



SPECIAL DISTRICTS/FIRE DISTRICT Non-Represented

Compensation Plan 2024

The County
pays a large portion
of your healthcare premiums.

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
*Cash-out option up to 60 hours
per year if 80 hours of vacation
used in previous year*

Sick 3.69 hours per pay period

Holiday 14 + 1 floating per year

Admin 40 hours/year – SUP ONLY
Cash-out option

Annual 40 hours/year – SUP ONLY
No Cash-out (use it or lose it)

Bereavement 2 days per occurrence
(3 if traveling >1,000 miles)

**Perfect Attendance
Leave (PAL)** Up to 16 hours PAL or
annual gym membership
reimbursement up to \$299

MEDICAL PREMIUM SUBSIDY

Effective July 12, 2025

Employee-Only	\$326.08
Employee +1	\$601.91
Employee +2 or more	\$856.07

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.



Employees are our most valuable resource.

COUNTY-PAID BENEFITS

BASIC TERM LIFE INSURANCE

\$25,000 for All employees except SUP
\$35,000 for SUP

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

Eligible after one year of continuous service in a regular position Special Districts/Fire District matching contribution ½ times employee contribution, up to 0.5%.

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

10-14 years = 1.50% of biweekly base salary

15-19 years = 2.00% of biweekly base salary

20+ years = 2.50% 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.

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 \$3,300 annually. Employees who select County sponsored 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.
Annual Tuition Reimbursement	First come first serve basis not to exceed \$1,650 per fiscal year.
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.