



# EMERGENCY SERVICES

MOU Contract 2017-2020

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.*

## 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** 112 hours 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

|                     |          |
|---------------------|----------|
| Employee-Only       | \$190.00 |
| Employee +1         | \$326.68 |
| Employee +2 or more | \$473.43 |

### 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.*

**VOLUNTARY PARTICIPATION PROGRAMS**

**COUNTY-PAID BENEFITS**

**UNIFORM ALLOWANCE**

Up to \$200 per fiscal year

**STATE DISABILITY INSURANCE**

Premium paid by Employer

**BASIC TERM LIFE INSURANCE**

\$20,000

**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)**

**County Contribution**

(Based on continuous years of service):

1-4 years = 0.50% of biweekly base salary  
5+ years = 1.00% 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.

|  |  |
|--|--|
| <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 \$2,750 annually.   |
| <b>DCAP</b>                              | Pre-tax account for qualified dependent care expenses up to \$5,000 annually.  |
| <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><br>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><br>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><br>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><br>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><br>Confidential expert support and resources available at any time, at no cost to you.              |