



Emergency Services Unit

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Communications Workers of America	
Contract Date	2017-2020	
Health and Welfare		
Benefit Level	Full Time (61 - 80 hours)	
Medical Premium Subsidy (MPS)	Employee Only \$190.00 Employee + 1 \$326.68 Employee + 2 \$473.43	
Dental Premium Subsidy (DPS)	Up to \$9.46	
Medical Opt-Out/Waive	Opt-Out prior to 4/29/06 \$133.85 Opt-Out or Waive on/after 4/29/06 \$40.00	
Vision	Employer Paid for Employee & Dependent Coverage	
Employer Paid Life Insurance	\$20,000	
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 if traveling > than 1,000 miles)	
Holiday	112 hours/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
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 Fire Contribution	<u>Employer contribution, based on continuous years of service:</u> 1-4 years = 0.50% of biweekly base salary 5+ years = 1.00% of biweekly base salary
Other	
529 Education Savings Plan	Eligible
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual Maximum: \$2,700 or \$103.84 per pay period for 26 pay periods
Qualified Transportation Plan	Pre-tax deductions of up to \$265/month for qualified transportation (commuter) expenses
Uniform Allowance	\$200/year
State Disability Insurance	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 Access+ HMO and DeltaCare USA DHMO plans with Employee Only coverage.

- \$235.28 (combined cost of premiums)
- \$190.00 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 35.82 (bi-weekly out-of-pocket cost)**

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

- \$811.92 (combined cost of premiums)
- \$473.43 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$329.03 (bi-weekly out-of-pocket cost)**

Example #3: A Dispatcher Trainee elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee Only coverage.

- \$269.30 (combined cost of premiums)
- \$190.00 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 69.84 (bi-weekly out-of-pocket cost)**

Example #4: A Dispatcher elects Kaiser Permanente and DeltaCare USA DHMO plans with Employee Only coverage.

- \$308.73 (combined cost of premiums)
- \$190.00 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 109.27 (bi-weekly out-of-pocket cost)**