



# Specialized Fire Services Unit

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Representation</b>	Sheriff's Employees' Benefit Association (SEBA)	
<b>Contract Date</b>	2016-2019	
<b>Health and Welfare</b>		
<b>Benefit Level</b>	Full Time (61 - 80 hours)	
<b>Medical Premium Subsidy (MPS)</b>	Employee Only \$173.31 Employee + 1 \$370.65 Employee + 2 \$508.02	
<b>Dental Premium Subsidy (DPS)</b>	Up to \$9.46	
<b>Medical Opt-Out/Waive</b>	\$40.00	
<b>Vision</b>	Employer Paid for Employee & Eligible Dependent Coverage	
<b>Life Insurance Employer Paid</b>	\$25,000	
<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 80 hours/year if 80 hours of vacation used in previous year	
<b>Sick</b>	3.69 hours/pay period	
<b>Holiday</b>	13 + 1 floating/year	
<b>Perfect Attendance</b>	Annual Gym Membership Reimbursement up to \$299.00 -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>	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.
<b>Retirement Medical Trust Fund – County Contribution</b>	<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 16+ years = 1.5% of biweekly base salary
<b>Other</b>	
<b>529 Education Savings Plan</b>	Eligible
<b>Annual Tuition Reimbursement</b>	\$350/fiscal year Plus required REHS recertification fee reimbursement, once every 2 years
<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 \$260/month for qualified transportation (commuter) expenses
<b>State Disability Insurance</b>	County Fire paid premium
<b>Long Term Disability</b>	County Fire paid and administered by SEBA
<b>Uniforms</b>	\$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.

- \$263.51 (combined cost of premiums)
- \$173.31 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 80.74 (out-of-pocket cost)**

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

- \$521.21 (combined cost of premiums)
- \$370.65 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$141.10 (out-of-pocket cost)**

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

- \$907.44 (combined cost of premiums)
- \$508.02 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$389.96 (out-of-pocket cost)**