



FIRE MANAGEMENT

MOU Contract 2019-2025

The County
pays a large portion
of your healthcare premiums.

*Benefit rates listed for
full-time employees (80-112 hours)
per biweekly pay period unless otherwise noted.*

LEAVE PROVISIONS

Vacation 112 – 224 hours/year
56 hour average work week
Cash-out option up to 112 hours per year

80 – 160 hours/year
40 hour work week
Cash-out option up to 80 hours per year

Sick 5.15 hours/pay period
56 hour average work week

3.69 hours/pay period
40 hour work week

Holiday 167 hours/year
56 hour average work week
(max carryover of 334 hours w/exceptions)

14 days + 1 floating/year
40 hour work week
(max carryover of 167 hours w/exceptions)

Admin 96 hours/year
56 hour average work week
Cash-out option

80 hours/year
40 hour work week
Cash-out option

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

MEDICAL PREMIUM SUBSIDY

Effective July 16, 2022

Employee-Only	\$237.50
Employee +1	\$387.84
Employee +2 or more	\$531.08

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.

VISION

No Cost for Employee & Dependent Coverage.



Employees are our most valuable resource.

COUNTY-PAID BENEFITS

SHORT-TERM DISABILITY

Receive 55% of pay, up to \$2,309 per week for up to 6 mos.

BASIC TERM LIFE INSURANCE

\$50,000

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. County will match half of your contribution up to 0.5% of your base salary.

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

Tier I

7-9 years = 1.0% of biweekly base salary
10-15 years = 2.0% of biweekly base salary
16-19 years = 3.0% of biweekly base salary
20+ years = 4.0% of biweekly base salary

Tier II

7-9 years = 1.0% of biweekly base salary
10-15 years = 2.0% of biweekly base salary
16-19 years = 2.75% of biweekly base salary
20+ years = 3.0% of biweekly base salary

Sick Leave Conversion

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 5+ years of participation with SBCERA and/or other public retirement.

VOLUNTARY PARTICIPATION PROGRAMS

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	Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.
FSA	Pre-tax account for qualified health care expenses up to \$3,050 annually. Employees who select County sponsored Blue Shield Access + or Kaiser Choice HMO plans are eligible for up to a \$10 per pay period match.
DCAP	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
Annual Tuition Reimbursement	\$1,000 per fiscal 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.