

BOARD OF SUPERVISORS

Benefits Overview

Healthcare Benefits

The County pays a large portion of your healthcare premiums.

MEDICAL PREMIUM SUBSIDY

Effective July 11, 2026

Employee Only	\$394.22
Employee +1	\$666.80
Employee +2 or more	\$938.24



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 into a County medical plan.



VISION

No cost for Employee and Dependent coverage.

To determine your out-of-pocket costs, use our online Benefits Calculator: <https://hr.sbcounty.gov/benefits-calculator>.

Leave Provisions



Admin Leave

80 hours per year. Unused balance will cash out in pay period 26.



Bereavement

3 days per occurrence.
(4 days if traveling >1,000 miles).



Sick

3.69 hours per pay period



Vacation

80-160 hours per year. Maximum carryover of 480 hours, with certain exceptions. Unused balance in excess of cap will cash out in pay period 1.



Holiday

14 days + 1 Floating per year. Maximum carryover of 120 hours. Excess of cap will cash out in pay period 1.

Modified Benefit Option (MBO)

Certain eligible job classifications shall be provided the opportunity to convert from a regular position with traditional benefits to a regular position with modified benefits and wage differential. Refer to your Memorandum of Understanding (MOU).

MOU Website: <https://link.sbcounty.gov/MOU> MBO Website: <https://link.sbcounty.gov/MBO>

County-Paid Benefits



Life Insurance

Basic Term Life Insurance: \$50,000
Group Universal Life Insurance:
Policy is 50% of annual salary.



Disability Insurance

Short Term: Receive 55% of pay, up to \$2,516/week for up to 6 months.
Long Term: 60% of salary up to \$10,000/month.



Automobile Allowance

Biweekly allowance of \$461.54, with no mileage reimbursement.



Portable Communication Allowance

Biweekly allowance of \$92.31.



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

County contribution 1x Employee contribution, up to 1%.

401(k) Defined Compensation

County contribution 2x Employee contribution, up to 8%.

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 10+ years of participation with SBCERA and/or other public retirement.

Voluntary Programs



Supplemental Term Life Insurance

Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.

<https://link.sbcounty.gov/Life-Insurance>



AD&D Insurance

Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.

<https://link.sbcounty.gov/Life-Insurance>



Flexible Spending Account (FSA)

Pre-Tax account for qualified health care expenses up to \$3,400 annually. Employees are eligible for a match up to \$40. Employees who select County-sponsored Blue Shield Access+ or Kaiser Choice are eligible for a match up to \$50 per pay period.

<https://link.sbcounty.gov/fsa>



Dependent Care Assistance Program (DCAP)

Pre-tax account for qualified dependent care expenses up to \$5,000 annually. <https://link.sbcounty.gov/DCAP>



529 Savings Plan

Invest for future educational expenses with tax-free earnings.

Contact Scholar Share to enroll. <https://link.sbcounty.gov/529>



Combined Giving

Give back to the community via one time or ongoing payroll deductions. <https://link.sbcounty.gov/CombinedGiving>



Commuter Services

Help the environment, reduce traffic, save money and earn rewards with your commute. <https://link.sbcounty.gov/Commuter>



Employee Discounts

Save big at hundreds of national and local merchants.

<https://link.sbcounty.gov/Employee-Discount-Program>



Wellness Program

Information, resources and rewards to support your healthy lifestyle. <https://link.sbcounty.gov/wellness>



Employee Assistance Program (EAP)

Confidential expert support and resources available at any time, at no cost to you. <https://link.sbcounty.gov/EAP>



Annual Tuition Reimbursement

Receive up to \$1,000 per fiscal year, refer to the Exempt Ordinance for additional information and eligibility.



Tuition Loan Repayment

Receive up to \$10,000 for eligible loan repayment, refer to the Exempt Ordinance for eligibility details.

<https://link.sbcounty.gov/TuitionProgram>



Healthy Lifestyle Program

Health Club Membership reimbursement, up to \$324/year.

Medical Premium Costs for County Plans

Medical Premium Subsidy

July 11, 2026

The County provides Premium Subsidies biweekly to help off- set the cost of your medical and dental premiums.

Employee Only: **\$394.22 (TBO) \$279.90 (MBO)**

Employee +1: **\$666.80 (TBO) \$546.78 (MBO)**

Employee +2: **\$938.24 (TBO) \$769.36 (MBO)**

Employee Only Coverage		
Plan	Traditional Benefit Option (TBO) Employee Cost Per Pay Period	Modified Benefit Option (MBO) Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$0.00	\$60.66
Blue Shield Access + HMO	\$0.00	\$82.98
Blue Shield Signature HMO	\$23.63	\$137.95
Blue Shield PPO	\$382.67	\$496.99
Kaiser Virtual Complete HMO	\$0.00	\$49.17
Kaiser Choice HMO	\$0.00	\$78.29
Kaiser Permanente HMO	\$25.90	\$140.22

Employee +1 Coverage		
Plan	Traditional Benefit Option (TBO) Employee Cost Per Pay Period	Modified Benefit Option (MBO) Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$12.33	\$132.35
Blue Shield Access + HMO	\$57.01	\$177.03
Blue Shield Signature HMO	\$166.90	\$286.92
Blue Shield PPO	\$914.42	\$1,034.44
Kaiser Virtual Complete HMO	\$0.00	\$109.35
Kaiser Choice HMO	\$47.57	\$167.59
Kaiser Permanente HMO	\$171.43	\$291.45

Employee +2 or more Coverage		
Plan	Traditional Benefit Option (TBO) Employee Cost Per Pay Period	Modified Benefit Option (MBO) Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$21.92	\$190.80
Blue Shield Access + HMO	\$85.14	\$254.02
Blue Shield Signature HMO	\$240.62	\$409.50
Blue Shield PPO	\$1,514.95	\$1,683.83
Kaiser Virtual Complete HMO	\$0.00	\$158.23
Kaiser Choice HMO	\$71.76	\$240.64
Kaiser Permanente HMO	\$247.02	\$415.90