



EMERGENCY SERVICES

MOU Contract 2022-2025

The County
pays a large portion
of your healthcare premiums.

MEDICAL PREMIUM SUBSIDY

Effective July 13, 2024



Employee-Only	\$205.63
Employee +1	\$386.68
Employee +2 or more	\$563.43

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 and Dependent Coverage



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

LEAVE PROVISIONS

Vacation	80-160 hours per year <i>Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year</i>
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Sick	3.69 hours per pay period
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Holiday	120 hours per year/4.62 per pay period
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Bereavement	2 days per occurrence <i>(3 if traveling >1,000 miles)</i>
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Perfect Attendance Leave (PAL)	Up to 16 hours PAL or annual gym membership reimbursement up to \$299
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*Employees are our
most valuable resource.*

VOLUNTARY PARTICIPATION PROGRAMS

COUNTY-PAID BENEFITS

UNIFORM ALLOWANCE

Up to \$250 per fiscal year

STATE DISABILITY INSURANCE

Premium paid by CONFIRE

BASIC TERM LIFE INSURANCE

\$20,000

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.

Retirement Medical Trust (RMT)

County Contribution
(Based on continuous years of service):

1-4 years = 0.5% of bi-weekly base salary
5-9 years = 1.0% of bi-weekly base salary
10-15 years = 1.5% of bi-weekly base salary
16+ years = 2.0% of bi-weekly 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. Employees who select County sponsored Blue Shield Access + or Kaiser Choice plan enrollees are eligible for up to \$10.00 per pay period match.

DCAP Pre-tax account for qualified dependent care expenses up to \$5,000 annually.

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.