



GENERAL FIRE SUPPORT UNIT

MOU Contract 2020-2023

The County
pays a large portion
of your healthcare premiums.

MEDICAL PREMIUM SUBSIDY

Effective March 27, 2021



Employee-Only	\$177.96
Employee +1	\$371.07
Employee +2 or more	\$503.44

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 \$40 per pay period.



DENTAL PREMIUM SUBSIDY

\$9.46 *(requires enrollment in a County medical plan)*



VISION

No Cost for Employee & Dependent Coverage

Benefit rates listed for full-time employees (61-80 hours) per biweekly pay period unless otherwise noted.

LEAVE PROVISIONS

Vacation	80-160 hours per year <i>Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year</i>
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Sick	3.69 hours per pay period
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Holiday	13 + 1 floating per year
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Bereavement	2 days per occurrence <i>(3 if traveling >1,000 miles)</i>
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Perfect Attendance Leave (PAL)	Up to 16 hours PAL or annual gym membership reimbursement up to \$299
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Employees are our most valuable resource.

COUNTY-PAID BENEFITS

TOOL ALLOWANCE

\$650/year for Mechanic and Lead Mechanic

STATE DISABILITY INSURANCE

Premium paid by Employer

BASIC TERM LIFE INSURANCE

\$20,000

RETIREMENT

SBCERA Retirement Formulas

Reciprocity provisions may apply

Tier I 2.0% AT AGE 55
Hired PRIOR to Jan 1, 2013

Tier II 2.5% at age 67
Hired ON or AFTER Jan 1, 2013

457(b) Deferred Compensation

Eligible to participate upon hire. County will match half of your contribution up to 0.5% of your base salary after one year.

Effective June 19, 2021, all employees in the bargaining unit shall automatically be enrolled and contribute 1% of base salary to the plan.

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

10-14 years = 1.5% of biweekly base salary
15-19 years = 2.00% of biweekly base salary
20+ years = 2.5% 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.

VOLUNTARY PARTICIPATION PROGRAMS

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	Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.
FSA	Pre-tax account for qualified health care expenses up to \$2,750 annually.
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.
Annual Tuition Reimbursement	\$500/fiscal year