



FIREFIGHTERS

Firefighter EMT, Firefighter Paramedic, Engineer and Captain

MOU Contract 2019-2024

The County pays a large portion of your healthcare premiums. To determine your out-of-pocket costs, use our online [Benefits Calculator](#).

Benefit rates listed for full-time employees (56-112 hours) per biweekly pay period unless otherwise noted.

LEAVE PROVISIONS

Vacation 112-224 hours per year
Cash-out option up to 112 hours per year if 112 hours of vacation used in previous year

Sick 5.15 hours per pay period

Holiday 155 hours per year

MEDICAL PREMIUM SUBSIDY

Employee-Only	\$178.66
Employee +1	\$380.34
Employee +2 or more	\$521.08

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 PREMIUMS

No Cost for Employee-Only Coverage.

Purchase dependent coverage for a small bi-weekly cost:

Employee +1	\$3.16
Employee +2 or more	\$8.81



Employees are our most valuable resource.

VOLUNTARY PARTICIPATION PROGRAMS

COUNTY-PAID BENEFITS

SHORT-TERM DISABILITY

Administered by Local 935

BASIC TERM LIFE INSURANCE

Not Eligible

UNIFORM ALLOWANCE

\$450 per year

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.

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

- 1 - 9 years = 1.00% of biweekly base salary
- 10-15 years = 1.75% of biweekly base salary
- 16+ years = 2.75% of biweekly base salary

Sick Leave Conversion

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 10+ years of participation with SBCERA and/or other public retirement.

Supplemental Term Life Insurance	Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.
AD&D Insurance	Not Eligible
FSA	Pre-tax account for qualified health care expenses up to \$2,750 annually. "Gold" level plan enrollees are eligible for a match up to \$10 per pay period.
DCAP	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
529 Savings Plan	Invest for future educational expenses with tax-free earnings. Contact Voya to enroll.
Combined Giving	link.sbcounty.gov/CombinedGiving Give back to the community via one-time or ongoing payroll deductions.
Commuter Services	link.sbcounty.gov/rideshare Help the environment, reduce traffic, save money and earn rewards with your commute.
Employee Discounts	link.sbcounty.gov/EmployeeDiscount Save big at hundreds of national and local merchants
Wellness Program	link.sbcounty.gov/wellness Information, resources and rewards to support your healthy lifestyle.
Employee Assistance Program (EAP)	link.sbcounty.gov/eap Confidential expert support and resources available at any time, at no cost to you.