



SPECIAL DISTRICTS/COUNTY FIRE Exempt

MOU Contract 2020



MEDICAL PREMIUM SUBSIDY*

Employee-Only	\$253.33
Employee +1	\$399.03
Employee +2 or more	\$559.94

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.

**Subject to the discretion of the Chief Executive Officer based on the availability of financial resources*

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 (max carryover of 480 hours, with exceptions)</i>
Sick	3.69 hours per pay period
Holiday	13 + 1 floating/year <i>Cash-out option (max carryover of 112 hours, with exceptions)</i>
Admin	80 hours/year <i>Cash-out option</i>
Bereavement	2 days per occurrence <i>(3 if traveling >1,000 miles)</i>
Perfect Attendance Leave (PAL)	Up to 16 hours PAL <i>(groups C and D)</i>

Employees are our most valuable resource.

COUNTY-PAID BENEFITS

AUTOMOBILE ALLOWANCE

Groups B - *Effective June 20, 2020, allowance is changed from \$561.54 to \$461.54. The reduced amount of \$100/bi-weekly will be included in base salary.*

Employee who enters in Group B after June 20, 2020, except Director of Special Districts and Communications Director, shall not have the option to receive automobile allowance

PORTABLE COMMUNICATION DEVICE ALLOWANCE

Groups B – Bi-weekly allowance of \$92.31

SHORT-TERM DISABILITY

Receive 55% of pay, up to \$1,934/week for up to 6 mos.

LONG-TERM DISABILITY

60% up to \$10,000/month

BASIC TERM LIFE INSURANCE

\$50,000

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

Groups B = County contribution 1 times Employee contribution, up to 1%

Groups C & D = County contribution ½ times Employee contribution, up to ½%

401 (k) Defined Compensation

Groups B & C = County contribution 2 times Employee contribution, up to 8%

Group D = County contribution 2 times Employee contribution, up to 6%

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

- 5-9 years = 2.00% of biweekly base salary
- 10-15 years = 2.75% of biweekly base salary
- 16+ years = 3.75% of biweekly base salary

Sick Leave Conversion

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 5+ 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 plus up to \$40 County match per pay period. "Gold" level plan enrollees are eligible for a match up to \$50 per pay period.
DCAP	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
Healthy Lifestyle Program	Health Club Membership Reimbursement, up to \$324/year and Annual Physical Exam
Annual Tuition Reimbursement	\$1,000 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.