

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 – plus 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 contributes a set amount each pay period. toward the employee's premium. Employees also receive a cash benefit each per pay period.
5. **Ameritas Dental Plan** – Employer paid.
6. **VSP Vision Plan** – Employer paid. (Included in dental premium)
7. **Life Insurance and AD&D** – 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 for full time employees -in lieu of SDI contribution by employee.
10. **Long Term Disability Insurance** – Employer paid for fulltime employees. – in lieu of SDI contribution by employee.
11. **SBCERS Retirement Plan** offered through the Santa Barbara County Employees Retirement System (SBCERS).
12. **Deferred Compensation Plan:** Currently, eligible employees may contribute to a limit set by the IRS each year. Open Enrollment Presentation will update this yearly.
13. **Flexible Spending Account** – tax-free savings for childcare and medical costs, as set by the IRS each 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. **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.
17. **Employee Assistance Program** – free counseling for you and your family.
18. **Travel Assistance** – Free assistance when traveling > 100 miles from home.
19. **Benefit Hub** - discounts on attractions, travel & restaurants.
20. **AT & T and Verizon**– discounts on personal wireless service plans.
21. **Enterprise Rent-A-Car** – Discounted rates for personal rentals.

22. **Coastal Housing Partnership** - discounted rentals, rental search, refinancing, mortgages

23. **Pets At Work** - bring your pet to work with you

24. **Credit Union - SBCFCU**