



FIREFIGHTERS

Fire Suppression Aides, Firefighter Paramedic Trainees, Firefighter EMTs, Firefighter Paramedic, Engineers, Heavy Fire Equipment Operators, and Captain

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](#).



MEDICAL PREMIUM SUBSIDY

Effective July 12, 2025

Employee-Only	\$707.86
Employee +1	\$863.21
Employee +2 or more	\$874.20

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.

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	<i>Cash-out option up to</i>
Time Off	<i>112 hours per year if 112 hours of PTO used in previous year</i>

Holiday	154 hours per year
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*Employees are our
most valuable resource.*

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.

VOLUNTARY PARTICIPATION PROGRAMS

Supplemental Term Life Insurance	Have financial security with term life coverage for yourself and your family with coverage up to \$700,000.
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FSA <i>(Flexible Spending Account)</i>	Pre-tax account for qualified health care expenses up to \$3,300 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.
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DCAP <i>(Dependent Care Assistance Program)</i>	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
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529 Savings Plan	Invest for future educational expenses with tax-free earnings. Contact ScholarShare to enroll.
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Combined Giving	link.sbcounty.gov/CombinedGiving Give back to the community via one-time or ongoing payroll deductions.
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Commuter Services	link.sbcounty.gov/rideshare Help the environment, reduce traffic, save money and earn rewards with your commute.
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Employee Discounts	link.sbcounty.gov/EmployeeDiscount Save big at hundreds of national and local merchants
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Wellness Program	link.sbcounty.gov/wellness Information, resources and rewards to support your healthy lifestyle.
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EAP <i>(Employee Assistance Program)</i>	link.sbcounty.gov/eap Confidential expert support and resources available at any time, at no cost to you.
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