



PSD- 12 MONTH CONTRACT

MOU Contract 2023-2025

The County
pays a large portion
of your healthcare premiums.

*Benefit rates listed
per biweekly pay period unless otherwise noted.*



MEDICAL PREMIUM SUBSIDY

Effective August 12, 2023

\$289.00 per pay period

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

\$9.88



VISION

No Cost for Employee-Only Coverage.

LEAVE PROVISIONS

Vacation	80-160 hours per year
Sick	3.39 hours per pay period
Holiday	14 days 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

Employees are our most valuable resource.

COUNTY-PAID BENEFITS

SHORT-TERM DISABILITY

Receive 55% of pay, up to \$1,620/week for up to one year

BASIC TERM LIFE INSURANCE

\$25,000

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

Eligible to enroll at any time

Retirement Medical Trust (RMT)

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 PARTICIPATION PROGRAMS

AD&D Insurance	Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.
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.
Annual Tuition Reimbursement	First-come, first-served basis not to exceed \$400 per fiscal year
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.