete HMO	\$159.26
Kaiser Choice HMO	\$187.26
Kaiser Permanente HMO	\$246.87

### Employee +1 Coverage

Plan	Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$303.22
Blue Shield Access + HMO	\$344.25
Blue Shield Signature HMO	\$445.16
Blue Shield PPO	\$1,131.51
Kaiser Virtual Complete HMO	\$310.46
Kaiser Choice HMO	\$366.46
Kaiser Permanente HMO	\$485.68

### Employee +2 or more Coverage

Plan	Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$412.23
Blue Shield Access + HMO	\$470.28
Blue Shield Signature HMO	\$613.04
Blue Shield PPO	\$1,783.12
Kaiser Virtual Complete HMO	\$422.45
Kaiser Choice HMO	\$501.69
Kaiser Permanente HMO	\$670.38