



Specialized Fire Services Unit

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Sheriff's Employees' Benefit Association (SEBA)	
Contract Date	2020-2023	
Health and Welfare		
Benefit Level	Full Time (61 - 80 hours)	
Medical Premium Subsidy (MPS)	Employee Only \$183.31 Employee + 1 \$390.65 Employee + 2 \$538.02	
Dental Premium Subsidy (DPS)	Up to \$9.46	
Medical Opt-Out/Waive	\$40.00	
Vision	Employer Paid for Employee & Eligible 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, w/cash-out option up to 80 hours/year if 80 hours of vacation used in previous year	
Sick	3.69 hours/pay period	
Holiday	13 + 1 floating/year	
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299.00 -OR- 16 hours of Perfect Attendance Leave	
Retirement		
Retirement Formulas <i>Reciprocity provision may apply</i>	<u>Tier I</u> 2.0% at age 55 Hired PRIOR TO January 1, 2013	<u>Tier II</u> 2.5% at age 67 Hired ON or AFTER January 1, 2013
Retirement – Other		
457(b)	All employees in bargaining unit covered by the MOU shall automatically be enrolled in the County's 457 Deferred Compensation Plan and contribute	

	1.00% of base salary to the plan. Employees may decline participation at any time. After one year of continuous service in a regular position, County will match ½ times employee contribution up to ½%
Retirement Medical Trust Fund – Sick Leave Conversion	Upon separation from the County, employees who have 10 or more years of participation with SBCERA and/or public retirement system(s) will have their unused sick leave converted to the Retirement Medical Trust based on the conversion table in the applicable Memorandum of Understanding.
Retirement Medical Trust Fund – County Contribution	<u>County Fire Contribution, based on years of completed County Fire Service:</u> 1-9 years = 0.5% of biweekly base salary 10-15 years = 1.5% of biweekly base salary 16+ years = 2.0% of biweekly base salary 20+ years = 2.5% of bi-weekly base salary
Other	
529 Education Savings Plan	Eligible
Annual Tuition Reimbursement	\$350/fiscal year Plus required REHS recertification fee reimbursement, once every 2 years
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual Maximum: \$2,750 or \$101.90 per pay period for 27 pay periods
Qualified Transportation Plan	Pre-tax deductions of up to \$270/month for qualified transportation (commuter) expenses
State Disability Insurance	County Fire paid premium
Long Term Disability	County Fire paid and administered by SEBA
Uniforms	\$450/fiscal year Plus a "Class C" uniform provided one time for employees in regular positions who are required to wear a "Class C" uniform

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

Example #1: An Emergency Services Officer elects Blue Shield Access+ HMO and DeltaCare USA DHMO plans with Employee Only coverage.

- \$235.28 (combined cost of premiums)
- \$183.31 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 42.51 (out-of-pocket cost)**

Example #2: A Hazardous Materials Specialist 1 elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee + 1 coverage.

- \$532.78 (combined cost of premiums)
- \$390.65 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$132.67 (out-of-pocket cost)**

Example #3: A Fire Prevention Supervisor elects Kaiser Permanente HMO and Delta DPPO plans with Employee + 2 or more coverage.

- \$923.15 (combined cost of premiums)
- \$538.02 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$375.67 (out-of-pocket cost)**