



# 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.*

## 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*

**Sick** 5.15 hours per pay period

**Holiday** 167 hours per year



### MEDICAL PREMIUM SUBSIDY

*Effective July 16, 2022*

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

### 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.



### 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

# 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

<b>Supplemental Term Life Insurance</b>	Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.
<b>AD&amp;D Insurance</b>	Not Eligible
<b>FSA</b>	Pre-tax account for qualified health care expenses up to \$3,200 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.
<b>DCAP</b>	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
<b>529 Savings Plan</b>	Invest for future educational expenses with tax-free earnings. Contact Voya to enroll.
<b>Combined Giving</b>	<a href="https://link.sbcounty.gov/CombinedGiving">link.sbcounty.gov/CombinedGiving</a> Give back to the community via one-time or ongoing payroll deductions.
<b>Commuter Services</b>	<a href="https://link.sbcounty.gov/rideshare">link.sbcounty.gov/rideshare</a> Help the environment, reduce traffic, save money and earn rewards with your commute.
<b>Employee Discounts</b>	<a href="https://link.sbcounty.gov/EmployeeDiscount">link.sbcounty.gov/EmployeeDiscount</a> Save big at hundreds of national and local merchants
<b>Wellness Program</b>	<a href="https://link.sbcounty.gov/wellness">link.sbcounty.gov/wellness</a> Information, resources and rewards to support your healthy lifestyle.
<b>Employee Assistance Program (EAP)</b>	<a href="https://link.sbcounty.gov/eap">link.sbcounty.gov/eap</a> Confidential expert support and resources available at any time, at no cost to you.