



SAFETY

MOU Contract 2019 - 2025

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 15, 2023

Employee Only	\$219.45
Employee +1	\$438.38
Employee +2 or more	\$616.86

KAISER TRADITIONAL HMO & BLUE SHIELD PPO SUBSIDY

Effective July 15, 2023

Employee Only	\$239.18
Employee +1	\$489.91
Employee +2 or more	\$689.80

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.

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.

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	Not Eligible
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 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.
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.