



# WATER AND SANITATION

MOU Contract 2020-2024

The County  
pays a large portion  
of your healthcare premiums.

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

## LEAVE PROVISIONS

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

**Sick** 3.69 hours per pay  
period

**Holiday** 14 + 1 floating per year

**Bereavement** 2 days per occurrence  
*(3 if traveling >1,000 miles)*

**Perfect  
Attendance  
Leave (PAL)** Up to 16 hours PAL or  
annual gym membership  
reimbursement up to  
\$299

### MEDICAL PREMIUM SUBSIDY

*Effective July 16, 2022*

Employee-Only	\$186.94
Employee +1	\$399.64
Employee +2 or more	\$547.67

### 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 in a  
County medical plan)*

### VISION

No Cost for Employee & Eligible  
Dependent Coverage



# Employees are our most valuable resource.

## COUNTY-PAID BENEFITS

### UNIFORMS/FOOTWEAR

\$250/fiscal year for footwear

### STATE DISABILITY INSURANCE

Fiscal Assistant, Utility Services Associate, and Accounts Technician: Premium paid by Employer

All other Employees: Employee paid

### BASIC TERM LIFE INSURANCE

\$35,000

### 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 0.5% of your base salary after one year.

#### **Retirement Medical Trust (RMT)**

##### **County Contribution**

(Based on continuous years of service):

1-9 years = 0.5% of biweekly base salary  
10-15 years = 1.5% of biweekly base salary  
16+ years = 2.0% 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.

## **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.

## VOLUNTARY PARTICIPATION PROGRAMS

<b>Supplemental Term Life Insurance</b>	Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.
<b>AD&amp;D Insurance</b>	Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.
<b>FSA</b>	Pre-tax account for qualified health care expenses up to \$2,850 annually. "Gold" level plan enrollees are eligible for a match up to \$10 per pay period.
<b>DCAP</b>	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
<b>Tuition/Loan Repayment</b>	First-come, first-served basis not to exceed \$1,500/fiscal year
<b>529 Savings Plan</b>	Invest for future educational expenses with tax-free earnings. Contact Voya to enroll.
<b>Combined Giving</b>	<a href="https://link.sbcounty.gov/CombinedGiving">link.sbcounty.gov/CombinedGiving</a> Give back to the community via one-time or ongoing payroll deductions.
<b>Commuter Services</b>	<a href="https://link.sbcounty.gov/rideshare">link.sbcounty.gov/rideshare</a> Help the environment, reduce traffic, save money and earn rewards with your commute.
<b>Employee Discounts</b>	<a href="https://link.sbcounty.gov/EmployeeDiscount">link.sbcounty.gov/EmployeeDiscount</a> Save big at hundreds of national and local merchants
<b>Wellness Program</b>	<a href="https://link.sbcounty.gov/wellness">link.sbcounty.gov/wellness</a> Information, resources and rewards to support your healthy lifestyle.
<b>Employee Assistance Program (EAP)</b>	<a href="https://link.sbcounty.gov/eap">link.sbcounty.gov/eap</a> Confidential expert support and resources available at any time, at no cost to you.