



Specialized Fire Services Unit

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Sheriff's Employees' Benefit Association (SEBA)
Contract Date	2016-2019
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Medical Premium Subsidy (MPS)	Employee Only \$170.75 Employee + 1 \$365.18 Employee + 2 \$500.52
Dental Premium Subsidy (DPS)	Up to \$9.46
Medical Opt-Out/Waive	\$40.00
Vision	Employer Paid for Employee & Eligible Dependent Coverage
Life Insurance Employer Paid	\$25,000
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 80 hours/year if 80 hours of vacation used in previous year
Sick	3.69 hours/pay period
Holiday	13 + 1 floating/year
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299.00 -OR- 16 hours of Perfect Attendance Leave
Retirement	
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	2.0% at age 55 <i>SAFETY - 3.0% at age 50</i>
Tier 2 (Hired on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67 <i>SAFETY -2.7% at age 57</i>

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 of participation with SBCERA and/or public retirement system(s) will have their unused sick leave converted to the Retirement Medical Trust based on the conversion table in the applicable Memorandum of Understanding.
Retirement Medical Trust Fund – County Contribution	<u>County Fire Contribution, based on years of completed County Fire Service:</u> 1-9 years = 0.5% of biweekly base salary 10-15 years = 1.0% of biweekly base salary
Other	
529 Education Savings Plan	Eligible
Annual Tuition Reimbursement	\$350/fiscal year Plus required REHS recertification fee reimbursement, once every 2 years
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual maximum contribution of \$2,600
Qualified Transportation Plan	Pre-tax deductions of up to \$255/month for qualified transportation (commuter) expenses
State Disability Insurance	County Fire paid premium
Long Term Disability	County Fire paid and administered by SEBA
Uniforms	\$450/fiscal year Plus a "Class C" uniform provided one time for employees in regular positions who are required to wear a "Class C" uniform

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

Example #1: An Emergency Services Officer elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee Only coverage.

- \$250.96 (combined cost of premiums)
- \$170.75 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 70.75 (out-of-pocket cost)**

Example #2: A Hazardous Materials Specialist 1 elects Blue Shield HMO and DeltaCare USA DHMO plans with Employee + 1 coverage.

- \$496.11 (combined cost of premiums)
- \$365.18 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$121.47 (out-of-pocket cost)**

Example #3: A Fire Prevention Supervisor elects Kaiser Permanente and Delta DPPO plans with Employee + 2 or more coverage.

- \$898.55 (combined cost of premiums)
- \$500.52 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$388.57 (out-of-pocket cost)**