



# SAFETY

MOU Contract 2019 - 2024

The County pays a large portion of your healthcare premiums. To determine your out-of-pocket costs, use our online [Benefits Calculator](#).



### MEDICAL PREMIUM SUBSIDY

Employee Only	\$197.88
Employee +1	\$395.76
Employee +2 or more	\$561.72

### KAISER TRADITIONAL HMO & BLUE SHIELD PPO SUBSIDY

Employee Only	\$217.61
Employee +1	\$447.29
Employee +2 or more	\$634.66

### 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 \$20 per pay period (\$138.46 - If continue opt-out and completed 18 years of service as of 12/24/2005)



### 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

**Annual Leave** 176 - 256 hours per year instead of Vacation and Holiday Leave

**Sick** 3.69 hours per pay period

**Court Holidays** Must use Annual Leave

*Employees are our most valuable resource.*

**VOLUNTARY PARTICIPATION PROGRAMS**

**COUNTY-PAID BENEFITS**

**SHORT-TERM DISABILITY**

Not Eligible

**LONG-TERM DISABILITY**

Eligible; covered under SEBA policy

**BASIC TERM LIFE INSURANCE**

Not Eligible

**RETIREMENT**

**SBCERA Retirement Formulas**  
*Reciprocity provisions may apply*

**Tier I** 3.0% AT AGE 50  
*Hired PRIOR to Jan 1, 2013*

**Tier II** 2.7% at age 57  
*Hired ON or AFTER Jan 1, 2013*

**457(b) Deferred Compensation**

Auto-enrolled upon hire at 1% contribution of base salary.

**Retirement Medical Trust (RMT)**

**County Contribution**

County Contribution, based on years of completed regular County service:  
 1 – 9 years = 0.25% of biweekly base salary  
 10-15 years = 2.00% of biweekly base salary  
 16-19 years = 3.00% of biweekly base salary  
 20-24 years = 4.00% of biweekly base salary  
 25+ years = 5.00% 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>	Not Eligible
<b>FSA</b>	Pre-tax account for qualified health care expenses up to \$2,750 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>Tuition Reimbursement</b>	First-come, first-served basis not to exceed \$2,000 per year
<b>Uniform Allowance</b>	\$1,200 per 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.