

Benefits

General Fire Support Unit

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

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|--|---|--|
| 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 \$170.75 Employee + 1 \$355.66 Employee + 2 \$483.70 | |
| 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 | | |
| Retirement Formulas <i>Reciprocity provision may apply</i> | Tier I 2.0% at age 55 Hired PRIOR TO January 1, 2013 | Tier II 2.5% at age 67 Hired ON or AFTER January 1, 2013 |

| 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: \$2,650 or \$101.92 employee contribution per pay period |
| Qualified Transportation Plan | Pre-tax deductions of up to \$265/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.

- \$263.51 (combined cost of premiums)
- \$170.75 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 83.30 (out-of-pocket cost)**

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

- \$552.05 (combined cost of premiums)
- \$355.66 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$186.93 (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.

- \$907.44 (combined cost of premiums)
- \$483.70 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$414.28 (out-of-pocket cost)**