



# Probation

MOU Contract 2022-2027

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

*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 80 hours per year if 80 hours of vacation used in previous year*

**Sick** 3.39 hours per pay period

**Holiday** 14 + 1 floating per year

**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	\$214.75
Employee +1	\$444.99
Employee +2 or more	\$630.96

### 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 \$25 per pay period.



### VISION

Employee-Only coverage paid by Employer

Employee may purchase dependent coverage:

Employee +1	\$3.16
Employee +2 or more	\$8.81

# Employees are our most valuable resource.

## COUNTY-PAID BENEFITS

### SHORT-TERM DISABILITY

Receive 55% of pay, up to \$1,681/week for up to 90 days

### LONG-TERM DISABILITY

Eligible through SBCPOA

### 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**

Auto-enrolled upon hire at 1% contribution of base salary. County will match half of your contribution up to 0.5% of your base salary after five (5) years.

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

##### **County Contribution**

(Based on continuous years of service):

1-4 years = 0.50% of biweekly base salary  
5-9 years = 1.00% of biweekly base salary  
10-19 years = 1.25% of biweekly base salary  
20+ years = 1.50% 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

<b>Supplemental Term Life Insurance</b>	Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.
<b>AD&amp;D Insurance</b>	Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.
<b>FSA</b>	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.
<b>DCAP</b>	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
<b>Tuition Reimbursement</b>	First-come, first-served basis not to exceed \$2,000 per employee.
<b>Tuition Loan Repayment</b>	Receive up to \$7,500 for eligible loan repayment. See your MOU.
<b>529 Savings Plan</b>	Invest for future educational expenses with tax-free earnings. Contact ScholarShare to enroll.
<b>Combined Giving</b>	<a href="https://link.sbcounty.gov/CombinedGiving">link.sbcounty.gov/CombinedGiving</a> Give back to the community via one-time or ongoing payroll deductions.
<b>Commuter Services</b>	<a href="https://link.sbcounty.gov/rideshare">link.sbcounty.gov/rideshare</a> Help the environment, reduce traffic, save money and earn rewards with your commute.
<b>Employee Discounts</b>	<a href="https://link.sbcounty.gov/EmployeeDiscount">link.sbcounty.gov/EmployeeDiscount</a> Save big at hundreds of national and local merchants.
<b>Wellness Program</b>	<a href="https://link.sbcounty.gov/wellness">link.sbcounty.gov/wellness</a> Information, resources and rewards to support your healthy lifestyle.
<b>Employee Assistance Program</b>	<a href="https://link.sbcounty.gov/eap">link.sbcounty.gov/eap</a> Confidential expert support and resources available at any time, at no cost to you.