



SPECIALIZED FIRE SERVICES UNIT

MOU Contract 2023-2026

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.*

MEDICAL PREMIUM SUBSIDY

Effective October 21, 2023



Employee-Only	\$212.56
Employee +1	\$446.63
Employee +2 or more	\$622.25

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.

LEAVE PROVISIONS

Vacation	80-160 hours per year <i>Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year</i>
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Sick	3.69 hours per pay period
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Holiday	14 + 1 floating per year
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Bereavement	2 days per occurrence <i>(3 if traveling >1,000 miles)</i>
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Perfect Attendance Leave (PAL)	Up to 16 hours PAL or annual gym membership reimbursement up to \$299
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DENTAL PREMIUM SUBSIDY

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



VISION

No Cost for Employee & Eligible Dependent Coverage



Employees are our most valuable resource.

VOLUNTARY PARTICIPATION PROGRAMS

COUNTY-PAID BENEFITS

UNIFORMS/FOOTWEAR

\$600/fiscal year

Plus, a "Class C" uniform provided one time for employees in regular positions who are required to wear a "Class C" uniform

STATE DISABILITY INSURANCE

County Fire paid premium

LONG TERM DISABILITY

County Fire paid and administered by SEBA

BASIC TERM LIFE INSURANCE

\$25,000

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 Fire will match half of your contribution up to 0.5% of your base salary after one year.

Retirement Medical Trust (RMT)

County Contribution

Years of Completed County Fire Service	Percentage
Less than one year	0.00%
One but less than Five years	1.00%
Five but less than twenty years	2.00%
Twenty or more years	3.00%

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 \$3,200 annually.
DCAP	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
Tuition/Loan Repayment	\$500/fiscal year Plus, required REHS recertification fee reimbursement, once every 2 years
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.