



WATER AND SANITATION

MOU Contract 2024-2027

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 <i>Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year</i>
Sick	3.69 hours per pay period
Holiday	14 + 1 floating per year
Bereavement	2 days per occurrence <i>(3 if traveling >1,000 miles)</i>
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	\$236.97
Employee +1	\$500.04
Employee +2 or more	\$689.31

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 & Eligible Dependent Coverage



Employees are our most valuable resource.

COUNTY-PAID BENEFITS

UNIFORMS/FOOTWEAR

\$250/fiscal year for footwear

STATE DISABILITY INSURANCE

Fiscal Assistant, Utility Services Associate, and Accounts Technician: Premium paid by Employer

All other Employees: Employee paid

BASIC TERM LIFE INSURANCE

\$35,000

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. The District will match half of your contribution up to 1% of your base salary after one year.

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

1-9 years = 0.5% of biweekly base salary
10-15 years = 1.5% of biweekly base salary
16+ years = 2.0% 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.

MODIFIED BENEFIT OPTION (MBO)

Certain eligible job classifications have the option to elect the MBO in lieu of the traditional benefit option; refer to your [Memorandum of Understanding \(MOU\)](#) for details.

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.
Tuition/Loan Repayment	First-come, first-served basis not to exceed \$1,500/fiscal year
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.