



SPECIAL DISTRICTS/COUNTY FIRE Non-Represented

Compensation Plan 2020



MEDICAL PREMIUM SUBSIDY

Employee-Only	\$208.22
Employee +1	\$363.50
Employee +2 or more	\$520.71

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.

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 <i>Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year</i>
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Sick	3.69 hours per pay period
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Holiday	13 + 1 floating per year
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Admin	40 hours/year – SUP ONLY <i>Cash-out option</i>
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Annual	40 hours/year – SUP ONLY <i>No Cash-out (use it or lose it)</i>
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Bereavement	2 days per occurrence <i>(3 if traveling >1,000 miles)</i>
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Perfect Attendance Leave (PAL)	Up to 16 hours PAL or annual gym membership reimbursement up to \$299
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Employees are our most valuable resource.

COUNTY-PAID BENEFITS

TOOL ALLOWANCE

\$500 for Vehicle Services Supervisors

STATE DISABILITY INSURANCE

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

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 = 1.0% of biweekly base salary
15-19 years = 1.25% of biweekly base salary
20+ years = 1.5% 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

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 \$2,750 annually.
DCAP	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
Annual Tuition Reimbursement	First come first serve basis not to exceed \$1,650 per fiscal year
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.