



PSD- 9 MONTH CONTRACT

MOU Contract 2020-2023

The County
pays a large portion
of your healthcare premiums.



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.

*Benefit rates listed
per biweekly pay period unless otherwise noted.*

LEAVE PROVISIONS

| | |
|---------------------------------------|--|
| Sick | 1.695 hours per pay period |
| Holiday | 8 days per year |
| Personal Time Off (PTO) | 32 hours/year <i>Effective Pay Period 15</i> |
| Bereavement | 2 days per occurrence <i>(3 if traveling >1,000 miles)</i> |
| Perfect Attendance Leave (PAL) | Up to 12 hours PAL |

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

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

Commuter Services

www.sbcounty.gov/rideshare

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

Employee Discounts

sbcounty.perkspot.com

Save big at hundreds of national and local merchants

Wellness Program

www.sbcounty.gov/wellness

Information, resources and rewards to support your healthy lifestyle.

Annual Tuition Reimbursement

Based on contract provisions