



# ATTORNEYS

MOU Contract 2023-2027

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

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

## LEAVE PROVISIONS

**Vacation** 80-160 hours per year  
*Cash-out option up to 80 hours per year if 80 hours of vacation used in previous year*

**Sick** 3.39 hours per pay period

**Holiday** 14 + 1 floating per year

**Attorney** 80 hours per year  
*Cash-out option up to 40 hours per year if 80 hours of attorney leave used in previous year*

**Bereavement** 2 days per occurrence

**Perfect Attendance Leave (PAL)** Up to 16 hours PAL or annual gym membership reimbursement up to \$299



### MEDICAL PREMIUM SUBSIDY

*Effective July 13, 2024*

Employee-Only	\$225.78
Employee +1	\$410.79
Employee +2 or more	\$579.89

### 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-Only Coverage.

*Employees are our most valuable resource.*

**VOLUNTARY PARTICIPATION PROGRAMS**

**COUNTY-PAID BENEFITS**

**SHORT-TERM DISABILITY**

Receive 55% of pay, up to \$1,620/week for up to one year

**BASIC TERM LIFE INSURANCE**

\$50,000

**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 1% contribution of base salary. County will match half of your contribution up to 0.5% of your base salary after one year of continuous service.

**Retirement Medical Trust (RMT)**

**County Contribution** *Effective July 31, 2021*

(Based on continuous years of service):

- 10-14 years = 1.50% of biweekly base salary
- 15-19 years = 2.00% of biweekly base salary
- 20+ 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.

**MODIFIED BENEFIT OPTION (MBO)**

Certain eligible job classifications have the option to elect the MBO in lieu of the traditional benefit option; refer to your [Memorandum of Understanding \(MOU\)](#) for details.

**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 \$3,200 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.

**Annual Tuition Reimbursement** Get up to \$400 of tuition costs per year. Refer to MOU.

**Bar Dues** Costs associated with renewal of membership in the California State Bar Association

**Tuition Loan Repayment** Receive up to \$10,000 for eligible loan repayment. Refer to MOU.

**529 Savings Plan** Invest for future educational expenses with tax-free earnings. Contact Voya to enroll.

**Combined Giving** [link.sbcounty.gov/CombinedGiving](https://link.sbcounty.gov/CombinedGiving)  
Give back to the community via one-time or ongoing payroll deductions.

**Commuter Services** [link.sbcounty.gov/rideshare](https://link.sbcounty.gov/rideshare)  
Help the environment, reduce traffic, save money and earn rewards with your commute.

**Employee Discounts** [link.sbcounty.gov/EmployeeDiscount](https://link.sbcounty.gov/EmployeeDiscount)  
Save big at hundreds of national and local merchants.

**Wellness Program** [link.sbcounty.gov/wellness](https://link.sbcounty.gov/wellness)  
Information, resources and rewards to support your healthy lifestyle.

**Employee Assistance Program (EAP)** [link.sbcounty.gov/eap](https://link.sbcounty.gov/eap)  
Confidential expert support and resources available at any time, at no cost to you.