



# Firefighters

**FIREFIGHTER EMT, PARAMEDIC, ENGINEER AND CAPTAIN**  
**ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED**

<b>Representation</b>	Professional Firefighters, IAFF, Local 935, AFL-CIO, CLC	
<b>Contract Date</b>	2019-2024	
<b>Health and Welfare</b>		
<b>Benefit Level</b>	Full Time (56 – 112 hours)	
<b>Medical Premium Subsidy (MPS)</b>	Employee Only	\$176.16
	Employee + 1	\$376.59
	Employee + 2	\$516.08
<b>Medical Opt-Out/Waive</b>	\$20.00	
<b>Vision</b>	Employee Only coverage paid by Employer Employee may purchase dependent coverage:	
	<u>Coverage Level</u>	<u>Bi-Weekly Rate</u>
	Employee +1	\$3.16
	Employee +2 or more	\$8.81
<b>Life Insurance Employer Paid</b>	Not Eligible	
<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>	Not Eligible	
<b>Leave Provisions</b>		
<b>Vacation</b>	112-224 hours/year	
<b>Sick</b>	5.15 hours/pay period	
<b>Holiday</b>	155 hours/year	
<b>Retirement</b>		
<b>Retirement Formulas</b> <i>Reciprocity provision may apply</i>	<b><u>Tier I</u></b> <b>3.0% at age 50</b> Hired PRIOR TO January 1, 2013	<b><u>Tier II</u></b> <b>2.7% at age 57</b> Hired ON or AFTER January 1, 2013

<b>Retirement – Other</b>	
<b>457(b)</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.
<b>Retirement Medical Trust Fund - Sick Leave Conversion</b>	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.
<b>Retirement Medical Trust Fund - County Contribution</b>	<u>Employer Contribution, based on years of completed District service:</u> 1-9 years = 1.00% of biweekly base salary 10-15 years = 1.75% of biweekly base salary 16+ years = 2.75% of biweekly base salary
<b>Other</b>	
<b>529 Education Savings Plan</b>	Eligible
<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 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.
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$265/month for qualified transportation (commuter) expenses
<b>Uniform Allowance</b>	\$450/year
<b>Short Term Disability</b>	Administered by Local 935

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

**Example #1:** A Firefighter elects Blue Shield Access+ HMO and DeltaCare USA DHMO plans with Employee Only coverage.

\$235.28 (combined cost of medical and dental premiums)  
- \$176.16 (medical premium subsidy)  
**\$ 59.12 (out-of-pocket cost)**

**Example #2:** An Engineer 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)  
- \$516.08 (medical premium subsidy)  
**\$407.07 (out-of-pocket cost)**

**Example #3:** A Captain elects Blue Shield Signature HMO and Delta Dental PPO plans with Employee + 1 or more coverage.

\$564.21 (combined cost of medical and dental premiums)  
- \$376.59 (medical premium subsidy)  
**\$187.62 (out-of-pocket cost)**