



General Fire Support Unit

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	International Union of Operating Engineers, Local 12, AFL-CIO						
Contract Date	2017-20						
Health and Welfare							
Benefit Level	Full Time (61 - 80 hours)						
Medical Premium Subsidy (MPS)	Employee Only \$172.75 Employee + 1 \$360.66 Employee + 2 \$488.70						
Dental Premium Subsidy (DPS)	Up to \$9.46						
Medical Opt-Out/Waive	\$40.00						
Vision	Employer Paid for Employee & Dependent Coverage						
Life Insurance Employer Paid	\$20,000						
AD&D Employer Paid	\$10,000						
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 days if traveling > 1,000 miles)						
Holiday	13 + 1 floating/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>	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center;">Tier I</td> <td style="text-align: center;">Tier II</td> </tr> <tr> <td style="text-align: center;">2.0% at age 55</td> <td style="text-align: center;">2.5% at age 67</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>	Tier I	Tier II	2.0% at age 55	2.5% at age 67	Hired PRIOR TO January 1, 2013	Hired ON or AFTER January 1, 2013
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Hired PRIOR TO January 1, 2013	Hired ON or AFTER January 1, 2013						

Retirement - Other	
457(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 up to ½%. ½% of bi-weekly base salary
Retirement Medical Trust Fund – Sick Leave Conversion	<u>Sick Leave Conversion</u> 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 Contribution	<u>County 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
Annual Tuition Reimbursement	\$500/fiscal year
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual Maximum: \$2,700 or \$103.84 employee contribution per pay period
Qualified Transportation Plan	Pre-tax deductions of up to \$265/month for qualified transportation (commuter) expenses.
State Disability Insurance	Premium paid by Employer
Tool Allowance	\$600/year

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

Example #1: Fire Equipment Specialist elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee Only coverage.

- \$269.30 (combined cost of premiums)
- \$172.75 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 87.09 (out-of-pocket cost)**

Example #2: A Mechanic elects Blue Shield Signature HMO and Delta Dental PPO plans with Employee + 1 coverage.

- \$564.21 (combined cost of premiums)
- \$360.66 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$194.09 (out-of-pocket cost)**

Example #3: A Fire Equipment Technician II elects Kaiser Permanente Traditional HMO and Delta Dental PPO plans with Employee + 2 or more coverage.

- \$923.15 (combined cost of premiums)
- \$488.70 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$424.99 (out-of-pocket cost)**

Example #4: An Office Assistant III elects Blue Shield Access+ HMO and DeltaCare USA DHMO plans with Employee only coverage.

- \$235.28 (combined cost of premiums)
- \$172.75 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 53.07 (biweekly out-of-pocket cost)**