



# 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

<b>Vacation</b>	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>
<b>Sick</b>	3.39 hours per pay period
<b>Holiday</b>	13 + 1 floating per year
<b>Admin</b>	80 hours/year – MGMT ONLY 40 hours/year – SUP ONLY <i>Cash-out option</i>
<b>Annual</b>	40 hours/year – SUP ONLY <i>No Cash-out (use it or lose it)</i>
<b>Attorney</b>	40 hours/year – ATTORNEYS ONLY <i>No Cash-out (use it or lose it)</i>
<b>Bereavement</b>	2 days per occurrence <i>(3 if traveling &gt;1,000 miles)</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	\$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.

## COUNTY-PAID BENEFITS

### SHORT-TERM DISABILITY

Receive 55% of pay, up to \$1,300/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.

## 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. "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](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.