

# Benefits

## Emergency Services Unit

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Union Code</b>	ESU
<b>Representation</b>	Communications Workers of America
<b>Contract Date</b>	2014–2017
<b>Health and Welfare</b>	
<b>Benefit Level</b>	Full Time (61 - 80 hours)
<b>Medical Premium Subsidy (MPS)</b>	Employee Only \$190.00 Employee + 1 \$326.68 Employee + 2 \$447.70
<b>Dental Premium Subsidy (DPS)</b>	Up to \$9.46
<b>Medical Opt-Out/Waive</b>	Opt-Out before 4/28/06 \$133.85 Waive before 4/28/06 \$190.00 Opt-Out or Waive after 4/28/06 \$40.00
<b>Vision</b>	Employer Paid for Employee & Dependent Coverage
<b>Employer Paid Life Insurance</b>	\$20,000
<b>Voluntary Term Life</b>	\$10,000 - \$700,000
<b>Voluntary AD&amp;D</b>	\$10,000 - \$250,000
<b>Leave Provisions</b>	
<b>Vacation</b>	80-160 hours/year
<b>Sick</b>	3.69 hours
<b>Bereavement</b>	2 days per occurrence (3 if traveling > than 1,000 miles)
<b>Holiday</b>	4.31 hours
<b>Administrative Leave (Supervising Dispatchers only)</b>	40 hours/year (Any remaining balance in pay period 26 will automatically cash out)
<b>Annual Leave</b>	40 hours/year (Does not roll to the next calendar year and does not cash out)
<b>Perfect Attendance</b>	Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours of Perfect Attendance Leave
<b>Retirement</b>	
<b>Tier I (Hired prior to 1/1/2013, reciprocity provision may apply)</b>	2.0% at age 55
<b>Tier II (Hired on or after 1/1/2013)</b>	2.5% at age 67
<b>Retirement - Other</b>	
<b>457(b)</b>	Eligible to enroll at any time

<b>Retirement Medical Trust Fund</b>	<u>Sick Leave Conversion</u> Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 10 or more years of participation with SBCERA and/or other public retirement system(s).
	<u>Employer contribution, based on years of service:</u> 1-4 years = 0.5% of biweekly base salary 5+ years = 1.0% of biweekly base salary
<b>Other</b>	
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>	\$5 - \$96.15, Employee Contribution
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$130/month for qualified transportation (commuter) expenses
<b>Uniform Allowance</b>	\$200/year
<b>State Disability Insurance</b>	Premium paid by Employer

**The County Fire District provides *Premium Subsidies* to help off-set the cost of your medical and dental premiums.**

**Example #1:** A Call Taker elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$235.54 (combined cost of premiums)
- \$190.00 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 36.08 (out-of-pocket cost)**

**Example #2:** A Supervising Dispatcher elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$848.47 (combined cost of premiums)
- \$447.70 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$391.31 (out-of-pocket cost)**