



SPECIAL DISTRICTS/FIRE DISTRICT Exempt

Exempt Compensation Ordinance February 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 (max carryover
of 480 hours, with exceptions)*

Sick 3.69 hours per pay period

Holiday 14 + 1 floating/year
*Cash-out option (max carryover
of 120 hours, with exceptions)*

Admin 80 hours/year
Cash-out option

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

**Perfect
Attendance
Leave (PAL)** Up to 16 hours PAL
(groups C and D)

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.



Employees are our most valuable resource.

COUNTY-PAID BENEFITS

AUTOMOBILE ALLOWANCE

Groups B – Bi-weekly allowance of \$461.54.

Employee who enters in Group B after June 20, 2020, except Director of Special Districts and Communications Director, shall not have the option to receive automobile allowance

PORTABLE COMMUNICATION DEVICE ALLOWANCE

Groups B – Bi-weekly allowance of \$92.31

SHORT-TERM DISABILITY

Receive 55% of pay, up to \$2,396/week for up to 180 days.

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 3.0% at age 50 (Safety)
2.0% at age 55 (General)
Hired PRIOR to Jan 1, 2013

Tier II 2.7% at age 57 (Safety)
2.5% at age 67 (General)
Hired ON or AFTER Jan 1, 2013

457(b) Deferred Compensation

Groups B = Special Districts/Fire District contribution 1 times Employee contribution, up to 1%

Groups C & D = Special Districts/Fire District contribution ½ times Employee contribution, up to ½%

401 (k) Defined Compensation

Groups B & C = Special Districts/Fire District contribution 2 times Employee contribution, up to 8%

Group D = Special Districts/Fire District 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.
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
Tuition/Membership Reimbursement	\$1,000 per fiscal year
Tuition Loan Repayment	Receive up to \$10,000 for eligible loan repayment. Refer to Exempt Compensation Plan.
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.