



# Ambulance Operators

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Representation</b>	Professional Firefighters, IAFF, Local 935				
<b>Contract Date</b>	2018-2020				
<b>Health and Welfare</b>					
<b>Benefit Level</b>	Full Time (61-80 hours)				
<b>Medical Premium Subsidy (MPS)</b>	Employee Only \$203.81 Grandfathered Employee Only – Elected highest cost HMO prior to 7/21/18 \$234.65 Employee + 1 \$354.58 Employee + 2 \$503.41				
<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 & 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>Annual Leave</b>	192-272 hours/year, w/cash-out option up to 60 hours/year if 80 hours if Annual Leave used in previous year				
<b>Sick</b>	3.69 hours/pay period				
<b>Bereavement</b>	2 days per occurrence (3 days if traveling > 1,000 miles)				
<b>Perfect Attendance</b>	Annual Gym Membership up to \$299 -OR- 16 hours of Perfect Attendance Leave				
<b>Retirement</b>					
<b>Retirement Formulas</b> <i>Reciprocity provision may apply</i>	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center;"><b><u>Tier I</u></b> <b>2.0% at age 55</b></td> <td style="text-align: center;"><b><u>Tier II</u></b> <b>2.5% at age 67</b></td> </tr> <tr> <td style="text-align: center;">Hired PRIOR TO January 1, 2013</td> <td style="text-align: center;">Hired ON or AFTER January 1, 2013</td> </tr> </table>	<b><u>Tier I</u></b> <b>2.0% at age 55</b>	<b><u>Tier II</u></b> <b>2.5% at age 67</b>	Hired PRIOR TO January 1, 2013	Hired ON or AFTER January 1, 2013
<b><u>Tier I</u></b> <b>2.0% at age 55</b>	<b><u>Tier II</u></b> <b>2.5% at age 67</b>				
Hired PRIOR TO January 1, 2013	Hired ON or AFTER January 1, 2013				

<b>Retirement – Other</b>	
<b>457(b)</b> Eligible to enroll at any time	Employees shall be eligible to participate upon hire. After one year of continuous service in a regular position, County will match ½ times employee contribution up to ½%
<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 Contribution</b>	<u>Employer Contribution based on years of continuous 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
<b>Other</b>	
<b>529 Education Savings Plan</b>	Eligible
<b>Tuition Reimbursement</b>	First come first serve basis not to exceed \$1,650/fiscal year
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Flexible Spending Account (FSA)</b>	Annual Maximum: \$2,700 or \$103.84 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>Short Term Disability</b>	Employee Paid

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

**Example #1:** An Ambulance Operator - EMT elects Blue Shield Access+ HMO and DeltaCare USA DHMO plans with Employee Only coverage.

\$235.28 (combined cost of medical and dental premiums)  
 - \$203.81 (medical premium subsidy)  
 - \$9.46 (dental premium subsidy)  
**\$ 22.01 (out-of-pocket cost)**

**Example #2:** An Ambulance Operator – Paramedic elects Kaiser Permanente Traditional HMO and Delta Dental PPO plans with Employee + 2 or more coverage.

\$923.15 (combined cost of medical and dental premiums)  
 - \$503.41 (medical premium subsidy)  
 - \$9.46 (dental premium subsidy)  
**\$410.28 (out-of-pocket cost)**

**Example #3:** An Ambulance Operator – EMT elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee Only coverage.

\$269.30 (combined cost of medical and dental premiums)  
 - \$203.81 (medical premium subsidy)  
 - \$9.46 (dental premium subsidy)  
**\$ 56.03 (out-of-pocket cost)**