



Human Resources  
Employee Benefits & Services

# 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 19, 2024

Employee-Only	\$219.56
Employee +1	\$458.63
Employee +2 or more	\$642.25

## 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.

## DENTAL PREMIUM SUBSIDY

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

## VISION

No Cost for Employee & Eligible Dependent Coverage

## LEAVE PROVISIONS

<b>Vacation</b>	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>
<b>Sick</b>	3.69 hours per pay period
<b>Holiday</b>	14 + 1 floating per year
<b>Bereavement</b>	2 days per occurrence <i>(3 if traveling &gt;1,000 miles)</i>
<b>Perfect Attendance Leave (PAL)</b>	Up to 16 hours PAL or annual gym membership reimbursement up to \$299

## SEBA HEALTHCARE TRUST

**MEDICAL PREMIUM SUBSIDY** \$408.91  
Effective October 19, 2024

# 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 \$3,300 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 ScholarShare 529 to enroll.

##### Combined Giving

[link.sbcounty.gov/CombinedGiving](http://link.sbcounty.gov/CombinedGiving)  
Give back to the community via one-time or ongoing payroll deductions.

##### Commuter Services

[link.sbcounty.gov/rideshare](http://link.sbcounty.gov/rideshare)  
Help the environment, reduce traffic, save money and earn rewards with your commute.

##### Employee Discounts

[link.sbcounty.gov/EmployeeDiscount](http://link.sbcounty.gov/EmployeeDiscount)  
Save big at hundreds of national and local merchants

##### Wellness Program

[link.sbcounty.gov/wellness](http://link.sbcounty.gov/wellness)  
Information, resources and rewards to support your healthy lifestyle.

##### Employee Assistance Program (EAP)

[link.sbcounty.gov/eap](http://link.sbcounty.gov/eap)  
Confidential expert support and resources available at any time, at no cost to you.