



# SPECIALIZED PEACE OFFICER SUPERVISORY

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

|                                       |   |
|---------------------------------------|---|
| <b>Vacation</b>                       | 80-160 hours per year<br><i>Cash-out option up to 80 hours per year if 80 hours of vacation used in previous year</i> |
| <b>Sick</b>                           | 3.39 hours per pay period   |
| <b>Holiday</b>                        | 13 + 1 floating per year  |
| <b>Admin</b>                          | 40 hours per year<br>80 hours per year - Supervising Deputy Coroner Investigator II<br><i>Cash-out option</i>         |
| <b>Annual*</b>                        | 40 hours per year<br><i>No Cash-out (use it or lose it)</i><br><i>*Supervising Coroner Investigator II – None</i>     |
| <b>Perfect Attendance Leave (PAL)</b> | 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.

#### **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

|  |  |
|--|--|
| <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>                | Coverage options up to Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.                               |
| <b>FSA</b>                               | Pre-tax account for qualified health care expenses up to \$2,750 annually.   |
| <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 \$3,000 per fiscal 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><br>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><br>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><br>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><br>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><br>Confidential expert support and resources available at any time, at no cost to you.              |