



SPECIALIZED PEACE OFFICER

MOU Contract 2020 - 2024

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
Cash-out option up to 80 hours per year if 80 hours of vacation used in previous year

Sick 3.39 hours per pay period

Holiday 13 + 1 floating per year

Perfect Attendance Leave (PAL) Up to 16 hours PAL or annual gym membership reimbursement up to \$299



MEDICAL PREMIUM SUBSIDY

Employee Only	\$182.25
Employee +1	\$384.99
Employee +2 or more	\$530.96

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 \$25/ \$40 per pay period.



VISION BI-WEEKLY RATES

No Cost for Employee Only Coverage.

Employee may purchase dependent coverage:

Employee +1	\$3.04
Employee +2 or more	\$8.49

Employees are our most valuable resource.

COUNTY-PAID BENEFITS

SHORT-TERM DISABILITY

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

LONG-TERM DISABILITY

Eligible; covered under SEBA policy

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

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 five years of service. (After fifteen years of continuous service for Probation Corrections Officer)

Retirement Medical Trust (RMT)

County Contribution

Employees Hired Prior to March 14, 2020:

1+ years = 0.5% of bi-weekly base salary

5+ years = 1.50% of bi-weekly base salary

20+ years = 1.75% of bi-weekly base salary

Employees Hired After March 14, 2020:

10+ years = 1.5% of bi-weekly base salary

16+ years = 2.00% of bi-weekly 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.
Tuition Reimbursement	First-come, first-served basis not to exceed \$3,000 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.