

## **BENEFITS offered by the Santa Barbara County Association of Governments**

1. **Twelve Paid Vacation Days** per year with increases up to twenty-five days depending upon length of employment. Receive credit for previous public agency service toward accrual rate.
2. **Ten Paid Holidays and Three Floating Holidays** per year
3. **Twelve Paid Sick Leave Days** per year – unlimited accumulation. Up to 2080 hours may be converted to one year of service credit for SBCERS.
4. **CalPERS Health Insurance**/ choice of medical plans. SBCAG currently contributes \$527/mo. toward the employee's premium. Employees also receive a \$400.00 per pay period /\$10,000 per year cash benefit allowance.
5. **Ameritas Dental Plan** – Employer paid.
6. **VSP Vision Plan** – Employer paid.
7. **Life Insurance** – One times annual salary up to \$100,000. Employer paid.
8. **Supplemental Life Insurance** – Employee has the option to purchase additional insurance.
9. **Short Term Disability Insurance** – Employer paid. After 14 day waiting period, replaces 60% of weekly pre-disability earnings (capped at \$1,528/wk.) to a maximum weekly benefit of \$917 for up to 60 days.
10. **Long Term Disability Insurance** – Employer paid. After 60 day waiting period, replaces 60% of monthly pre-disability earnings (capped at \$10k/mo.) up to a maximum monthly benefit of \$6,000 until age 65.
11. **Contributory Defined Benefit Retirement Plan** offered through the Santa Barbara County Employees Retirement System (SBCERS). SBCAG contributes \$520 per year towards the employee's contribution for employees eligible for and enrolled in Plan 5A. Employees eligible for and enrolled in Plan 8 are not eligible for an employer contribution toward the employee's contribution per the Public Employees' Pension Reform Act (PEPRA).
12. **Deferred Compensation Plan:** Currently, eligible employees may contribute up to 25% of gross salary to a maximum of \$19,000 per year or \$25,000 per year if age 50 or older.
13. **Flexible Spending Account** – tax-free savings for child care and medical costs, currently up to \$2,700 for medical costs and \$5,000 for child care costs per year.
14. **Tuition Assistance:** Up to \$500.00 per year in tuition assistance related to continuing education.
15. **Membership in Professional Organizations** – as approved by management.
16. **Mileage Reimbursement** -for work related use of your personal vehicle, set at current IRS rate.
17. **Employee Transportation Demand Management (TDM) Program** – Bonus vacation time and cash incentives for employees who use alternative transportation. There are also options for flexible work schedules and telecommuting.
18. **Employee Assistance Program** – free counseling for you and your family.
19. **No Social Security Contribution.** SBCAG is not a member of the Social Security System. The 6.2% Social Security contribution is not deducted from your pay.
20. **MEDEX Travel Assistance** – Free assistance when traveling > 100 miles from home.

21. **Wild @ Work** - discounts on attractions, travel & restaurants.
22. **AT & T, Verizon & Sprint** – discounts on personal wireless service plans
23. **Enterprise Rent-A-Car** – pay discounted State rates for personal rentals.
24. **Coastal Housing Partnership** – discounted rentals, refinancing & mortgage