



# Emergency Services Unit

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Representation</b>	Communications Workers of America	
<b>Contract Date</b>	2017-2020	
<b>Health and Welfare</b>		
<b>Benefit Level</b>	Full Time (61 - 80 hours)	
<b>Medical Premium Subsidy (MPS)</b>	Employee Only \$190.00 Employee + 1 \$326.68 Employee + 2 \$473.43	
<b>Dental Premium Subsidy (DPS)</b>	Up to \$9.46	
<b>Medical Opt-Out/Waive</b>	Opt-Out prior to 4/29/06 \$133.85 Opt-Out or Waive as of 4/29/06 \$40.00 Opt-Out or Waive as of 4/29/06 \$40.00	
<b>Vision</b>	Employer Paid for Employee & Dependent Coverage	
<b>Employer Paid Life Insurance</b>	\$20,000	
<b>Voluntary Term Life</b>	Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000	
<b>Voluntary AD&amp;D</b>	Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$5,000 - \$125,000 Child(ren): \$3,125 - \$25,000	
<b>Leave Provisions</b>		
<b>Vacation</b>	80-160 hours/year w/cash-out option up to 60 hours/year if 80 hours of vacation used in previous year	
<b>Sick</b>	3.69 hours	
<b>Bereavement</b>	2 days per occurrence (3 if traveling > than 1,000 miles)	
<b>Holiday</b>	112 hours/year	
<b>Perfect Attendance</b>	Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours of Perfect Attendance Leave	
<b>Retirement</b>		
<b>Retirement Formulas</b> <i>Reciprocity provision may apply</i>	<b>Tier I</b> <b>2.0% at age 55</b> Hired PRIOR TO January 1, 2013	<b>Tier II</b> <b>2.5% at age 67</b> Hired ON or AFTER January 1, 2013

<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 Fire Contribution</b>	<u>Employer contribution, based on continuous years of service:</u> 1-4 years = 0.5% of biweekly base salary 5+ years = 1.0% of biweekly base salary
<b>Other</b>	
<b>529 Education Savings Plan</b>	Eligible
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Flexible Spending Account (FSA)</b>	Annual Maximum: \$2,650 or \$101.92 per pay period for 26 pay periods
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$265/month for qualified transportation (commuter) expenses
<b>Uniform Allowance</b>	\$200/year
<b>State Disability Insurance</b>	Premium paid by Employer

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

**Example #1:** A Call Taker elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee Only coverage.

- \$263.51 (combined cost of premiums)
- \$190.00 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 64.05 (bi-weekly out-of-pocket cost)**

**Example #2:** A Supervising Dispatcher elects Kaiser Permanente and Delta Dental PPO plans with Employee + 2 or more coverage.

- \$907.44 (combined cost of premiums)
- \$473.43 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$424.55 (bi-weekly out-of-pocket cost)**