



Firefighters

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Professional Firefighters, IAFF, Local 935, AFL-CIO, CLC						
Contract Date	2015-2019						
Health and Welfare							
Benefit Level	Full Time (56 – 112 hours)						
Medical Premium Subsidy (MPS)	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Employee Only</td> <td style="text-align: right;">\$176.16</td> </tr> <tr> <td>Employee + 1</td> <td style="text-align: right;">\$376.59</td> </tr> <tr> <td>Employee + 2</td> <td style="text-align: right;">\$516.08</td> </tr> </table>	Employee Only	\$176.16	Employee + 1	\$376.59	Employee + 2	\$516.08
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Employee + 1	\$376.59						
Employee + 2	\$516.08						
Medical Opt-Out/Waive	\$20.00						
Vision	<p>Employee Only coverage paid by Employer</p> <p>Employee may purchase dependent coverage:</p> <table style="width: 100%; border: none;"> <thead> <tr> <th style="text-align: left;"><u>Coverage Level</u></th> <th style="text-align: right;"><u>Bi-Weekly Rate</u></th> </tr> </thead> <tbody> <tr> <td>Employee +1</td> <td style="text-align: right;">\$3.34</td> </tr> <tr> <td>Employee +2 or more</td> <td style="text-align: right;">\$9.32</td> </tr> </tbody> </table>	<u>Coverage Level</u>	<u>Bi-Weekly Rate</u>	Employee +1	\$3.34	Employee +2 or more	\$9.32
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Employee +1	\$3.34						
Employee +2 or more	\$9.32						
Life Insurance Employer Paid	Not Eligible						
Voluntary Term Life	Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000						
Voluntary AD&D	Not Eligible						
Leave Provisions							
Vacation	112-224 hours/year						
Sick	5.15 hours/pay period						
Holiday	155 hours/year						
Retirement							
<u>Tier I</u> Hired PRIOR TO January 1, 2013 reciprocity provision may apply	3.0% at age 50						
<u>Tier II</u> Hired ON or AFTER January 1, 2013 reciprocity provision may apply	2.7% at age 57						

Retirement – Other	
457(b)	Eligible to enroll at any time
Retirement Medical Trust Fund - Sick Leave Conversion	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).
Retirement Medical Trust Fund - County Contribution	<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
Other	
529 Education Savings Plan	Eligible
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual minimum of \$130 up to a maximum contribution of \$2,600
Qualified Transportation Plan	Pre-tax deductions of up to \$260/month for qualified transportation (commuter) expenses
Uniform Allowance	\$450 annually
Short Term Disability	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 DeltaCare USA DHMO plans with Employee Only coverage.

\$250.96 (combined cost of medical and dental premiums)
 - \$176.16 (medical premium subsidy)
\$ 74.80 (out-of-pocket cost)

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

\$898.55 (combined cost of medical and dental premiums)
 - \$516.08 (medical premium subsidy)
\$382.47 (out-of-pocket cost)