



# SPECIALIZED FIRE SERVICES UNIT

MOU Contract 2020-2023

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 (61-80 hours) per biweekly pay period unless otherwise noted.*

## LEAVE PROVISIONS

**Vacation** 80-160 hours per year  
*Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year*

**Sick** 3.69 hours per pay period

**Holiday** 13 + 1 floating per year

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

**Perfect Attendance Leave (PAL)** Up to 16 hours PAL or annual gym membership reimbursement up to \$299



### MEDICAL PREMIUM SUBSIDY

Employee-Only	\$183.31
Employee +1	\$390.65
Employee +2 or more	\$538.02

### 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 & Eligible Dependent Coverage

# Employees are our most valuable resource.

## VOLUNTARY PARTICIPATION PROGRAMS

### COUNTY-PAID BENEFITS

#### UNIFORMS/FOOTWEAR

\$450/fiscal year  
Plus, a "Class C" uniform provided one time for employees in regular positions who are required to wear a "Class C" uniform

#### STATE DISABILITY INSURANCE

County Fire paid premium

#### LONG TERM DISABILITY

County Fire paid and administered by SEBA

#### BASIC TERM LIFE INSURANCE

\$25,000

#### 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

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 after one year.

##### Retirement Medical Trust (RMT)

###### **County Contribution**

(Based on continuous years of service):

1-9 years = 0.5% of biweekly base salary  
10-15 years = 1.5% of biweekly base salary  
16-19 years = 2.0% of biweekly base salary  
20+ years = 2.5% of bi-weekly 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.

<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 \$2,750 annually.
<b>DCAP</b>	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
<b>Tuition/Loan Repayment</b>	\$350/fiscal year Plus, required REHS recertification fee reimbursement, once every 2 years
<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.