



# SPECIAL DISTRICTS/COUNTY FIRE Non-Represented

Compensation Plan May 2022

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

**Admin** 40 hours/year – SUP ONLY  
*Cash-out option*

**Annual** 40 hours/year – SUP ONLY  
*No Cash-out (use it or lose it)*

**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	\$252.10
Employee +1	\$453.96
Employee +2 or more	\$646.72

### 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 and Dependent Coverage.



# Employees are our most valuable resource.

## COUNTY-PAID BENEFITS

### TOOL ALLOWANCE

\$500 for Vehicle Services Supervisors

### STATE DISABILITY INSURANCE

Clerical assigned to Crestline Sanitation and for employees in Regular positions assigned to Hazardous Materials Division: Employer Paid

All other employees: Employee Paid

### 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 ½ times employee contribution, up to 0.5%.

#### **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 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>Annual Tuition Reimbursement</b>	First come first serve basis not to exceed \$1,650 per 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="http://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="http://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="http://link.sbcounty.gov/EmployeeDiscount">link.sbcounty.gov/EmployeeDiscount</a> Save big at hundreds of national and local merchants.
<b>Wellness Program</b>	<a href="http://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="http://link.sbcounty.gov/eap">link.sbcounty.gov/eap</a> Confidential expert support and resources available at any time, at no cost to you.