



# 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 August 13, 2022*

Employee-Only	\$187.06
Employee +1	\$390.07
Employee +2 or more	\$531.94

### 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.*

## VOLUNTARY PARTICIPATION PROGRAMS

### 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**

Auto-enrolled upon hire at 1% contribution of base salary. County will match half of your contribution up to 0.5% of your base salary after one year of continuous service.

##### **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.

##### **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 \$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 in future educational expenses with tax-free earnings. Contact Voya to enroll.

##### **Combined Giving**

[link.sbcounty.gov/CombinedGiving](https://link.sbcounty.gov/CombinedGiving)

Give back to the community via one-time or ongoing payroll deductions.

##### **Commuter Services**

[link.sbcounty.gov/rideshare](https://link.sbcounty.gov/rideshare)

Help the environment, reduce traffic, save money and earn rewards with your commute.

##### **Employee Discounts**

[link.sbcounty.gov/EmployeeDiscount](https://link.sbcounty.gov/EmployeeDiscount)

Save big at hundreds of national and local merchants.

##### **Wellness Program**

[link.sbcounty.gov/wellness](https://link.sbcounty.gov/wellness)

Information, resources and rewards to support your healthy lifestyle.

##### **Employee Assistance Program (EAP)**

[link.sbcounty.gov/eap](https://link.sbcounty.gov/eap)

Confidential expert support and resources available at any time, at no cost to you.

##### **Annual Tuition Reimbursement**

\$500/fiscal year