

# SPECIAL DISTRICTS/FIRE DISTRICT NON-REPRESENTED

## Benefits Overview

### Healthcare Benefits

The Special Districts/Fire District pays a large portion of your healthcare premiums.

#### MEDICAL PREMIUM SUBSIDY

Effective July 11, 2026

Employee Only	\$360.11
Employee +1	\$669.94
Employee +2 or more	\$952.35



#### MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and do not enroll in the Special Districts/Fire District medical plans, you will receive an extra \$40 per pay period or grandfathered amounts.



#### DENTAL PREMIUM SUBSIDY

\$9.46

Requires enrollment in a Special Districts/Fire District medical plan.



#### VISION

No cost for Employee and Dependent coverage.

The Benefit rates listed above apply to full-time employees (61-80 hours) per biweekly pay period unless noted otherwise. To determine your out-of-pocket costs, use our online Benefits Calculator: <https://hr.sbcounty.gov/benefits-calculator>

### Leave Provisions

Leave time listed for full-time (61-80 hours) per biweekly pay period unless noted otherwise.



#### Holiday

14 + 1 floating per year. Max carryover of 112 hours, excess cap will auto cash-out pay period 1.



#### Perfect Attendance

Up to 16 hours PAL or annual membership up to \$299.



#### Vacation

80-160 hours per year. Cash-out option up to 60 hours per year, if 80 hours of vacation used in previous year.



#### Admin Leave

40 hours/year - Supervisory Classifications only. Unused balance will auto cash-out pay period 26.



#### Bereavement

3 days per occurrence. + 1 day if traveling >1,000 miles



#### Annual Leave

40 hours/year - Supervisory Classifications only. No cash-out option.



#### Sick

3.69 hours per pay period

### 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



### State Disability Insurance

All non-represented employees shall pay the premium through payroll deductions.



### Basic Term Life Insurance

\$25,000 for All Employees except SUP  
\$35,000 for SUP



## 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 after one year of continuous service in a regular position. County matching contribution 1/2 times employee contribution, up to 0.50%.

### Retirement Medical Trust (RMT) County Contribution

Based on continuous years of service:  
10-14 years = 1.50% of biweekly base salary  
15-19 years = 2.00% of biweekly base salary  
20+ years = 2.50% 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 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 who select County sponsored Blue Shield Access+ or Kaiser Choice are eligible for up to \$10 per pay period match. <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-Discout-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

First come first serve basis, not to exceed \$1,650 per fiscal year. <https://link.sbcounty.gov/TuitionProgram>

# Medical Premium Costs for Special Districts/Fire District Plans

## Medical Premium Subsidy

Effective July 11, 2026

The Special Districts/Fire District provides Premium Subsidies biweekly to help offset the cost of your medical and dental premiums.

Employee Only: **\$360.11 (TBO) \$255.68 (MBO)**  
 Employee +1: **\$669.94 (TBO) \$549.35 (MBO)**  
 Employee +2: **\$952.35 (TBO) \$780.93 (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	\$84.88
Blue Shield Access + HMO	\$2.77	\$107.20
Blue Shield Signature HMO	\$57.74	\$162.17
Blue Shield PPO	\$416.78	\$521.21
Kaiser Virtual Complete HMO	\$0.00	\$73.39
Kaiser Choice HMO	\$0.00	\$102.51
Kaiser Permanente HMO	\$60.01	\$164.44

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	\$9.19	\$129.78
Blue Shield Access + HMO	\$53.87	\$174.46
Blue Shield Signature HMO	\$163.76	\$284.35
Blue Shield PPO	\$911.28	\$1,031.87
Kaiser Virtual Complete HMO	\$0.00	\$106.78
Kaiser Choice HMO	\$44.43	\$165.02
Kaiser Permanente HMO	\$168.29	\$288.88

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	\$7.81	\$179.23
Blue Shield Access + HMO	\$71.03	\$242.45
Blue Shield Signature HMO	\$226.51	\$397.93
Blue Shield PPO	\$1,500.84	\$1,672.26
Kaiser Virtual Complete HMO	\$0.00	\$146.66
Kaiser Choice HMO	\$57.65	\$229.07
Kaiser Permanente HMO	\$232.91	\$404.33