



PSD- 12 MONTH CONTRACT

MOU Contract 2020-2023

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 per biweekly pay period unless otherwise noted.

LEAVE PROVISIONS

Vacation 80-160 hours per year

Sick 3.39 hours per pay period

Holiday 13 days 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
\$240.72 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.



VISION
No Cost for Employee-Only Coverage.

Employees are our most valuable resource.

COUNTY-PAID BENEFITS

SHORT-TERM DISABILITY

Receive 55% of pay, up to \$1,357/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

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.
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.
Annual Tuition Reimbursement	Based on contract provisions