



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)	Employee Only	\$176.16
	Employee + 1	\$376.59
	Employee + 2	\$516.08
Medical Opt-Out/Waive	\$20.00	
Vision	Employee Only coverage paid by Employer Employee may purchase dependent coverage:	
	<u>Coverage Level</u>	<u>Bi-Weekly Rate</u>
	Employee +1	\$3.16
	Employee +2 or more	\$8.81
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		
Retirement Formulas <i>Reciprocity provision may apply</i>	<u>Tier I</u> 3.0% at age 50 Hired PRIOR TO January 1, 2013	<u>Tier II</u> 2.7% at age 57 Hired ON or AFTER January 1, 2013

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 Maximum: \$2,650 or \$101.92 per pay period for 26 pay periods Minimum \$5 per pay period
Qualified Transportation Plan	Pre-tax deductions of up to \$265/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.

\$263.51 (combined cost of medical and dental premiums)
 - \$176.16 (medical premium subsidy)
\$ 87.35 (out-of-pocket cost)

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

\$907.44 (combined cost of medical and dental premiums)
 - \$516.08 (medical premium subsidy)
\$391.36 (out-of-pocket cost)