



Special Districts/County Fire
Exempt
 ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Non-Represented	
Compensation Plan	2020	
Health and Welfare		
Benefit Level	Full Time (61 - 80 hours)	
Medical Premium Subsidy (MPS)	Employee Only	\$243.33
	Employee + 1	\$379.03
	Employee + 2	\$529.94
Dental Premium Subsidy (DPS)	Up to \$9.46	
Medical Opt-Out	Before 7/9/05	\$161.54
	After 7/9/05	\$40.00
Medical Waive	Before 7/9/05	\$230.00
	After 7/9/05	\$40.00
Vision	Employer Paid for Employee & Dependent Coverage	
Life Insurance Employer Paid	\$50,000	
Voluntary Term Life - Employee	Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000	
Voluntary AD&D	Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$5,000 - \$125,000 Child(ren): \$3,125 - \$25,000	
Variable Group Universal Life Employer Contribution	Group A - 50% of the premium for 1x Annual Salary or 100% of the premium for 1/2x annual salary Group B & C - 25% of the premium for 1x Annual Salary	
Leave Provisions		
Vacation	80-160 hours/year (Maximum carryover of 480 hours, with exceptions. Unused balance in excess of cap will automatically cash out in pay period 1)	
Sick	3.69 hours/pay period	
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)	
Holiday	13 + 1 floating/year (Maximum carryover of 112 hours, with exceptions. Unused balance in excess of cap will automatically cash out in pay period 1)	
Administrative	80 hours/year (Unused balance will automatically cash out in pay period 1)	
Perfect Attendance (Groups B and C)	16 hours of Perfect Attendance Leave	
Retirement		
Retirement Formulas (General) <i>Reciprocity provision may apply</i>	Tier I 2.0% at age 55 Hired PRIOR TO January 1, 2013	Tier II 2.5% at age 67 Hired ON or AFTER January 1, 2013
Retirement Formulas (Safety) <i>Reciprocity provision may apply</i>	Tier I 3.0% at age 50 Hired PRIOR TO January 1, 2013	Tier II 2.7% at age 57 Hired ON or AFTER January 1, 2013

Retirement – Other	
457(b) Eligible to enroll at any time	<u>Employer Match</u> Group A = County contribution 1 times Employee contribution, up to 1% Groups B & C = County contribution ½ times Employee contribution, up to ½%
401(k) Eligible to enroll at any time	<u>Employer Match</u> Groups A & B = County contribution 2 times Employee contribution, up to 8% Group C = County contribution 2 times Employee contribution, up to 6%
Retirement Medical Trust Fund – Sick Leave Conversion	<u>Sick Leave Conversion</u> Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 5 or more years of participation with SBCERA and/or other public retirement system
Retirement Medical Trust Fund – County Contribution	<u>County Contribution, based on years of participation in a Public Retirement System:</u> 5-9 years = 2.00% of biweekly base salary 10-15 years = 2.75% biweekly base salary 16+ years = 3.75% biweekly base salary
Other	
529 Education Savings Plan	Eligible
Annual Tuition Reimbursement	\$1,000/fiscal year
Automobile Allowance	Group A - Biweekly allowance of \$561.54 with no mileage reimbursement, provided Employee is not assigned a County vehicle
Portable Communication Device Allowance	Group A – biweekly allowance of \$92.31
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual Maximum: \$2,700 plus up to \$40 County match bi-weekly OR up to a \$50 County match for employees who select the County-sponsored Blue Shield Access+ HMO or Kaiser Choice HMO plan
Healthy Lifestyle Program	Health Club Membership Reimbursement up to \$324/year and Annual Physical Exam
Long Term Disability	60% up to \$10,000/month
Qualified Transportation Plan	Pre-tax deductions of up to \$270/month for qualified transportation (commuter) expenses
Short Term Disability - Exempt	55% up to \$1,853/week

The Districts offers *Premium Subsidies* to help off-set the cost of your medical and dental premiums.

Example #1: An Executive Assistant elects Kaiser Permanente Traditional HMO and Delta Dental PPO plans with Employee + 2 coverage:

- \$923.15 (combined cost of premiums)
- \$529.94 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$383.75 (out-of-pocket cost)**

Example #2: The Deputy Fire Chief elects Blue Shield Signature HMO and DeltaCare USA HMO plans with Employee + 1 coverage:

- \$532.78 (combined cost of premiums)
- \$379.03 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$144.29 (out-of-pocket cost)**

Example #3: The Emergency Services Manager elects Blue Shield Access+ HMO and DeltaCare USA HMO plans with Employee Only coverage:

- \$235.28 (combined cost of premiums)
- \$243.33 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$0.00 (out-of-pocket cost)**