



# Firefighters

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Representation</b>	Professional Firefighters, IAFF, Local 935, AFL-CIO, CLC	
<b>Contract Date</b>	2015-2019	
<b>Health and Welfare</b>		
<b>Benefit Level</b>	Full Time (56 – 112 hours)	
<b>Medical Premium Subsidy (MPS)</b>	Employee Only	\$176.16
	Employee + 1	\$376.59
	Employee + 2	\$516.08
<b>Medical Opt-Out/Waive</b>	\$20.00	
<b>Vision</b>	Employee Only coverage paid by Employer Employee may purchase dependent coverage:	
	<u>Coverage Level</u>	<u>Bi-Weekly Rate</u>
	Employee + 1	\$3.57
	Employee + 2 or more	\$9.55
<b>Life Insurance Employer Paid</b>	Not Eligible	
<b>Voluntary Term Life</b>	\$10,000 - \$700,000	
<b>Voluntary AD&amp;D</b>	Not Eligible	
<b>Leave Provisions</b>		
<b>Vacation</b>	112-224 hours/year	
<b>Sick</b>	5.15 hours/pay period	
<b>Holiday</b>	155 hours/year	
<b>Retirement</b>		
<b><u>Tier I</u></b> Hired PRIOR TO January 1, 2013 reciprocity provision may apply	3.0% at age 50	
<b><u>Tier II</u></b> Hired ON or AFTER January 1, 2013 reciprocity provision may apply	2.7% at age 57	
<b>Retirement – Other</b>		
<b>457(b)</b>	Eligible to enroll at any time	
<b>Retirement Medical Trust Fund - Sick Leave Conversion</b>	Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 10 or more years of participation with SBCERA and/or other public retirement system(s).	

<b>Retirement Medical Trust Fund - County Contribution</b>	<u>Employer Contribution, based on years of completed District service:</u> 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
<b>Other</b>	
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>	\$5 - \$98.07 employee contribution per pay period
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$255/month for qualified transportation (commuter) expenses
<b>Uniform Allowance</b>	\$450 annually
<b>Short Term Disability</b>	Administered by Local 935

**The County Fire District provides Premium Subsidies biweekly to help off-set the cost of your medical premium.**

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

\$238.28 (combined cost of medical and dental premiums)  
- \$176.16 (medical premium subsidy)  
**\$ 62.12 (out-of-pocket cost)**

**Example #2:** An Engineer elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

\$838.66 (combined cost of medical and dental premiums)  
- \$516.08 (medical premium subsidy)  
**\$322.58 (out-of-pocket cost)**