



FIREFIGHTERS

Firefighter Paramedic Trainees, Firefighter EMTs, Firefighter Paramedics,
Engineers, Heavy Fire Equipment Operators, and Captains

MOU Contract 2025-2030

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 scheduled for 56-112 hours per biweekly pay period unless otherwise noted.

LEAVE PROVISIONS

PTO - 180-292 hours per year
Paid *Cash-out option up to*
Time Off *112 hours per year if 112*
hours of PTO used in
previous year

Holiday 154 hours per year

MEDICAL PREMIUM SUBSIDY

Effective February 8, 2025

Employee-Only \$616.42
Employee +1 \$763.77
Employee +2 or more \$848.00

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.

DENTAL PREMIUMS

Utilize the medical premium subsidy balance towards dental care premiums*

VISION PREMIUMS

Utilize the medical premium subsidy balance towards vision care premiums*

*Must be enrolled in a county medical and dental healthcare plan to roll over the subsidy balance.

Employees are our most valuable resource.

VOLUNTARY PARTICIPATION PROGRAMS

COUNTY-PAID BENEFITS

LONG-TERM DISABILITY

Eligible; covered under Local 935 policy

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.

Supplemental Term Life Insurance Have financial security with term life coverage for yourself and your family with coverage up to \$700,000.

FSA (Flexible Spending Account) 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.

DCAP (Dependent Care Assistance Program) 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.

EAP (Employee Assistance Program) link.sbcounty.gov/eap
Confidential expert support and resources available at any time, at no cost to you.