



PROFESSIONAL

MOU Contract 2020-2024

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 <i>Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year</i> |
| Sick | 3.39 hours per pay period |
| Holiday | 14 + 1 floating per year |
| Bereavement | 2 days per occurrence <i>(3 if traveling >1,000 miles)</i> |
| Perfect Attendance Leave (PAL) | Up to 16 hours PAL or annual gym membership reimbursement up to \$299 |



MEDICAL PREMIUM SUBSIDY

Effective July 15, 2023

| | |
|-----------------------------|----------|
| Employee Only | \$219.66 |
| Grandfathered Employee Only | \$230.25 |
| Employee +1 | \$382.94 |
| Employee +2 or more | \$541.91 |

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.

COUNTY-PAID BENEFITS

SHORT-TERM DISABILITY

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

BASIC TERM LIFE INSURANCE

\$35,000

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

(Based on continuous years of service):

10-14 years = 1.5% of biweekly base salary

15-19 years = 2.0% of biweekly base salary

20+ years = 2.5% 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.

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 \$3,200 annually. Employees who select County 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. |
| 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. |