

Benefits

General Fire Support Unit

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	International Union of Operating Engineers, Local 12, AFL-CIO
Contract Date	2017-20
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Medical Premium Subsidy (MPS)	Employee Only \$161.75 Employee + 1 \$345.66 Employee + 2 \$473.70
Dental Premium Subsidy (DPS)	Up to \$9.46
Medical Opt-Out/Waive	\$40.00
Vision	Employer Paid for Employee & Dependent Coverage
Life Insurance Employer Paid	\$20,000
AD&D Employer Paid	\$10,000
Voluntary Term Life	Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000
Voluntary AD&D	Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$5,000 - \$125,000 Child(ren): \$3,125 - \$25,000
Leave Provisions	
Vacation	80-160 hours/year, w/cash-out option up to 60 hours/year if 80 hours of vacation used in previous year
Sick	3.69 hours/pay period
Bereavement	2 days per occurrence (3 days if traveling > 1,000 miles)
Holiday	13 + 1 floating/year
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours of Perfect Attendance Leave
Retirement	
Tier I (Hired prior to 1/1/2013, reciprocity provision may apply)	2% at age 55
Tier II (Hired on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67

Retirement - Other	
457(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
Retirement Medical Trust Fund	<u>Sick Leave Conversion</u> 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). <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
Other	
529 Education Savings Plan	Eligible
Annual Tuition Reimbursement	\$500/fiscal year
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual maximum contribution of \$2,600
Qualified Transportation Plan	Pre-tax deductions of up to \$260/month for qualified transportation (commuter) expenses.
State Disability Insurance	Premium paid by Employer
Tool Allowance	\$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 DeltaCare USA DHMO plans with Employee Only coverage.

- \$250.96 (combined cost of premiums)
- \$161.75 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 79.75 (out-of-pocket cost)**

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

- \$526.95 (combined cost of premiums)
- \$345.66 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$171.83 (out-of-pocket cost)**

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

- \$898.55 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$415.39 (out-of-pocket cost)**