



GENERAL FIRE SUPPORT UNIT

MOU Contract 2020-2023

The County
pays a large portion
of your healthcare premiums.

*Benefit rates listed for
full-time employees (61-80 hours)
per biweekly pay period unless otherwise noted.*

LEAVE PROVISIONS

Vacation 80-160 hours per year
*Cash-out option up to 60 hours
per year if 80 hours of vacation
used in previous year*

Sick 3.69 hours per pay period

Holiday 14 + 1 floating per year

Bereavement 2 days per occurrence
(3 if traveling >1,000 miles)

Perfect Attendance Leave (PAL) Up to 16 hours PAL or
annual gym membership
reimbursement up to \$299



MEDICAL PREMIUM SUBSIDY

Effective July 17, 2021

| | |
|---------------------|----------|
| Employee-Only | \$182.06 |
| Employee +1 | \$380.07 |
| Employee +2 or more | \$516.94 |

MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and do not enroll in the County's medical plans, you will receive an extra \$40 per pay period.



DENTAL PREMIUM SUBSIDY

\$9.46 *(requires enrollment in a County medical plan)*



VISION

No Cost for Employee & Dependent Coverage

Employees are our most valuable resource.

COUNTY-PAID BENEFITS

TOOL ALLOWANCE

\$650/year for Mechanic and Lead Mechanic

STATE DISABILITY INSURANCE

Premium paid by Employer

BASIC TERM LIFE INSURANCE

\$20,000

RETIREMENT

SBCERA Retirement Formulas

Reciprocity provisions may apply

Tier I 2.0% AT AGE 55
Hired PRIOR to Jan 1, 2013

Tier II 2.5% at age 67
Hired ON or AFTER Jan 1, 2013

457(b) Deferred Compensation

Eligible to participate upon hire. County will match half of your contribution up to 0.5% of your base salary after one year.

Effective June 19, 2021, all employees in the bargaining unit shall automatically be enrolled and contribute 1% of base salary to the plan.

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

- 10-14 years = 1.5% of biweekly base salary
- 15-19 years = 2.00% of biweekly base salary
- 20+ years = 2.5% of biweekly base salary

Sick Leave Conversion

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 10+ years of participation with SBCERA and/or other public retirement.

VOLUNTARY PARTICIPATION PROGRAMS

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|--|--|
| Supplemental Term Life Insurance | Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000. |
| AD&D Insurance | Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000. |
| FSA | Pre-tax account for qualified health care expenses up to \$2,850 annually. |
| DCAP | Pre-tax account for qualified dependent care expenses up to \$5,000 annually. |
| 529 Savings Plan | Invest for future educational expenses with tax-free earnings. Contact Voya to enroll. |
| Combined Giving | link.sbcounty.gov/CombinedGiving Give back to the community via one-time or ongoing payroll deductions. |
| Commuter Services | link.sbcounty.gov/rideshare Help the environment, reduce traffic, save money and earn rewards with your commute. |
| Employee Discounts | link.sbcounty.gov/EmployeeDiscount Save big at hundreds of national and local merchants |
| Wellness Program | link.sbcounty.gov/wellness Information, resources and rewards to support your healthy lifestyle. |
| Employee Assistance Program (EAP) | link.sbcounty.gov/eap Confidential expert support and resources available at any time, at no cost to you. |
| Annual Tuition Reimbursement | \$500/fiscal year |