



BOARD OF SUPERVISORS

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



MEDICAL PREMIUM SUBSIDY

Effective July 12, 2025

Employee-Only	\$360.19
Employee +1	\$598.77
Employee +2 or more	\$841.96

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 are per biweekly pay period unless otherwise noted.

LEAVE PROVISIONS

Vacation	80-160 hours per year <i>Maximum carryover of 480 hours, with exception. Unused balance in excess of cap will automatically cash out in pay period 1</i>
-----------------	---

Sick	3.69 hours per pay period
-------------	---------------------------

Holiday	14 + 1 floating per year <i>Maximum carryover of 120 hours, with exception. Unused balance in excess of cap will automatically cash out in pay period 1</i>
----------------	--

Admin	80 hours per year <i>Unused balance will automatically cash out in pay period 26</i>
--------------	---

Bereavement	2 days per occurrence <i>Plus, additional day if traveling over 1,000 miles</i>
--------------------	--

COUNTY-PAID BENEFITS

AUTOMOBILE ALLOWANCE

Biweekly allowance of \$461.54 with no mileage reimbursement, provided Employee is not assigned a County vehicle

PORTABLE COMMUNICATION DEVICE ALLOWANCE

Biweekly allowance of \$92.31

SHORT-TERM DISABILITY

Receive 55% of pay, up to \$2396/week for up to six months

LONG-TERM DISABILITY

60% up to \$10,000/month

BASIC TERM LIFE INSURANCE

\$50,000

GROUP UNIVERSAL LIFE INSURANCE

Policy $\frac{1}{2}$ x Annual Salary

FLEXIBLE SPENDING ACCOUNT (FSA)

Pre-tax account for qualified health care expenses up to \$3,300 annually. Plus, up to \$40 per pay period match OR up to \$50 per pay period match for Blue Shield Access+ and Kaiser Choice plan enrollees.

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

County contribution 1 times Employee contribution, up to 1%

401(k) Defined Compensation

County contribution 2 times Employee contribution, up to 8%

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

- 5-9 years = 2.00% of biweekly base salary
- 10-15 years = 2.75% of biweekly base salary
- 16+ years = 3.75% 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

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.
DCAP	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
Healthy Lifestyle Program	Health Club Membership Reimbursement, up to \$324/year
Annual Tuition Reimbursement	\$1,000 per fiscal year
Tuition Loan Repayment	Receive up to \$10,000 for eligible loan repayment. Refer to Exempt Ordinance.
529 Savings Plan	Invest for future educational expenses with tax-free earnings. Contact Scholarshare 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.