



FIREFIGHTERS

Firefighter EMT, Firefighter Paramedic, Engineer and Captain

MOU Contract 2019-2025

The County pays a large portion of your healthcare premiums. To determine your out-of-pocket costs, use our online [Benefits Calculator](#).

Benefit rates listed for full-time employees (56-112 hours) per biweekly pay period unless otherwise noted.



MEDICAL PREMIUM SUBSIDY

Effective July 16, 2022

Employee-Only	\$183.66
Employee +1	\$387.84
Employee +2 or more	\$531.08

LEAVE PROVISIONS

Vacation 112-224 hours per year
Cash-out option up to 112 hours per year if 112 hours of vacation used in previous year

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 \$20 per pay period.

Sick 5.15 hours per pay period



VISION PREMIUMS

No Cost for Employee-Only Coverage.

Purchase dependent coverage for a small bi-weekly cost:

Employee +1	\$3.16
Employee +2 or more	\$8.81

Holiday 167 hours per year

Employees are our most valuable resource.

COUNTY-PAID BENEFITS

SHORT-TERM DISABILITY

Eligible; covered under Local 935 policy

BASIC TERM LIFE INSURANCE

Not Eligible

UNIFORM ALLOWANCE

\$450 per year

RETIREMENT

SBCERA Retirement Formulas

Reciprocity provisions may apply

Tier I 3.0% AT AGE 50
Hired PRIOR to Jan 1, 2013

Tier II 2.7% at age 57
Hired ON or AFTER Jan 1, 2013

457(b) Deferred Compensation

Auto-enrolled upon hire at 1% contribution of base salary.

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

- 7-9 years = 1.00% of biweekly base salary
- 10-15 years = 2.00% of biweekly base salary
- 16-19 years = 2.75% of biweekly base salary
- 20+ years = 3.00% 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

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	Not Eligible
FSA	Pre-tax account for qualified health care expenses up to \$3,050 annually. Employees who select County sponsored Blue Shield Access + or Kaiser Choice HMO plans are eligible for up to a \$10 per pay period match.
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.