



# 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

<b>Vacation</b>	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>
<b>Sick</b>	3.69 hours per pay period
<b>Holiday</b>	120 hours per year/4.62 per pay period
<b>Bereavement</b>	2 days per occurrence <i>(3 if traveling &gt;1,000 miles)</i>
<b>Perfect Attendance Leave (PAL)</b>	Up to 16 hours PAL or annual gym membership reimbursement up to \$299

# 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 \$3,300 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 ScholarShare 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.