



# FIRE MANAGEMENT

MOU Contract 2019-2025

The County  
pays a large portion  
of your healthcare premiums.

*Benefit rates listed for  
full-time employees (80-112 hours)  
per biweekly pay period unless otherwise noted.*



## MEDICAL PREMIUM SUBSIDY

*Effective July 16, 2022*

Employee-Only	\$237.50
Employee +1	\$387.84
Employee +2 or more	\$531.08

## 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 \$20 per pay period.



## VISION

No Cost for Employee & Dependent Coverage.

## LEAVE PROVISIONS

### Vacation

112 – 224 hours/year  
56 hour average work week  
*Cash-out option up to 112 hours per year*

80 – 160 hours/year  
40 hour work week  
*Cash-out option up to 80 hours per year*

### Sick

5.15 hours/pay period  
56 hour average work week

3.69 hours/pay period  
40 hour work week

### Holiday

167 hours/year  
56 hour average work week  
*(max carryover of 334 hours w/exceptions)*

14 days + 1 floating/year  
40 hour work week  
*(max carryover of 167 hours w/exceptions)*

### Admin

96 hours/year  
56 hour average work week  
*Cash-out option*

80 hours/year  
40 hour work week  
*Cash-out option*

### Bereavement

2 days per occurrence  
*(3 if traveling >1,000 miles)*

# Employees are our most valuable resource.

## COUNTY-PAID BENEFITS

### SHORT-TERM DISABILITY

Receive 55% of pay, up to \$2,195 per week for up to 6 mos.

### BASIC TERM LIFE INSURANCE

\$50,000 for Employee

### RETIREMENT

#### SBCERA Retirement Formulas *Reciprocity provisions may apply*

**Tier I** 3.0% AT AGE 50  
*Hired PRIOR to Jan 1, 2013*

**Tier II** 2.7% at age 57  
*Hired ON or AFTER Jan 1, 2013*

#### 457(b) Deferred Compensation

Auto-enrolled upon hire at 1% contribution of base salary. County will match half of your contribution up to 0.5% of your base salary.

#### Retirement Medical Trust (RMT)

**County Contribution**  
(Based on continuous years of service):

##### Tier I

7-9 years = 1.0% of biweekly base salary  
10-15 years = 2.0% of biweekly base salary  
16-19 years = 3.0% of biweekly base salary  
20+ years = 4.0% of biweekly base salary

##### Tier II

7-9 years = 1.0% of biweekly base salary  
10-15 years = 2.0% of biweekly base salary  
16-19 years = 2.75% of biweekly base salary  
20+ years = 3.0% of biweekly base salary

#### **Sick Leave Conversion**

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 5+ years of participation with SBCERA and/or other public retirement.

## VOLUNTARY PARTICIPATION PROGRAMS

<b>Supplemental Term Life Insurance</b>	Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.
<b>AD&amp;D Insurance</b>	Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.
<b>FSA</b>	Pre-tax account for qualified health care expenses up to \$2,850 annually. "Gold" level plan enrollees are eligible for a match up to \$10 per pay period.
<b>DCAP</b>	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
<b>Annual Tuition Reimbursement</b>	\$1,000 per fiscal year
<b>529 Savings Plan</b>	Invest for future educational expenses with tax-free earnings. Contact Voya to enroll.
<b>Combined Giving</b>	<a href="http://link.sbcounty.gov/CombinedGiving">link.sbcounty.gov/CombinedGiving</a> Give back to the community via one-time or ongoing payroll deductions.
<b>Commuter Services</b>	<a href="http://link.sbcounty.gov/rideshare">link.sbcounty.gov/rideshare</a> Help the environment, reduce traffic, save money and earn rewards with your commute.
<b>Employee Discounts</b>	<a href="http://link.sbcounty.gov/EmployeeDiscount">link.sbcounty.gov/EmployeeDiscount</a> Save big at hundreds of national and local merchants
<b>Wellness Program</b>	<a href="http://link.sbcounty.gov/wellness">link.sbcounty.gov/wellness</a> Information, resources and rewards to support your healthy lifestyle.
<b>Employee Assistance Program (EAP)</b>	<a href="http://link.sbcounty.gov/eap">link.sbcounty.gov/eap</a> Confidential expert support and resources available at any time, at no cost to you.