



Emergency Services Unit

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	ESU
Representation	Communications Workers of America
Contract Date	2014–2017
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Medical Premium Subsidy (MPS)	Employee Only \$190.00 Employee + 1 \$326.68 Employee + 2 \$447.70
Dental Premium Subsidy (DPS)	Up to \$9.46
Medical Opt-Out/Waive	Opt-Out before 4/28/06 \$133.85 Waive before 4/28/06 \$190.00 Opt-Out or Waive after 4/28/06 \$40.00
Vision	Employer Paid for Employee & Dependent Coverage
Employer Paid Life Insurance	\$20,000
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
Bereavement	2 days per occurrence (3 if traveling > than 1,000 miles)
Holiday	112 hours/year
Administrative Leave (Supervising Dispatchers only)	40 hours/year (Any remaining balance in pay period 26 will automatically cash out)
Annual Leave	40 hours/year (Does not roll to the next calendar year and does not cash out)
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours of Perfect Attendance Leave
Retirement	
<u>Tier I</u> (Hired prior to 1/1/2013, reciprocity provision may apply)	2.0% at age 55
<u>Tier II</u> (Hired on or after 1/1/2013)	2.5% at age 67

Retirement – Other	
457(b)	Eligible to enroll at any time
Retirement Medical Trust Fund- Sick Leave Conversion	Upon separation from the County, employees who have 10 or more years participation with SBCERA and/or other public retirement system(s) will have their unused sick leave converted to the Retirement Medical Trust based on the conversion table in the applicable Memoranda of Understanding.
Retirement Medical Trust Fund- County Contribution	<u>Employer contribution, based on years of service:</u> 1-4 years = 0.5% of biweekly base salary 5+ years = 1.0% of biweekly base salary
Other	
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$98.07 employee contribution per pay period
Qualified Transportation Plan	Pre-tax deductions of up to \$255/month for qualified transportation (commuter) expenses
Uniform Allowance	\$200/year
State Disability Insurance	Premium paid by Employer

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

Example #1: A Call Taker elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$238.28 (combined cost of premiums)
- \$190.00 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 38.82 (out-of-pocket cost)**

Example #2: A Supervising Dispatcher elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$838.66 (combined cost of premiums)
- \$447.70 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$381.50 (out-of-pocket cost)**