



# PSD- 12 MONTH CONTRACT

MOU Contract 2020-2023

The County  
pays a large portion  
of your healthcare premiums.

*Benefit rates listed  
per biweekly pay period unless otherwise noted.*

## LEAVE PROVISIONS

<b>Vacation</b>	80-160 hours per year
<b>Sick</b>	3.39 hours per pay period
<b>Holiday</b>	14 days per year
<b>Bereavement</b>	2 days per occurrence <i>(3 if traveling &gt;1,000 miles)</i>
<b>Perfect Attendance Leave (PAL)</b>	Up to 16 hours PAL or annual gym membership reimbursement up to \$299



### MEDICAL PREMIUM SUBSIDY

*Effective July 17, 2021*

\$255.15 per pay period

### 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.



### VISION

No Cost for Employee-Only Coverage.

*Employees are our most valuable resource.*

**COUNTY-PAID BENEFITS**

**SHORT-TERM DISABILITY**

Receive 55% of pay, up to \$1,540/week for up to one year

**BASIC TERM LIFE INSURANCE**

\$25,000 for Employee

**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**

Eligible to enroll at any time

**Retirement Medical Trust (RMT)**

**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 PARTICIPATION PROGRAMS**

<b>AD&amp;D Insurance</b>	Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.
<b>DCAP</b>	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
<b>529 Savings Plan</b>	Invest for future educational expenses with tax-free earnings. Contact Voya to enroll.
<b>Annual Tuition Reimbursement</b>	First-come, first-served basis not to exceed \$400 per fiscal year
<b>Combined Giving</b>	<a href="http://link.sbcounty.gov/CombinedGiving">link.sbcounty.gov/CombinedGiving</a> Give back to the community via one-time or ongoing payroll deductions.
<b>Commuter Services</b>	<a href="http://link.sbcounty.gov/rideshare">link.sbcounty.gov/rideshare</a> Help the environment, reduce traffic, save money and earn rewards with your commute.
<b>Employee Discounts</b>	<a href="http://link.sbcounty.gov/EmployeeDiscount">link.sbcounty.gov/EmployeeDiscount</a> Save big at hundreds of national and local merchants
<b>Wellness Program</b>	<a href="http://link.sbcounty.gov/wellness">link.sbcounty.gov/wellness</a> Information, resources and rewards to support your healthy lifestyle.
<b>Employee Assistance Program (EAP)</b>	<a href="http://link.sbcounty.gov/eap">link.sbcounty.gov/eap</a> Confidential expert support and resources available at any time, at no cost to you.