



Fire Suppression Aides

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Professional Firefighters, IAFF, Local 935, AFL-CIO, CLC	
Contract Date	2019-2024	
Health and Welfare		
Benefit Level	Full Time (61-80 hours)	
Medical Premium Subsidy (MPS)	Employee Only	\$203.81
	Employee + 1	\$354.58
	Employee + 2	\$503.41
	Employees who prior to 7/21/18 elected and maintain Employee Only - Highest Cost HMO coverage: Grandfathered Employee Only \$234.65	
Dental Premium Subsidy (DPS)	\$9.46	
Medical Opt-Out/Waive	\$40.00	
Vision	Employer paid for Employee and Dependent Coverage	
Life Insurance Employer Paid	\$25,000	
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	
Sick	3.69 hours/pay period	
Holiday	13 regular + 1 floating/year	
Bereavement	2 days per occurrence (3 days if traveling >1,000 miles)	
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)	All employees in the bargaining unit shall automatically be enrolled in the County's 457 Deferred Compensation plan and contribute 1% of base salary to the plan. Employees may decline participation at any time. After one year of continuous service, employer matches ½ times the employee contribution up to ½%
Retirement Medical Trust Fund - Sick Leave Conversion	Upon separation, employees who have 10 or more years participation with SBCERA and/or other public retirement system(s) will have their unused sick leave converted to the Retirement Medical Trust based on the conversion table in the Applicable Memoranda of Understanding.
Retirement Medical Trust Fund - County Contribution	<u>Employer 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
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual Maximum: \$2,700 or \$103.84 per pay period for 26 pay periods Employees who select the County sponsored Blue Shield Access + HMO or the Kaiser Choice HMO Plan and elect to enroll in the FSA are eligible for up to a \$10.00 per pay period match to the FSA, to be credited on a quarterly basis.
Qualified Transportation Plan	Pre-tax deductions of up to \$265/month for qualified transportation (commuter) expenses
Short Term Disability	Employee pays State Disability Insurance premium

The County Fire District provides Premium Subsidies biweekly to help off-set the cost of your health premiums.

Example #1: A Fire Suppression Aide II elects Blue Shield Access+ HMO and DeltaCare USA DHMO plans with Employee Only coverage.

\$235.28 (combined cost of medical and dental premiums)
- \$234.86 (medical and dental premium subsidy)
\$ 22.01 (out-of-pocket cost)

Example #2: A Fire Suppression Aide III 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)
- \$512.87 (medical and dental premium subsidy)
\$410.28 (out-of-pocket cost)

Example #3: A Fire Suppression Aide II hired in July of 2015 elected and continues to maintain Kaiser Permanente Traditional HMO and Delta Dental PPO plans with Employee Only coverage.

\$324.24 (combined cost of medical and dental premiums)
- \$244.11 (medical and dental premium subsidy)
\$ 80.13 (out-of-pocket cost)