



# PSD- 12 MONTH CONTRACT

MOU Contract 2023-2025

The County  
pays a large portion  
of your healthcare premiums.



## MEDICAL PREMIUM SUBSIDY

*Effective August 12, 2023*

\$289.00 per pay period

## 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

\$9.88



## VISION

No Cost for Employee-Only Coverage.

*Benefit rates listed  
per biweekly pay period unless otherwise noted.*

## LEAVE PROVISIONS

<b>Vacation</b>	80-160 hours per year
<b>Sick</b>	3.39 hours per pay period
<b>Holiday</b>	14 days per year
<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.**

## COUNTY-PAID BENEFITS

### SHORT-TERM DISABILITY

Receive 55% of pay, up to \$1,681/week  
for up to one year

### BASIC TERM LIFE INSURANCE

\$25,000

### 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**

Eligible to enroll at any time

#### **Retirement Medical Trust (RMT)**

#### **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

#### **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.

#### **529 Savings Plan**

Invest for future educational  
expenses with tax-free earnings.  
Contact ScholarShare to enroll.

#### **Annual Tuition Reimbursement**

First-come, first-served basis not to  
exceed \$400 per fiscal year

#### **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.