

SAFETY

MOU Contract 2019 - 2024

The County pays a large portion of your healthcare premiums. To determine your out-of-pocket costs, use our online [Benefits Calculator](#).



MEDICAL PREMIUM SUBSIDY

Effective July 16, 2022

Employee Only	\$210.25
Employee +1	\$419.98
Employee +2 or more	\$594.94

KAISER TRADITIONAL HMO & BLUE SHIELD PPO SUBSIDY

Effective July 16, 2022

Employee Only	\$229.98
Employee +1	\$471.51
Employee +2 or more	\$667.88

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 \$20 per pay period (\$138.46 - If continue opt-out and completed 18 years of service as of 12/24/2005)



VISION

No Cost for Employee and Dependent Coverage

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

LEAVE PROVISIONS

Annual Leave 184 – 264 hours per year instead of Vacation and Holiday Leave

Sick 3.69 hours per pay period

Court Holidays Must use Annual Leave

Employees are our most valuable resource.

VOLUNTARY PARTICIPATION PROGRAMS

COUNTY-PAID BENEFITS

SHORT-TERM DISABILITY

Not Eligible

LONG-TERM DISABILITY

Eligible; covered under SEBA policy

BASIC TERM LIFE INSURANCE

Not Eligible

RETIREMENT

SBCERA Retirement Formulas
Reciprocity provisions may apply

- Tier I** 3.0% AT AGE 50
Hired PRIOR to Jan 1, 2013
- Tier II** 2.7% at age 57
Hired ON or AFTER Jan 1, 2013

457(b) Deferred Compensation

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

Retirement Medical Trust (RMT)

County Contribution

County Contribution, based on years of completed regular County service:
 1 – 9 years = 0.25% of biweekly base salary
 10-15 years = 2.00% of biweekly base salary
 16-19 years = 3.00% of biweekly base salary
 20-24 years = 4.00% of biweekly base salary
 25+ years = 5.00% 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.

Supplemental Term Life Insurance	Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.
AD&D Insurance	Not Eligible
FSA	Pre-tax account for qualified health care expenses up to \$2,850 annually. "Gold" level plan enrollees are eligible for a match up to \$10 per pay period.
DCAP	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
Tuition Reimbursement	First-come, first-served basis not to exceed \$2,000 per year
Uniform Allowance	\$1,200 per year
529 Savings Plan	Invest for future educational expenses with tax-free earnings. Contact Voya to enroll.
Combined Giving	link.sbcounty.gov/CombinedGiving Give back to the community via one-time or ongoing payroll deductions.
Commuter Services	link.sbcounty.gov/rideshare Help the environment, reduce traffic, save money and earn rewards with your commute.
Employee Discounts	link.sbcounty.gov/EmployeeDiscount Save big at hundreds of national and local merchants
Wellness Program	link.sbcounty.gov/wellness Information, resources and rewards to support your healthy lifestyle.
Employee Assistance Program (EAP)	link.sbcounty.gov/eap Confidential expert support and resources available at any time, at no cost to you.