



FIRE SUPPRESSION AIDES

MOU Contract 2019-2025

The County pays a large portion of your healthcare premiums. To determine your out-of-pocket costs, use our online [Benefits Calculator](#).

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



MEDICAL PREMIUM SUBSIDY

Effective July 16, 2022

Employee-Only	\$206.90
Grandfathered EE Only	\$234.65
Employee +1	\$356.91
Employee +2 or more	\$503.41

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>
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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.

Sick	3.69 hours per pay period
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Holiday	14 + 1 floating per year
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Bereavement	2 days per occurrence <i>(3 if traveling >1,000 miles)</i>
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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.

VOLUNTARY PARTICIPATION PROGRAMS

COUNTY-PAID BENEFITS

SHORT-TERM DISABILITY INSURANCE

Eligible; covered under Local 935 policy

BASIC TERM LIFE INSURANCE

\$25,000

RETIREMENT

SBCERA Retirement Formulas

Reciprocity provisions may apply

Tier I 3.0% AT AGE 50
Hired PRIOR to Jan 1, 2013

Tier II 2.7% at age 57
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 ½ times employee contribution, up to 0.5%.

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

- 7-9 years = 1.0% of biweekly base salary
- 10-15 years = 2.00% of biweekly base salary
- 16-19 years = 2.75% 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.

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 \$3,050 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.
529 Savings Plan	Invest for future educational expenses with tax-free earnings. Contact Voya 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.

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.