

# SPECIALIZED PEACE OFFICER

## Benefits Overview

**MOU Contract 2023 - 2027**

### Healthcare Benefits

The County pays for a large portion of your healthcare premiums.

#### MEDICAL PREMIUM SUBSIDY

Effective December 13, 2025

Employee Only	\$227.75
Employee +1	\$468.99
Employee +2 or more	\$670.96



#### MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and opt-out of the County's medical plans, you will receive an extra \$25 per pay period.

If you are covered by a Spouse or Domestic Partner who is also employed by the County, you may waive your coverage and receive up to \$40 per pay period.



#### VISION

No cost for Employee Only coverage. Employee may purchase dependent coverage;

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

The Benefit rates listed 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 employees (61-80 hours) per biweekly pay period unless otherwise noted.



#### 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.



#### Bereavement

Up to 5 days per occurrence.



#### Perfect Attendance

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

## County-Paid Benefits



### Short-Term Disability

Receive 55% of pay up to \$1,765/week.



### Long-Term Disability

Eligible; covered under SEBA policy.



### 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 1.0% of your base salary after five (5) years of service.

### Retirement Medical Trust (RMT)

#### County Contribution

Based on continuous years of service:

1-4 years = 1.00% of biweekly base salary

5-19 years = 1.75% of biweekly base salary

20+ years = 3.00% 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>



### 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-Discussion-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 served basis not to exceed \$3,000 per fiscal year. Refer to your MOU.

# Medical Premium Costs for County Plans

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

## Medical Premium Subsidy

Effective December 13, 2025

Employee Only: **\$227.75**

Employee +1: **\$468.99**

Employee +2: **\$670.96**

### Employee Only Coverage

Plan	Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$112.81
Blue Shield Access + HMO	\$135.13
Blue Shield Signature HMO	\$190.10
Blue Shield PPO	\$549.14
Kaiser Virtual Complete HMO	\$101.32
Kaiser Choice HMO	\$130.44
Kaiser Permanente HMO	\$192.37

### Employee +1 Coverage

Plan	Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$210.14
Blue Shield Access + HMO	\$254.82
Blue Shield Signature HMO	\$364.71
Blue Shield PPO	\$1,112.23
Kaiser Virtual Complete HMO	\$187.14
Kaiser Choice HMO	\$245.38
Kaiser Permanente HMO	\$369.24

### Employee +2 or more Coverage

Plan	Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$289.20
Blue Shield Access + HMO	\$352.42
Blue Shield Signature HMO	\$507.90
Blue Shield PPO	\$1,782.23
Kaiser Virtual Complete HMO	\$256.63
Kaiser Choice HMO	\$339.04
Kaiser Permanente HMO	\$514.30