



# General Fire Support Unit

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Union Code</b>	GSU
<b>Representation</b>	International Union of Operating Engineers, Local 12, AFL-CIO
<b>Contract Date</b>	2014-17
<b>Health and Welfare</b>	
<b>Benefit Level</b>	Full Time (61 - 80 hours)
<b>Medical Premium Subsidy (MPS)</b>	Employee Only \$161.75 Employee + 1 \$345.66 Employee + 2 \$473.70
<b>Dental Premium Subsidy (DPS)</b>	Up to \$9.46
<b>Medical Opt-Out/Waive</b>	\$40.00
<b>Vision</b>	Employer Paid for Employee & Dependent Coverage
<b>Life Insurance Employer Paid</b>	\$20,000
<b>AD&amp;D Employer Paid</b>	\$10,000
<b>Voluntary Life</b>	\$10,000 – \$700,000
<b>Voluntary AD&amp;D</b>	\$10,000 – \$250,000
<b>Leave Provisions</b>	
<b>Vacation</b>	80-160 hours/year
<b>Sick</b>	3.69 hours/pay period
<b>Bereavement</b>	2 days per occurrence (3 days if traveling > 1,000 miles)
<b>Holiday</b>	13 + 1 floating/year
<b>Perfect Attendance</b>	Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours of Perfect Attendance Leave
<b>Retirement</b>	
<b>Tier I</b> (Hired prior to 1/1/2013, reciprocity provision may apply)	2% at age 55
<b>Tier II</b> (Hired on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67

<b>Retirement - Other</b>	
<b>457(b)</b> Eligible to enroll at any time	<u>Employer Match</u> Eligible after one year of continuous service in a Regular position on the basis of one-half times (½x) the employee's contribution up to ½% of bi-weekly base salary
<b>Retirement Medical Trust Fund-Sick Leave Conversion</b>	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. <u>b</u>
<b>Retirement Medical Trust Fund-County Contribution</b>	<u>County Contribution, based on years of completed District service:</u> 10-14 years = 1.00% of biweekly base salary 15-19 years = 1.25% of biweekly base salary 20+ years = 1.50% of biweekly base salary
<b>Other</b>	
<b>Tuition Reimbursement</b>	\$500/fiscal year
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>	\$5 - \$98.07, Employee Contribution
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$255/month for qualified transportation (commuter) expenses.
<b>State Disability Insurance</b>	Premium paid by Employer
<b>Tool Allowance</b>	\$600/year

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

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

- \$238.28 (combined cost of premiums)
- \$161.75 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 76.53 (out-of-pocket cost)**

**Example #2:** A Mechanic elects Blue Shield HMO and Cigna Dental PPO plans with Employee + 1 coverage.

- \$499.88 (combined cost of premiums)
- \$345.66 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$144.76 (out-of-pocket cost)**

**Example #3:** A Fire Equipment Technician II elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$838.66 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$355.50 (out-of-pocket cost)**