

EXEMPT non-elected

Exempt Compensation Ordinance January 2024

The County pays a large portion of your healthcare premiums. To determine your 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

MODIFIED BENEFIT OPTION (MBO)

All full-time employees in Regular Exempt Group positions shall have the option to elect the MBO in lieu of the traditional benefit option; please refer to the [Exempt Compensation Ordinance](#) for details.

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
Maximum carryover of 480 hours, with exception. Unused balance in excess of cap will automatically cash out in pay period 1

Sick 3.69 hours per pay period

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

Admin 80 hours per year
Unused balance will automatically cash out in pay period 26

Bereavement 2 days per occurrence
Plus add'l day if traveling over 1,000 miles

Perfect Attendance Leave (PAL) Up to 16 hours PAL
Groups C and D only

*Employees are our
most valuable resource.*

COUNTY-PAID BENEFITS

AUTOMOBILE ALLOWANCE

Groups A & B, Assistant Sheriffs, Sheriff's Deputy Chiefs & the District Attorney Chief Investigator, and Assistant Chief Probation Officer.

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

PORTABLE COMMUNICATION DEVICE ALLOWANCE

Groups A & B – Biweekly allowance of \$92.31

SHORT-TERM DISABILITY

Receive 55% of pay, up to \$2,396/week for up to six months

LONG-TERM DISABILITY

60% up to \$10,000/month

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

Groups A & B = County contribution 1 times Employee contribution, up to 1%

Groups C & D = County contribution ½ times Employee contribution, up to ½%

401(k) Defined Compensation

Groups A, B & C = County contribution 2 times Employee contribution, up to 8%

Group D = County contribution 2 times Employee contribution, up to 6%

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 retirement.

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.
Group Universal Life Insurance (GUL)	Group A – 100% of the premium for 1x Annual Salary Group B – 50% of the premium for 1x Annual Salary or 100% of the premium for ½x Annual Salary Group C & D – 25% of the premium for 1x Annual Salary
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. Plus, up to \$40 match per pay period OR BSC Access+/Kaiser Choice plan enrollees are eligible for a match up to \$50 per pay period.
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 529 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