



# PSD- 12 MONTH CONTRACT

MOU Contract 2020-2023

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 per biweekly pay period unless otherwise noted.*

## LEAVE PROVISIONS

**Vacation** 80-160 hours per year

**Sick** 3.39 hours per pay period

**Holiday** 13 days per year

**Bereavement** 2 days per occurrence  
*(3 if traveling >1,000 miles)*

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



**MEDICAL PREMIUM SUBSIDY**  
\$240.72 per pay period

### 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.



**VISION**  
No Cost for Employee-Only Coverage.

**Employees are our most valuable resource.**

## COUNTY-PAID BENEFITS

### SHORT-TERM DISABILITY

Receive 55% of pay, up to \$1,300/week for up to one year

### BASIC TERM LIFE INSURANCE

\$25,000

### 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**

Eligible to enroll at any time

#### **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

#### **AD&D Insurance**

Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.

#### **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](http://link.sbcounty.gov/CombinedGiving)

Give back to the community via one-time or ongoing payroll deductions.

#### **Commuter Services**

[www.sbcounty.gov/rideshare](http://www.sbcounty.gov/rideshare)

Help the environment, reduce traffic, save money and earn rewards with your commute.

#### **Employee Discounts**

[sbcounty.perkspot.com](http://sbcounty.perkspot.com)

Save big at hundreds of national and local merchants

#### **Wellness Program**

[www.sbcounty.gov/wellness](http://www.sbcounty.gov/wellness)

Information, resources and rewards to support your healthy lifestyle.

#### **Annual Tuition Reimbursement**

Based on contract provisions