



Human Resources
Employee Benefits and Services

AMBULANCE OPERATORS

Benefits Overview

MOU Contract 2026-2031

Healthcare Benefits

Fire District Sponsored Health Benefits



MEDICAL PREMIUM SUBSIDY

Effective July 25, 2026

Employee Only	\$431.99
Employee +1	\$618.58
Employee +2 or more	\$727.79



DENTAL PREMIUM SUBSIDY

\$9.46
Requires enrollment in a Fire District Medical plan.



VISION

No cost for Employee and Dependent coverage.

Union Sponsored Healthcare Trust



UNION HEALTHCARE TRUST

Active Fire District employees within the Ambulance Operators Unit are eligible to participate in The Fire District sponsored health benefits or the Union sponsored Healthcare Trust.

For more information on the Healthcare Trust, please contact the Healthcare Trust Benefits Administrator:
(714) 460-7744
SBFire935@brownbis.com

You may review additional information regarding these provisions as listed in your Memorandum of Understanding (MOU).
<https://link.sbcounty.gov/MOU>

Leave Provisions

Leave time listed for full-time employees (61-80 hours) per biweekly pay period unless otherwise noted.



Paid Time Off (PTO)*

From Hire Date through 104 Pay Periods
Accrual Rate - 8.54 hours per pay period
Annual Allowance - 222 hours
Max Balance - 335 hours

Over 104 Pay Periods through 234 Pay Periods
Accrual Rate - 10.08 hours per pay period
Annual Allowance - 262 hours
Max Balance - 395 hours

Over 234+ Pay Periods
Accrual Rate - 11.62 hours per pay period
Annual Allowance - 302 hours
Max Balance - 455 hours



Bereavement

2 days per occurrence
(3 if traveling >1,000 miles)

*PTO allows cash-out option up to 60 hours per year if 80 hours of PTO used in previous year.

Refer to your Memorandum of Understanding (MOU).
MOU Website: <https://link.sbcounty.gov/MOU>

Fire District-Paid Benefits



Long Term Disability

Eligible, covered under Local 935 policy



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 a 1% contribution of base salary.

Retirement Medical Trust (RMT)

Fire District Contribution

Based on continuous years of service:

10-14 years = 1.50% of biweekly base salary

15-19 years = 2.00% of biweekly base salary

20+ years = 2.50% 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 Programs



Supplemental Term Life Insurance

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

<https://link.sbcounty.gov/Life-Insurance>



AD&D Insurance

Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.

<https://link.sbcounty.gov/Life-Insurance>



Flexible Spending Account (FSA)

Pre-tax account for qualified health care expenses up to \$3,400 annually. Employees who select Fire District sponsored Blue Shield Access+ or Kaiser Choice are eligible for up to \$10 per pay period match. <https://link.sbcounty.gov/fsa>



Dependent Care Assistance Program (DCAP)

Pre-tax account for qualified dependent care expenses up to \$5,000 annually. <https://link.sbcounty.gov/DCAP>



529 Savings Plan

Invest for future educational expenses with tax-free earnings. Contact Scholar Share to enroll. <https://link.sbcounty.gov/529>



Combined Giving

Give back to the community via one time or ongoing payroll deductions. <https://link.sbcounty.gov/CombinedGiving>



Commuter Services

Help the environment, reduce traffic, save money and earn rewards with your commute. <https://link.sbcounty.gov/Commuter>



Employee Discounts

Save big at hundreds of national and local merchants.

<https://link.sbcounty.gov/Employee-Discout-Program>



Wellness Program

Information, resources and rewards to support your healthy lifestyle. <https://link.sbcounty.gov/wellness>



Employee Assistance Program (EAP)

Confidential expert support and resources available at any time, at no cost to you. <https://link.sbcounty.gov/EAP>



Annual Tuition Reimbursement

Funds may be available on a first-come, first-served basis up to an annual maximum of \$1,650. Refer to your MOU.

<https://link.sbcounty.gov/TuitionProgram>

Medical Premium Costs for Fire District Plans

Medical Premium Subsidy

The Fire District provides Premium Subsidies biweekly to help offset the cost of your medical and dental premiums.

Effective July 25, 2026
Employee Only: **\$431.99**
Employee +1: **\$618.58**
Employee +2: **\$727.79**

Employee Only Coverage

Plan	Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$0.00
Blue Shield Access + HMO	\$0.00
Blue Shield Signature HMO	\$0.00
Blue Shield PPO	\$344.90
Kaiser Virtual Complete HMO	\$0.00
Kaiser Choice HMO	\$0.00
Kaiser Permanente HMO	\$0.00

Employee +1 Coverage

Plan	Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$60.55
Blue Shield Access + HMO	\$105.23
Blue Shield Signature HMO	\$215.12
Blue Shield PPO	\$962.64
Kaiser Virtual Complete HMO	\$37.55
Kaiser Choice HMO	\$95.79
Kaiser Permanente HMO	\$219.65

Employee +2 or more Coverage

Plan	Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$232.37
Blue Shield Access + HMO	\$295.59
Blue Shield Signature HMO	\$451.07
Blue Shield PPO	\$1,725.40
Kaiser Virtual Complete HMO	\$199.80
Kaiser Choice HMO	\$282.21
Kaiser Permanente HMO	\$457.47