

Benefits

Specialized Fire Services Unit

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

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| Union Code | EHS |
| Representation | Safety Employees' Benefit Association (SEBA) |
| Contract Date | 2013–2016 |
| Health and Welfare | |
| Benefit Level | Full Time (61 - 80 hours) |
| Medical Premium Subsidy (MPS) | Employee Only \$168.23 Employee + 1 \$359.78 Employee + 2 \$493.12 |
| Dental Premium Subsidy (DPS) | Up to \$9.46 |
| Medical Opt-Out/Waive | Opt-Out before 12/24/04 \$133.85 Waive before 12/24/04 \$190.00 Opt-Out/Waive after 12/24/04 \$40.00 |
| Vision | Employer Paid for Employee & Dependent Coverage |
| Life Insurance Employer Paid | \$25,000 |
| Voluntary Term Life | \$10,000 - \$700,000 |
| Voluntary AD&D | \$10,000 - \$250,000 |
| Leave Provisions | |
| Vacation | 80-160 hours/year |
| Sick | 3.69 hours/pay period |
| Bereavement | 2 Days |
| Holiday | 13 + 1 floating |
| Perfect Attendance | Annual Gym Membership -OR- 16 hours of Perfect Attendance Leave |
| Retirement | |
| Tier I (Hired prior to 1/1/2013, reciprocity provision may apply) | 2.0% at age 55 <i>SAFETY - 3.0% at age 50</i> |
| Tier II (Hired on or after 1/1/2013, reciprocity provision may apply) | 2.5% at age 67 <i>SAFETY -2.7% at age 57</i> |
| Retirement - Other | |
| 457(b) | Eligible to enroll at any time |

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| Retirement Medical Trust Fund | <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). |
| | County Fire contribution based on years of completed County Fire service: 1-9 years = 0.5% of biweekly base salary 10-15 years = 1.0% of biweekly base salary 16+ = 1.5% of biweekly base salary |
| Other | |
| Annual Tuition Reimbursement | \$350/fiscal year + required REHS certificate reimbursed at \$350 every 2 years |
| Dependent Care Assistance Plan | Eligible |
| Medical Expense Reimbursement (Flexible Spending Account) | \$5 - \$25.00, Employee Contribution |
| Qualified Transportation Plan | Pre-tax deductions of up to \$130/month for qualified transportation (commuter) expenses. |
| State Disability Insurance | Premium paid by Employer |
| Long Term Disability | Administered by SEBA |
| Uniforms | \$450/fiscal year One Time provision of Class B uniform for HMRT |

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

Example #1: An Emergency Services Officer elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$235.54 (combined cost of premiums)
- \$168.23 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 57.85 (out-of-pocket cost)**

Example #2: A Hazardous Materials Specialist 1 elects Blue Shield HMO and Cigna Dental HMO plans with Employee + 1 coverage.

- \$465.15 (combined cost of premiums)
- \$359.78 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$95.91 (out-of-pocket cost)**

Example #3: A Fire Prevention Supervisor elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$848.47 (combined cost of premiums)
- \$493.12 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$345.89 (out-of-pocket cost)**