



GENERAL

Bargaining Units: Administrative Services (ADM), Clerical (CLK), Craft, Labor & Trade (CLT), Management (MGMT), Supervisory (SUP), Technical & Inspection (TI)

MOU Contract 2019-2023

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 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>
Sick	3.39 hours per pay period
Holiday	13 + 1 floating per year
Admin	80 hours/year – MGMT ONLY 40 hours/year – SUP ONLY <i>Cash-out option</i>
Annual	40 hours/year – SUP ONLY <i>No Cash-out (use it or lose it)</i>
Attorney	40 hours/year – ATTORNEYS ONLY <i>No Cash-out (use it or lose it)</i>
Bereavement	2 days per occurrence <i>(3 if traveling >1,000 miles)</i>
Perfect Attendance Leave (PAL)	Up to 16 hours PAL or annual gym membership reimbursement up to \$299

MEDICAL PREMIUM SUBSIDY

Employee-Only	\$240.72
Employee +1	\$452.80
Employee +2 or more	\$640.14

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-Only Coverage.



Employees are our most valuable resource.

VOLUNTARY PARTICIPATION PROGRAMS

COUNTY-PAID BENEFITS

SHORT-TERM DISABILITY

Receive 55% of pay, up to \$1,357/week for up to one year

BASIC TERM LIFE INSURANCE

\$50,000 for ADM & MGMT
 \$35,000 for SUP & TI
 \$20,000 for CLK & CLT

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

Auto-enrolled upon hire at 1% contribution of base salary. County will match half of your contribution up to 0.5% of your base salary after one year of continuous service.

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

10-14 years = 1.5% of biweekly base salary
 15-19 years = 2.0% of biweekly base salary
 20+ years = 2.5% 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.

MODIFIED BENEFIT OPTION (MBO)

Certain eligible job classifications have the option to elect the MBO in lieu of the traditional benefit option; refer to your [Memorandum of Understanding \(MOU\)](#) for details.

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. "Gold" level plan enrollees are eligible for a match up to \$10 per pay period.
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.